

# Motivations and Commitments of Municipal Disaster Risk Reduction Rescue Volunteers: A Qualitative Study

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## ABSTRACT

This qualitative study sought to explore the motivations and commitments of volunteer rescuers. The study used semi-structured interviews with 6 Municipal Disaster Risk Reduction participants to acquire a better understanding of their experiences and viewpoints. The findings found that the major motivators for volunteering were a sense of responsibility to help others, a desire to make a good difference. Furthermore, many participants reported a strong sense of fulfillment and shared purpose among their fellow volunteers, which fueled their motivations to the organization. The study additionally showed many important factors that influenced the volunteers' continued commitment to MDRR. These included the organization's clear objective and ideals, the potential for personal growth and skill development, and the sense of accomplishment and satisfaction that came from their job. Furthermore, many participants stated that their MDRR experiences had a significant impact on their personal and professional life, prompting them to continue volunteering as a means of maintaining a feeling of purpose and fulfillment. The study's findings have major implications for the training and retention of MDRR volunteer rescuers. Understanding the motivations and commitments of these volunteers allows organizations to better support and engage its workforce, resulting in more effective disaster response and relief activities. The study's findings also emphasize the necessity of instilling a sense of community and purpose among volunteers, as well as giving possibilities for personal growth and development.

**Keywords:** Commitment, Motivation, Rescue Volunteers, Satisfaction, Fulfillment,

## DEDICATION

This research is deeply indebted to several sources of inspiration and support. First and foremost, I want to express my immense gratitude to Almighty God for His endless grace and mercy.

To my adviser, who have shown me knowledge, patience, and expertise. His advice has been crucial in developing my research and refining my views. His encouragement has given me the confidence to take risks and try new things, and his critical comments has helped me develop as a researcher. I appreciate the time and work he have invested in me.

Moreover, I would like to express my sincere gratitude to my friends and buddies, who have been a continual source of support and motivation throughout my studies. Additionally, I am deeply appreciative of my special friend, who has provided unwavering support and guidance, even from a

distance. Our late-night discussions, brainstorming sessions, and joint endeavors have been critical components in helping me better understand and navigate my studies. Her unique perspectives, knowledge, and skills have been instrumental in shaping my academic journey, making it a more rewarding and enjoyable experience.

Finally, I would like to dedicate this research study to my beloved family, whose unwavering support and encouragement have been the foundation of my academic journey. To my parents, **Allan A. Gumarao** and **Dedita F. Gumarao**, thank you for your endless love, sacrifices, and belief in my potential. Your guidance has inspired me to pursue my dreams with passion and determination. They have always been a source of love, support, and encouragement throughout my academic path. Their support financially, and of course spiritually. Their prayers made me survive this study. I am grateful to have them. Their presence in my life has been a source of hope and inspiration, and I am pleased to have them with me as I give this study.

This accomplishment is a testament to our shared commitment and resilience. I am forever grateful for your love and support.

## **1. INTRODUCTION**

### **Rationale**

Disasters and dangers are unpredictable. The Philippines is particularly susceptible to natural disasters. Because of this, the government decided to establish a body in charge of disasters and dangers. It involves local governments' efforts to lessen the risk of disasters and respond effectively when they occur. There are designed organizations, such as MDRR volunteer rescuers, in some urban of the Philippines. Rescuers are people who risk their safety to help others in danger. They may be professional rescuers, such as firefighters, paramedics, and police officers, or they may be volunteers or ordinary citizens who come to the aid of others in need. Rescuers play a vital role in society, and their commitment and motivations make a big difference in society. The MDRR volunteer rescuers are tasked to manage emergency operations involving ambulance operations and conduction of patient and transfer, search and rescue, evacuation, operation and other emergencies such as vehicular accident and hazard fire. The work of MDRR volunteer rescuers can be highly stressful and demanding, both physically and emotionally.

According to Baetzner et al. (2022), the MDRR rescuers are considered as the first responder. In the early aftermath of emergencies and disasters, they offer care and services, and occasionally they stay in the situation for weeks or months. Serving as an emergency disaster first responder is one of the most rewarding and challenging commitments a person can do. Having that great responsibility for both the life and safety of a fellow human being can be exciting and anxiety triggering, but a humbling experience. They are affected by all of the stresses and difficulties they face at work and at home. Still, they carry out their responsibilities and remain motivated and committed to risking their lives to help others.

Moreover, the first people on the scene of an emergency or disaster are first responders. They offer services that are crucial to the community. Emergency medical services (EMS), rescuers, firemen, and police officers are the main categories of first responders. However, the focus of this study are those volunteer rescuers. To the reason that it cannot be denied that they often lack appreciation, including lack of financial opportunities and expected emotional exhaustion that can affect their motivations and commitments. Motivation is a feeling, and commitment is a choice. When an individual decides to become

a first responder, they have made a commitment to all those they serve and essentially give up the option to become unfit, or at least unfit for duty. However, as the occupational life span continues there will be times when you may be more or less fit due to career and life events (Baker, 2023).

There are some rescues that show their dedication in one particular region in the Philippines. Whereas, the five rescuers from Bulacan acted with incredible bravery and self-sacrifice and went above and beyond the call of duty to save the lives of others at the cost of their own. They were veteran rescuers who have also helped other local governments throughout the country in previous calamities and disasters (Bolledo, 2022). But why would someone risk their lives by working as a volunteer and aiding stranger? This study aimed to answer that question. Along with this, this study specifically focused on MDRR rescuers to shed light on their motivations and commitments for choosing to volunteer to help others.

### **Research Questions**

This study aimed to understand the motivations and commitments of MDRR rescuers. Specifically, this study sought to answer the following questions;

1. What are the primary motivations of MDRR volunteer rescuers in doing their work?
2. What are the challenges encountered by MDRR volunteer rescuers in doing their work?
3. How do the MDRR volunteer rescuers maintain their commitment to their work despite the challenges they face?
4. What are the rewards and benefits that MDRR volunteer rescuers experience in their work?

### **Theoretical Lens**

In qualitative research specifically, theoretical lenses guide how researchers interpret findings by providing a structured framework for understanding complex social structures or cultural phenomena. Qualitative research, on the other hand, is a type of research that explores and provides deeper insights into real-world problems by gathering participants' experiences, perceptions, and behavior (Limpaecher, 2023).

The Theory of Altruism is the theoretical basis of this study. Altruism is defined as the selfless concern for the well-being of others. It is behavior that benefits others at some cost to oneself. It also developed professional altruism, where people risk their lives to help others in the line of their duty. Just like rescuers, this is because their duty requires them to be willing to put themselves in danger in order to protect others. Altruism, also called pure altruism, it is the most unselfish kind of altruism. It involves helping people without the expectation of reciprocity or rewards, even if there's great risk involved (Rusch, 2022).

### **Significance of the Study**

The researcher believed that the following will gain significant benefit from the result of this study:

**MDRR Organizations.** This study could assist MDRR organizations in better understanding their rescuers and developing programs and policies that support their motivations and commitments. It may also aid in the recruitment and retention of excellent rescuers by identifying the factors that drive their commitment to this work. By understanding the motivations and commitments of current rescuers, MDRR organizations can develop strategies to attract and retain excellent rescuers.

**Researchers.** This study could become an effective tool for the researcher to answer questions and gain information from reading about the motivations and commitments of rescuers. Furthermore, this study helps researchers point out the motivations and commitments of rescuers despite stress. Lastly, it

means understanding issues and increasing public awareness, which gauges and seizes the opportunity for the researcher to address problems like stress at work.

**The General Public.** This research could help the general public to better understand the motivations and commitments of MDRR rescuers, and to appreciate the sacrifices that they make. It could also help to foster a greater sense of community and support for MDRR rescuers. This can help to attract more resources to the sector and to increase public support for MDRR efforts.

**Government Policy Maker.** This research could help policymakers to better understand the needs of MDRR rescuers, and to develop policies that support their work. It can also contribute to the development of more effective disaster response strategies by understanding the motivations and commitments of rescuers involved in MDRR. This can help policy makers to be better prepared and to respond more effectively to disasters, thereby minimizing the impact of disasters and saving lives.

**Families.** This study could help the rescuer's family understand the commitment and motivations of rescuers. Encourage them to support and be considerate of the rescuer, as rescuers often work long and demanding hours, and it can be difficult to find time for their families. Also, they can provide support that can help rescuers cope with the demands of their job, such as exposure to trauma and the risk of injury or death.

**Future MDRR Volunteer Rescuers.** This study could assist rescuers in better understanding their own motivations and commitments, as well as in strengthening their sense of purpose and identity. It can also enhance collaboration and communication between current and future MDRR rescuers. By understanding the motivations and commitments of current rescuers, future rescuers can better understand the challenges and opportunities of this work and can work more effectively with current rescuers.

**Future Researchers.** This study will help future researcher learn how to conduct interviews with MDRR rescuers in a way that is sensitive to their experiences. They can use the methods employed in this study as a guide to develop their own interview protocols. They can benefit from the insights gained in this study to improve their own research methods and contribute to the growing body of knowledge on MDRR rescuers and their experiences.

### **Delimitations and Limitations**

This qualitative research is delimited on the motivations and commitments of MDRR rescuers, and did not explore other aspects of their lives or work, such as their personal experiences or challenges. This study included five (5) rescuers of Banga Municipal Disaster Risk Reduction Office who were willing and able to discuss what they had learned and their opinions. The information was assessed at the Municipal Disaster Risk Reduction Office (MDRRO) through intense qualitative or in-depth interviews. Its primary goal was to determine what respondents' thought was important about the subject.

### **Definition of Terms**

The following terms were defined conceptually and operationally for a better understanding of this study.

**Commitment.** Conceptually, Brown & Adams, (2020) it involves a strong dedication or allegiance to a particular cause, organization, or role. It is describing as a strong dedication and sense of responsibility toward one's obligation and responsibilities. It implies a steadfast commitment to fulfilling one's duties and responsibilities to the best of their ability. Commitment, as explored in this study, encompasses the level of dedication, emotional attachment, and unwavering loyalty exhibited by rescuers in fulfilling their roles. Operationally, it is a promise to yourself or to someone else to do something. It is a decision to stick with something, even when it is difficult.

**MDRR Rescuers.** Conceptually, the office of Municipal Disaster Risk Reduction (MDRR) defines the MDRR rescuers as highly trained and specialized personnel who respond to emergencies and disasters in their municipalities. They are responsible for saving lives and property, and they play a vital role in disaster risk reduction and management. MDRR rescuers are also responsible for conducting disaster preparedness training and drills for the community. They help to develop and implement disaster risk reduction plans, and they work with other agencies to ensure that the municipality is prepared for any emergency (DRR, 2021). Operationally, a member of the Municipal Disaster Risk Reduction and Management Office (MDRRMO) who are trained and equipped to respond to disasters and emergencies.

**Motivation.** Conceptually, Candidate (2023) the word motivation is the internal or external factors that drive individuals to initiate and sustain certain behavior or actions. The general desire of willingness of someone to do something. Whether it refer to a need or a drive, motivation is a state of being inside of people that yearns for a change, either in the environment or in the self. When we draw from this source of power, motivation gives the person the drive and focus required to interact with the world in an adaptable, exploratory, and problem-solving manner. Operationally, motivation is the driving force behind our actions. It is the reason or reasons one has for acting or behaving in a particular way.

**Municipal disaster risk reduction (MDRR).** Conceptually, Polo (2023) is the process of reducing the risk of disasters to people and property at the municipal level. This includes activities such as hazard identification, vulnerability assessment, risk reduction planning, and early warning systems. MDRR is a systematic approach to identifying, assessing, and reducing the risks of disaster. It aims to reduce socio-economic vulnerabilities to disaster as well as dealing with the environmental and other hazards that trigger them.

### **Organization of the Study**

This study is comprised of five chapters: the study's purpose, a review of related literature and studies, methodology results, and discussions. The organization of the study showed the steps to fulfill and finish the said study. These steps aimed to determine the reason behind the motivations and commitments of MDRR rescuers despite of challenges at work.

The purpose of the study statement aids the subject in determining the study's relevance concerning personal values, especially the study's relevance as a written statement that explains why the study was necessary. It is a defense of the work's importance, impact on the field of study, contribution to new knowledge, and how it will help others. It also requires deception or information with unfamiliar words because the readers may have their interpretation of the words or need to be more familiar with them. This chapter assumes that the readers will comprehend the research components in how the research will introduce them.

The chapter on the review of related literature and studies answers the question, as it is only possible to say precisely how Review of Related Literature (RRL) and Review or Related Studies (RRS) might improve the quality and validity of the study by understanding the topic. However, in terms of accuracy, a thorough RRL and RRS will guarantee that the hypothesis is available information and that the relevant methodologies and procedures can solve the problem. In terms of validity, the RRL will direct reviewers and readers to relevant research supporting or validating the current investigation's approach.

The Methodology is typically specifics of how the researcher approached the topic and the methodologies and procedures they utilized in a thesis or other official pieces of research. Moreover, knowing what research methodology, approaches, and instruments are accessible to the study. The



Methodology has different research methodologies and typical data collection and analysis approaches and tools.

The result offers techniques with credibility and results that are scientifically valid. It also includes precise answers to keep readers on track, ensuring smooth, efficient, and controlled results. The researcher's technique assists the reader in comprehending the strategy and procedures utilized to obtain accurate results. The result of the study would be the basis for conducting learning action cell sessions.

The discussion summarizes the findings and places them in perspective with the rest of the study. It connects all of the previous sections and lets the reader see the links between each area of the research paper. The author completes three processes in a discussion section: interpretation, analysis, and explanation. A good discussion section will explain why the research findings are relevant and how they fit into the current literature and be self-critical and open about the study's flaws.

Finally, the organization is the key to successful research; written procedures, with detailed instructions, help to record the operations and processes within the organization of the study. Furthermore, it defines how things subsequently give focus on improving a standard procedure because of how things impact the success of the outcomes, especially the research.

## **2. REVIEW OF RELATED LITERATURE**

A review of related literature informs future research directions. This procedure improves the accuracy and validity of subsequent research by ensuring that they are based on thorough understanding and rigorous analysis.

### **Motivations of Rescuers**

The motivation to become a rescuer is complex and multifaceted. Some researchers have suggested that rescuers are motivated by a desire to help others, a sense of duty, or a need for excitement and challenge. Others have suggested that rescuers are motivated by a combination of these and other factors, such as a need for personal growth, a desire to make a difference in the world, or a need to feel appreciated.

According to Saeed et al. (2022), motivation is a power that directs employees toward achieving their special goals and the organization's objectives in general. Recently, motivation has been considered one of the most important issues in the workplace since each organization wants to get the most out of its resources, including its manpower.

In addition, Hogstedt et al. (2022), indicates that motivation to join a first responder system mainly depends on intrinsic factors, an inner belief of doing good, but there are also extrinsic factors, such as earning some kind of reward from the act, to consider. Focusing information campaigns on intrinsic factors may be the most important factor for successful recruitment. The rescuers showed helping traits, individual cognition, and situation awareness, which were factors motivating the resuscitation efforts.

Moreover, rescuers often feel a sense of camaraderie and community with their fellow first responders. They may also be motivated by the support and encouragement of their friends, family, and colleagues. Rescuers were motivated by a variety of factors, including a desire to help others, a sense of duty, a need for excitement and challenge, a need for personal growth, a desire to make a difference in the world, and a need to feel appreciated (Zamzowfitness, 2023). Furthermore, some rescuers are motivated by a pre-existing interest in emergency care or a desire to learn new skills. They may find the work challenging and rewarding, and enjoy the sense of accomplishment that comes with helping others in need. Motivation is a key factor within your control that directly impacts the quality of your work and

your overall professional journey. Learning how to encourage yourself to sustain a positive focus on your goals can make it easier to overcome challenges to achieve your plans (Barry et al., 2019).

### **Commitment of Rescuers**

Many rescuers are committed to serving others and helping those in need. They believe that it is their duty to help those who are less fortunate and make a positive impact on their lives commitment to improving the world extends to the local community in which people live. They are encouraged to give their time and talents to help those who need a helping hand, and are rewarded with time off to do just that (RESCUE, 2021).

Rescuers are committed to providing emergency care to those in need. They believe that they have a duty to rescue other persons in distress by virtue of their common humanity, regardless of the specific skills of the rescuer or the nature of the victim's. Joining a search and rescue team requires a commitment to the cause and an evaluation of one's motivation. This suggests that commitment is an important factor in the success of rescue efforts (West Valley Search and Rescue, 2022).

Moreover, Assarroudi et al. (2017), rescuers often feel a sense of duty to serve their community and help those in need. They believe that it is their responsibility to use their skills and knowledge to make a positive impact on people's lives. They find a sense of purpose in their work, which motivates them to continue serving others even when it is difficult. They may feel that their work is important.

Rescuers may be motivated by a sense of empathy and a desire to help others who are vulnerable or in distress. They may feel a deep concern for the well-being of others and be willing to make sacrifices to help them. Joining a search and rescue team requires an evaluation of one's motivation and commitment to the cause. This suggests that rescuers become committed to their duty by reflecting on their motivations and making a conscious decision to serve others (West Valley Search and Rescue, 2022).

### **Challenges of Rescuers**

Ethical and methodological challenges in disaster research comes with many ethical and methodological challenges that may dissuade or hinder its execution, such as funding and timing constraints, environmental concerns, risk for disaster survivors, and the public perception of conducting research during a time of distress. The primary dilemma faced by researchers is safely balancing the pursuit of answers to their questions with the serious and immediate needs of survivors.

Multiple challenges during disaster relief operations. One group of challenges is related to HL (i.e., needs assessment, procurement, warehousing, transportation and distribution) and has been discussed extensively in the literature. Other influences on the performance of HL activities are the growing use of social media, regulations associated with aid delivery, and the engagement of new humanitarian actors such as social media activists and celebrities (Maghsoudi & Moshtari, 2020).

When a disaster strikes, rescue workers are deployed to the disaster site to provide immediate rescue support to victims. Given the unpredictable and overwhelming nature of disasters, rescue workers are at risk of suffering from negative psychological consequences. The goal of this review is to explore the psychological impact of a disaster on rescue workers. Generally, of all rescuers and nurses among the healthcare professionals, the unaffiliated volunteers were most susceptible to negative psychological consequences. Interventions are needed to mitigate negative psychological consequences and foster resilience in rescue workers (Mao et al., 2018).

Disasters strike suddenly, often involve large groups of people, cause substantial personal and societal damage, and lay a considerable burden on economic and public health resources. Rescue workers who rush to help victims and secure the area to prevent further casualties often face dangerous and

demanding tasks that involve the risk of possibly fatal injury. Because of potential traumatic effects from these experiences, rescue workers are at risk of health problems after a disaster event. Rescue workers are, however, known to suffer psychological and physical health problems after disasters, and interest in this group is increasing (Morren et al., 2018).

### **Benefits and Reward of Rescuers**

In Saudi Arabia, the Aseer Health Directorate like the other regions, has a monthly reward containing certification and online announcements of employee excellence via email and website. The annual ministry program has three levels: 10% in salary for employees who have received excellence certification from the general director, 20% if they add research, and 30% if they register a patent. There is a high percentage of employees who are dissatisfied with the transparency and fairness of the selection criteria, and some of them believe that team performance should be improved rather than individual performance (Saeed et al., 2022).

### **Review of Related Studies**

All these factors lead people to differentiate between the motivations of the Holocaust rescuer and those affecting the altruistic personality, whose actions take place under normal circumstances. What people commonly term an altruistic personality has a history that evolves over time and expresses itself in a certain pattern of behavior. Rescuer does not fit this pattern, as they did not choose this course of action. They do not seek but are sought out, or they have been confronted by a situation, unanticipated, placed before a moral dilemma, and challenged to become a rescuer, and they have little time to decide (Vashem, n.d.)

According to Pearn (n.d.), rescuers who drown sacrifice their lives so that another might live; these drowning deaths are a particular challenge to prevent. In this research from Australia and the literature, we dissect and discuss the elements of “rescue altruism.” This 18-year critical incident population study identified 103 victims who drowned while attempting a rescue. Perception of risk in which the potential of rescue-resuscitation success is greater than zero, and personal courage that ignores the degree of risk. The unmet challenge, therefore, is to ensure all members of the public are equipped with lifesaving drills and skills to ensure their safety and that of those in their care.

This review compiles and contextualizes the available empirical literature on natural occurrences of high-stakes altruism among nonrelatives, behaviors often called ‘heroic’. Four domains are covered exceptional bravery and self-sacrifice in war, heroism in civilian life, undirected organ donations, and rescues of persecuted persons during mass violence and genocides. The diversity of strategies used to identify instances of heroic behavior and the multiplicity of data collection methods employed in this relatively sparse literature currently preclude a systematic comparison of results (Rusch, 2022).

Additionally, psychologists are still at a loss to predict in advance who will heroically step up when needed. Often, the hero is an otherwise ordinary person who finds himself in extraordinary circumstances, while some individuals who have trained to behave heroically might dither during a crisis, like the armed school resource officer who stayed outside of the high school in Parkland, Florida, while a gunman was on a rampage inside (McAndrew, n.d.)

The Rescue Mission Alliance is a faith-based organization that provides services to the homeless and those in need. Their statement of faith emphasizes the importance of the Holy Spirit in enabling believers to live a godly life of obedience as they reach for others (Rescue Mission Alliance, 2021).

According to (LaMance, 2023) in tort law, there is generally no duty to rescue another person. However, if an individual negligently creates the need for a rescue, a duty to rescue may arise for that



individual. Many civil law systems impose a more extensive duty to rescue, which is usually limited to doing what is "reasonable". In particular, a helper does not have to substantially endanger themselves.

### **Synthesis**

Many rescuers are committed to serving others and helping those in need. They believe that it is their duty to help those who are less fortunate and make a positive impact on their lives commitment to improving the world extends to the local community in which people live (RESCUE, 2021).

They believe that it is their responsibility to use their skills and knowledge to make a positive impact on people's lives. They find a sense of purpose in their work, which motivates them to continue serving others even when it is difficult. They may feel that their work is important. Rescuers were motivated by a variety of factors, including a desire to help others, a sense of duty, a need for excitement and challenge, a need for personal growth, a desire to make a difference in the world, and a need to feel appreciated (Zamzowfitness, 2023).

The duty of rescuers can vary depending on the legal system and the circumstances of the rescue. However, the duty of rescue is generally considered a moral obligation to help those in need of rescuer. Overall, the search results suggest that rescuers are motivated by a sense of commitment to personal values, a desire to make a difference, and a sense of responsibility to their work. The experiences of rescuers can shape their professional identity and commitment to their work.

## **3. METHODOLOGY**

The methodology of the qualitative study is presented in this chapter. It describes the research design used to investigate the lived experiences of rescuers at the Banga Municipal Disaster Risk Reduction Office. It also discusses the design, study location, study participants, instruments, and data-gathering procedures used in this qualitative research.

### **Research design**

Qualitative research involves collecting and analyzing data to gain a deeper understanding of people's experiences, behaviors, and perspectives. This approach often uses methods like interviews or observations to explore complex social phenomena in detail.

The researchers used the qualitative narrative inquiry that explores the perceptions and personal stories of individuals. It is used to reveal the lived experience or particular perspective of that individual, usually primarily through interviews which are then recorded and ordered into a chronological narrative. Narrative inquiry is increasingly used in studies of educational experience, as it is believed that humans are storytelling organisms who lead storied lives. Narrative research always includes data from individuals that tell the story of their experiences, and the researcher becomes the interpreter of the individual's stories (Limpaecher, 2023).

It focuses on interpreting the core narratives from a personal stories. It provides researchers with detailed information about their subjects that they couldn't get through other methods, and can reveal historically significant issues not elsewhere recorded. It seeks to organize the overall experience of a group of research participants' stories, and the goal is to turn people's individual narratives into data that can be coded and organized so that researchers can easily understand the impact of a certain event, feeling, or decision on the involved persons.

### **Role of the Researcher**

The researcher plays several important roles. Firstly, the researcher must document the study for the readers and enable them to understand what and how the rescuers maintain their motivations and commitments. Secondly, the researcher must participate in seeking to reach the study participant's ideas, feelings, and experiences, which is a complex undertaking that entails asking individuals to talk about topics that are potentially highly personal to them. Thirdly, the researcher must protect participant data, such as information and replies. Before the study can start, measures for protecting participants must be adequately explained to them and approved by an expert research ethical review board. Fourthly, the researcher must seek advice from an experienced and reliable qualitative researcher before embarking on and publishing the study. Finally, the researcher must be aware of their own biases and attempt to reduce them as much as possible, collect and analyze the data, and present the findings of the study in a clear and concise manner that accurately reflects the data collected. In summary, the researcher's role in a qualitative study is multifaceted and involves various responsibilities such as collecting and analyzing data, maintaining research integrity, and being aware of power and positionality.

### **Research Participants**

The method for performing purposive sampling is relatively straightforward as the researcher must reject the individuals who do not fit the particular profile in

Creating the data and for the research. However, the researcher used various techniques during purposive sampling, like making a list. The researcher listed five to seven (6) prospective participants in the said research, after which the researcher identifies every participant, including their location, age, year, etc. That suggests other participants would be qualified, refining participants not qualified for the study. Moreover, the participants of this study were purposefully chosen and must fit the said criteria selection as follows: first, Participants must be bonafide rescuers who have experience in responding to disasters or emergencies. Second, participants must have a minimum of 3 years of experience in responding to disasters or emergencies. Third, participants must be a rescue volunteer and does not have any higher position in the office. Fourth, the participants must be available and willing to participate in the study. Lastly, participants' personal information and responses must be kept confidential to protect their privacy (Palinkas et al., 2013).

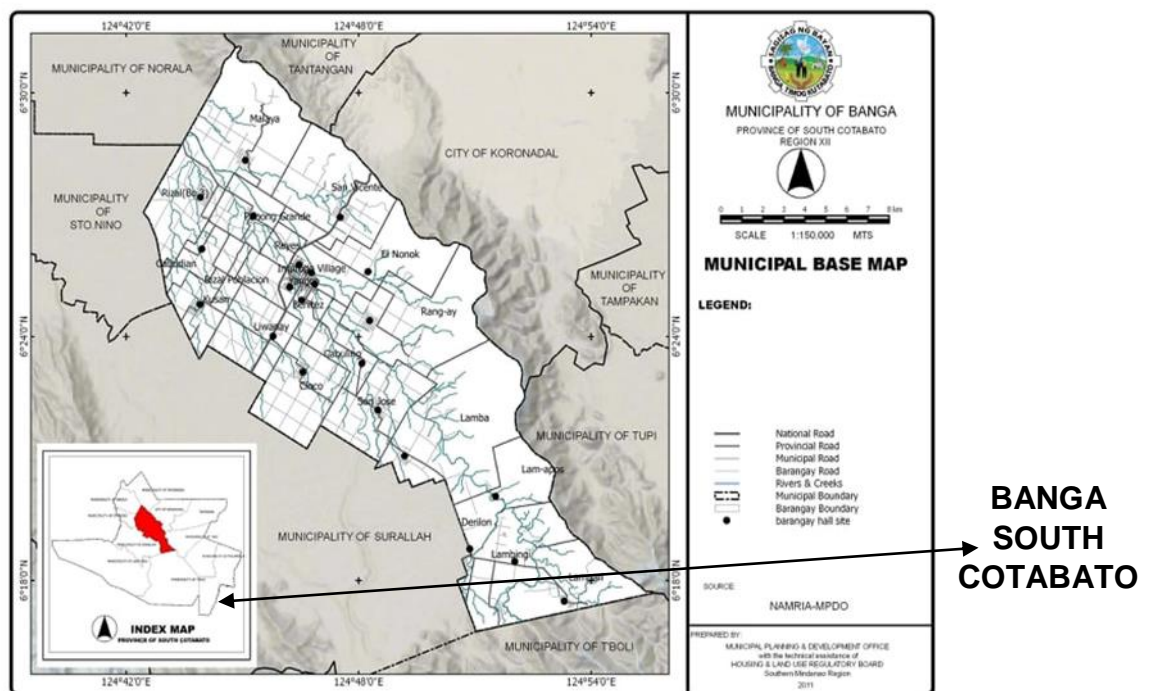
### **Locale of the Study**

The study was conducted at Municipal Disaster Risk Reduction office located at Purok Reyes, Barangay Rizal, Banga, South Cotabato, a partially office.

The origins of MDRR can be traced back to the early 20th century, when some municipalities began to develop disaster preparedness plans



Figure 1. Map of Banga, South Cotabat



## **Research Instruments**

The researcher used a semi-structured interview as the research instrument. A semi-structured interview offers a more flexible approach to the interview process. While they may follow a timetable for the interview and ask about predefined subjects, the researcher employed open-ended questions to allow unexpected replies and problems to arise. The flexibility of the semi-structured interview allowed the interviewer to pursue a series of less structured questions. Furthermore, it also permitted the exploration of spontaneous issues raised by the researcher that involves gathering information directly from an individual who has extensive knowledge or experience that can express their motivations and commitment. The use of open-ended questions in the semi-structured interview allowed the researcher to gather rich and detailed data on the motivations and commitments of rescuers (Stjernswärd & Hansson, 2019).

Moreover, the researcher also used a digital voice recorder to capture the interview and later transcribed the data for analysis. In qualitative research, other research instruments that may be used include observations. The choice of research instrument depends on the research question and the specific context of the study.

## **Data Collection**

The data and information were collected through the use of key informant interviews. The researcher prepared several letters such as a Permission Letter for the Instructor, an Informed consent for the participants, a Participants Agreement Form, and a MDRR organization Consent Form. The researcher asked permission from the organization to conduct an interview with selected participants and to ask for approval. When the letter was approved, the researcher printed it and held a photocopy as a reference. The researcher then gave a letter of informed consent to the participants, followed by the Participants Agreement Form, which comprised the participants' and researchers' agreement for the conduct of the interview and transcription of the data collected. After that, the researcher started to conduct a virtual interview with the participants took a picture and recorded the interview that served as a guide. Lastly, the researcher analyzed the data that had been gathered. The search results did not provide any information on the specific process of collecting data through key informant interviews as described in the given text. However, the search results provided information on interview questions, data analyst interview questions, and data analyst behavioral interview questions.

## **Analysis of the Data**

Narrative analysis is a qualitative research method that focuses on interpreting human experiences and motivations by analyzing the stories or narratives people tell in a particular context. It is a powerful tool that can uncover behaviors, feelings, and motivations that are not explicitly expressed. Narrative analysis can be used on both primary and secondary data, including interviews, monologues, written stories, or even recordings (Limpaecher, 2023).

After conducting an interview, the data were gathered and shown to the participants for validation. The interview transcription was coded, which determined the lines of significant statements. Coding involves identifying themes across interview data by reading and re-reading interview transcripts until the researcher has a clear idea about what sorts of themes come up across the interviews. The purpose of coding is to link significant statements when the second stage of coding occurs. The first step of the coding process is to identify the essence of the text and code it accordingly. The coding process can take place simultaneously with analysis, but it does not necessarily involve identifying themes. The goal of analysis is to reach some inferences, lessons, or conclusions by condensing large amounts of data into relatively

smaller, more manageable bits of understandable information. Overall, the process of analyzing qualitative data is complex and requires time, accuracy, and a drive to provide excellent information (Rev, 2023).

### **Trustworthiness**

Data was obtained through an informative interview with the participants at a mutually convenient time. The interview was carried out in accordance with the interview method. The interviewer had passed through all process from preparing the consent form for the interview and validating the interview guide. The interview started with an overview of the interview mechanics, with a focus on the ethical considerations raised in this study, as well as the interview procedures and duration. Informed Consent Form, Participant's Agreement Form, Student Leader Advisers Consent Form, and the Interview Protocol for the Participants were provided to the identified participants.

Before the interview, the components and subject of the interview questions were addressed. The researcher asked questions related to the motivations and commitment of MDRR rescuers.

Their lived experiences are divided into information about the difficulties they encounter during duty, what are their ways to stay motivated and committed despite the challenges and difficulties they face. For emphasis and clarification, follow-up questions were asked.

The researcher kept track of the exit interview data, which includes the precise date, the start and finish times, and the respondents' names. This was done to track the duration of the interview with the respondents.

### **Ethical Consideration**

As qualitative research requires careful ethical considerations, the interviewee was informed to ensure that that interview is conducted in a manner that is respectful, fair, and responsible. Participants must be fully informed about the research, and participation must be voluntary. This includes informing them of the purpose of the study, the methods that will be used, and any potential risks or benefits. It's also important to ensure that participants have the right to withdraw from the study at any time. Researchers must ensure that participants' identities and personal information are kept confidential. This includes taking steps to protect participants' privacy and ensuring that data is stored securely

In addition, researchers must be sensitive to the needs, values, and beliefs of their participants, and always treat them with dignity and respect. This means that researchers must be aware of their own biases and assumptions to avoid imposing their own beliefs on their participants. Researchers must use valid data analysis methods to ensure that their findings are accurate and reliable. This includes being transparent about the limitations of their findings and avoiding making sweeping generalizations that may not be supported by the findings. Use of findings: Researchers must use their findings in a responsible and respectful manner to ensure that they are not used to harm or stigmatize participants or groups. They must also be transparent about the limitations of their findings (Anonymous, 2019).

On the contrary, the researcher disclosed the study to the participants and requested permission from their signatories because the study will have an unknown danger. However, the researcher continued to divulge any information provided by participants. As with any studies, the interviewee was told of the interviewer's affiliation and the overall goal of the talk.



**4.**

This chapter outlines the key themes that emerged from the analysis of the data collected during the focus group discussions (FGDs) conducted with the participants. The researcher carefully transcribed the audio recordings of the FGDs, and from these transcripts, extracted the most salient statements that directly addressed the main research questions regarding the experiences of the community members in adapting to the post-pandemic landscape.

Given the large volume of significant statements, the researcher exercised diligence in selecting only those that were most relevant and aligned with the study's objectives. The structure of this chapter's discussion is organized around the dominant themes that provided the most insightful and comprehensive responses to the research questions.

**A. What are the primary motivations of MDRR rescue volunteer in doing their work?**

Table 1. Primary motivations of MDRR rescue volunteer in their work.

| Clustered Themes            | Formulated Meanings  |
|-----------------------------|--|
| 1.1 In the Name of Service  | <ul style="list-style-type: none"><li>• A future profession that instilled a sense of duty.</li><li>• Considering a training in rescue operations to help others.</li><li>• The altruistic intention to provide assistance.</li><li>• The ability and willingness to help those in need.</li><li>• The act of helping people and witnessing the positive outcome.</li><li>• Indicates a strong drive and willingness to help and save lives.</li></ul> |
| 1.2 A Sense of Fulfilment   | <ul style="list-style-type: none"><li>• Able to help others and see the positive effects of their actions.</li><li>• Opportunity to help and save persons.</li><li>• Witnessing the happiness and appreciation of the people.</li><li>• Witnessing the tangible results of their work.</li></ul>   |
| 1.3 Application of Learning | <ul style="list-style-type: none"><li>• Motivated by the comprehensive approach at the MDRR plan.</li><li>• Desire to help and save lives that others may live.</li></ul>  |

**1.1 In the Name of Service**

Rescuers are motivated by a strong sense of duty and responsibility towards their community, recognizing the importance of their role in times of emergency. They understand that their skills and expertise can mean the difference between life and death for those in need, driving them to continuously

hone their abilities and stay prepared to respond to any situation. Service gives one purpose. To live a life without purpose is to live without having reason to live. Everyone needs something to motivate him or her to strive for the next moment and to live for the next day (Mohammad, 2020, pg. 4). Their motivation is driven by compassion for those in need. Most of the participants expressed their thoughts that they help because there are people who need it. Pret and Bayo had the same reason for their primary motivation for doing their work. Pret explained that his motivation is to help. Bayo also said that his motivation is to help others because there are a lot of people who are in need.

Ahh ang pina ka..ang pinaka number one nga gusto ko gid mag volunteer para maka save sang life. Makabulig sa tao nga gakailangan sa amon. (P4/4-6-Bayo)

(The most important thing is that I genuinely want to volunteer to save lives. Help to people that need us.)

Another participant shared his side on what motivates him to do his work. And he said it was to help people.

Ahh syempre ang makabulig gid sa am sa tao. (P5/7-8-Pret)

(Of course, it is to help people.)

In addition, rescuers are not only fulfilling their obligations; they are also gaining knowledge and experiences and showcasing them by helping people. Silk and Rany shared their thoughts on how training and experience help them do their duty as rescuers. Silk shared that he is a criminology student. And it gives influence to his motivation because being a part of a rescue team is a good thing for him, for he is able to use his experiences and knowledge in rescuing in his future profession.

Nakahatag ni impluwensya sa akon nga motibasyon kay una-una isa man ko ka criminology student amo na nga isa man na sa naghatag impluwensya sa akon motibasyon kay isa sa ahh sa akon role as future law enforcer kay ang mag serve gid sa katawhan. (P1/17-21-Silk)

(This has influenced my motivation because, first of all, I am also a criminology student, which is one of the factors that influences my motivation because one of my roles as a future law enforcer is to serve the people.)

Rany also shared that the one thing that motivates him is that he sees that there are a lot of people who need help, and given that, he has gained a lot of training and knowledge in rescuing. And he also feels the support of the organization for them.

Ahh ang rason nga naka motivate sa akon mag volunteer diri sa akon sa MDRR Banga, kay nakita ko nga. Damo sang tawo nga gakinihanglan sang bulig nga pwede ko buligan kay sa akon nga part ahh damo ko naabot nga training regarding sa rescue kag gusto ko mag bolunteer diri sa MDRRMO kay nakita ko nga bisan wala sang gina hatag nga sweldo sa amon ngaa volunteer pero gina gina sagod kami mayo sang MDRR office bilang isa ka volunteer. (P3/2-15-Rany)

(The reason that motivated me to volunteer here at MDRR Banga is that I saw that there are many people who need help that I can assist because, on my part, I have received wide rescue training, and I want to volunteer here at MDRRMO because I notice that, whereas our volunteers are not paid a salary, they get rewarded by the MDRR office as volunteers.)

Moreover, Pret and Padoy also shared that one thing that motivated them was when they could save lives. Pret shared that it was helpful to his motivation to see how people react after they clean their wounds. And they can assist them in any situation.

Ahh ti kay syempre kung magbulig ta sa tao ahh makita mo sila matapos mo nga malimpyohan ila pilas maka hatag gid ni sang ahh rason para maka hambal man ko mag padayun man sa akon ubra. (P5/10-14-Pret)

(Of course, if you're going to help people, you can see them after you've cleaned up their wounds, which gives me a reason to continue my work.)

Padoy also said that the main reason for his motivation is helping people and saving lives. Ahh ang akon nga motivation ngs makabulig sa kapareho ko kag makaluwas man sang kabuhi sang iban. (P6/6-7-Padoy)

(One thing that motivated me was to help others save their lives.)

## **1.2 Sense of Fulfillment**

Disaster relief efforts can be overwhelming, and volunteers often find solace in seeing the direct results of their actions. Helping someone rebuild their home, reunite with loved ones, or simply find necessities can be incredibly powerful. This tangible evidence of their contribution serves as a constant reminder of the positive change they are enacting (Thormar et al., 2010). Silk expresses that his motivation stems from a strong desire to help others, experiencing satisfaction and happiness from seeing the positive outcomes of his actions.

Um, maka hatag ni sang epekto sa akon motibasyon sa sa aum pinaagi sa amon nga binuligan nga malipay kami nga mabuligan namon sila aum sa dira nga pamaagi maka dugang siya sakon motibasyon nga magpadayun sa akon ubra. (P1/23-27-Silk)

(Um, this can affect my motivation through our assistance, as we are happy to help them. In that way, it can further increase my motivation to continue my work.)

Additionally, volunteers are driven by a deep-seated desire to alleviate suffering and contribute to the well-being of others. The opportunity to directly assist those in need, whether providing emotional support, physical aid, or simply a listening ear, brings immense satisfaction. This sense of connection and the knowledge that they are making a difference in someone's life fuels their motivation and strengthens their resolve. As stated by Smith and Puyvelde (2016), altruism in volunteering supports the idea that volunteers are driven by a deep-seated desire to alleviate suffering and contribute to the well-being of others, suggesting that volunteers find satisfaction in helping others and making a positive impact in their lives.

Ah, ti kay syempre ahh ang chansa palang ngaa..ahh makabulig ka sa imo isig katao ahh. Dako na na nga impluwensya sa akon motibasyon. Makita nimo na na save mo ang tao kag naka upod niya iya pamliyaa dako gid na nga ahh impluwensya mag padayun kami sa amon ubra (P3/17-21-Rany)

(Ah, well, of course, just the chance to help your fellowmen is already a big influence on my motivation. Seeing that you have saved someone and they can be with their family is a huge influence for us to continue our work.)

The appreciation expressed by those the MDRR rescuers assist holds immense significance for disaster relief volunteers. Witnessing the heartfelt gratitude and relief in the eyes of a rescued individual or a grateful community is a powerful validation of their efforts. This recognition reinforces their sense of purpose and motivates them to continue their service with unwavering dedication. Rany finds profound motivation in observing the happiness and gratitude of the individuals he assists. The appreciation expressed by those he helps is a significant and compelling incentive, driving him to persist in his efforts with even greater dedication and commitment. This positive reinforcement not only validates his work but also inspires him to continue making a meaningful impact in the lives of others.

Ahh syempre pinaagi sa ila nga ahh pagpasalamat. Pinaagi sa mga tawo nga amon mabuligan ngaa makita sila nga nagmalipayon sa amon bulig dako gid to nga impact sa amon ngaa motibasyon para magpadayun. (P3/17-21-Rany)

(Of course, through their expressions of gratitude; through the people we help, seeing them happy with our assistance, has a huge impact on our motivation to continue.)

Indeed, seeing the tangible fruits of their labor, such as the development and welfare of those they've supported, strengthens their resolve to persist in their endeavors. Ganoe et al. (2023) stated that a chance to save a life and witness the people you saved continue living is a significant motivator. Perhaps the most profound motivator for many volunteers is the chance to save a life. The knowledge that their actions could be the difference between life and death brings a unique sense of accomplishment and satisfaction. This doesn't solely refer to dramatic rescues; it can encompass acts like providing first aid, evacuating individuals from danger zones, or simply offering a sense of hope and security during a time of crisis and seeing them grateful & happy after a crisis.

Pamaagi sa mga tao nga nabuligan ko eh nakahatag sila sang dugang nga rason ngaa kailangan ko mag padayun pa gid, padayun mag bulig. (P5/16-19-Pret)

(The way the people I've helped react gives me an additional reason why I need to continue, to keep on helping.)

With these, it shows how important it is to the rescuer to receive some response for what they do. It fuelled their motivation to continue doing their work.

### 1.3 Application of Learning

In the study of Dunn et al. (2009), the Protection Motivation Theory (PMT) suggests individuals are motivated to take protective actions, like volunteering, based on their perceived threat (disaster severity) and their belief in their ability to cope (effectiveness of MDRR plan). A well-defined MDRR plan that outlines clear steps and demonstrates past success or actions taken could increase a volunteer's sense of self-efficacy, coping ability, and motivation to participate and help people in need. This rescuer finds the MDRR plan's comprehensiveness as his primary motivation for MDRR rescue volunteers in doing his work, encompassing various disaster scenarios and outlining clear actions. This is his significant source of inspiration.

Ahh okay actually Ma'am ang naka pamotivate gid sa akon. Bal-an mo may ara kita sang natawag nga fortematic sang area sang DRR. Which is ang una sina dira (cough). Ang plano sang aton DRR sang tawag nga prevention and mitigation. Tapos ang ahhh preparedness sang DRR. Kag ang ah response which is amo na ang natun-an ko. Kag amo na ang gina apply naton sa mga ah areas. Diri sa different Barangay sang Banga. (P4/5-16-Cap)

(Ahh okay, actually Ma'am, what motivated me is... You know we have what we call the four thematic of the DRR area, which includes the plan of our DRR called prevention and mitigation, then the preparedness of DRR, and the response which I learned, and that is what we are applying in the areas here in the different Barangays of Banga.)

Additionally, Silk also mentioned that he wants to save lives so that others may live through his learnings that can help other people.

Ah para sa akon ah, ang isa sa dako nga rason nga nagpamotivate sa akon ang una nga pagsulod ko diri sa emdrem ang ginahambal nila ngaa we have to save lives that may other live. Kag sa mga na agyan ko man nga naka hatag na sa ah, sa akon sang learning amo na nga e bulig ko gid sa tao lalo na sa any nga hazardous incidents. (P1/7-17-Silk)

(For me, ah, one of the main reasons why I was motivated by my first entry into the EMDREM is that I want to help people save lives so that others may live, especially since I have learned from training and want to apply it by helping people, especially in dangerous incidents.)

The emphasis on concrete actions taken during and after a disaster further strengthens this motivation. Witnessing the plan translate into tangible aid for the community likely fosters a deep sense of purpose and validates the value of his volunteer efforts within a well-organized and impactful system. This highlights the importance of a strong MDRR plan not only in disaster mitigation but also in cultivating a highly motivated volunteer force. By emphasizing the plan's thoroughness during recruitment and training, and by clearly communicating the tangible impact of volunteer actions, MDRR programs can further strengthen this vital bond between volunteers and their crucial role within the community's disaster preparedness.

#### **B. What are the challenges encountered by MDRR rescue volunteers in doing their work?**

Table 2. Challenges encountered by rescuers.



| Emergent Themes                             | Clustered Theme   |
|---|---|
| <b>2.1 Daunting Circumstances</b>           | <ul style="list-style-type: none"> <li>• The struggle with encountering such severe physical injuries.</li> <li>• Challenging situation caused the individual to consider giving up.</li> <li>• Challenging rescue attempt where multiple victims suffered fatal injuries.</li> <li>• The desire to work has been significantly reduced.</li> </ul> |
| <b>2.2 Enhanced Management Capabilities</b> | <ul style="list-style-type: none"> <li>• Indicating a proactive stance in addressing these challenges.</li> <li>• Dispute faced in the office</li> </ul>  |
| <b>2.3 Terrifying Force of Nature</b>       | <ul style="list-style-type: none"> <li>• The challenges faced in their work environment.</li> <li>• Challenges being faced and the team's ability to effectively manage dangerous situations or environments;</li> </ul>  |
| <b>2.4 Taking Moral Accountability</b>      | <ul style="list-style-type: none"> <li>• Rescuers face challenges from bystanders.</li> <li>• Facing challenges for rescuing others and receiving judgment in return.</li> </ul>  |

## 2.1 Daunting Circumstances

In rescuing, rescuers often face traumatic experiences as they witness and respond to distressing scenes. The initial moments at the accident scene are crucial, requiring rescuers to act calmly and appropriately, performing essential first aid measures such as assessing the victim's breathing and injuries before moving them to safety and contacting medical professionals promptly. However, the stress and tension experienced by rescuers, especially when dealing with emergency conditions, can significantly impact their well-being and mental health (Purnamasari and Lestari, 2022). As Silk mentioned on how he almost gives up with his work to the reason the he is not used to see some traumatic scenes.

Ahh una una ang pagsulay nga nga sa trabaho tung una una ko pag sulod saa ano sa emdrem..kaaay indi pako sanay sa mga makita ang mga wasak ang ulo mga bali paa utod mga tiil amo ng daw indi gid ko sanay pero sa kadugayon daw na ano ko nagid man nakuha ko na adopt ko na gid kayo amo na nga sa subong medyo okay na. (P1\29-37-Silk)

(The first challenge I've encountered at work is that I am not used to seeing broken heads and broken feet.)

Additionally, Silk also shared how he almost gave up on what he witnessed. That experience pushes him to lose his appetite for working. But he didn't mind it and tried to overcome it.

Ahh naka apekto to sa akon una una daw ma give up man ko kay syempre di ko anad sa amo to nga situation pero sa ulihi naaa.. ano ko naman na atubang ko na gid man amo gani ng gina hambal nila nga face your fear kay yempre indi sa tanan nga panahon ahh didto ka nalang gid asta. (P1/40-50-Silk)

(This has had an impact on my motivation. At first, I was not used to such situations. But in the end, I was able to deal with it. They say they face their fears. Because not all the time you'll stay where you are.)

Moreover, as with the answer of Silk, Bayo also shared his experience during his first day as he encountered challenges in rescuing an incident that involved three people, all of whom were fatal.

Wow nice! Amo gid na pinaka the best nga question Ma'am. Grabe ang challenges ang na agyan namon diri kay first ahh.. ko palang pag pasok sa emdrem nag rescue kami nga tatlo gid ang involve tapos puro fatal tanan. Grabe nga experience, amo gid to grabe nga challenge mga damage sa ulo. (P4/8-22-Bayo)

(Wow nice! That is really the best question, ma'am. The challenges that we have here at first... When I entered the emdrem, we rescued three people involved, and all were fatal. It's a great experience; it's really a challenge.)

In line with this, facing this kind of circumstance is not easy. Sometimes it loses hope and the courage to continue. But also because of the challenges, it fueled people to continue, as Pret shared his experience encountering this kind of challenge.

Ay ti syempre nakadula gid ahh...sang akon gana mag ubra eh. Pero pinaagi man sito ahh nabuligan ko man ako magpadayun tungod sito nga mga pagsulay nga na agyan ko. (P5/31-34-Pret)

(Of course, I lost the desire to work. However, the challenges that I have faced have also helped me keep going.)

It is essential that the unique mental health needs of rescue workers are recognized and addressed. They put themselves at great risk to help others during disasters and emergencies, and deserve support to maintain their own wellbeing. (Communications, 2023).

## **2.2 Enhanced Management Capabilities**

Rescuers play a crucial role in disaster management, and their capabilities are essential for effective response and recovery efforts. Rescue workers often face immense challenges in their line of duty, encountering situations that test their physical, mental, and emotional resilience. Despite the adversities they confront, many rescuers demonstrate remarkable strength and determination in overcoming these challenges to fulfill their mission of saving lives. One key aspect that enables rescuers to navigate through difficulties is their unwavering courage in the face of danger. These individuals exhibit exceptional bravery, willingly putting themselves at risk to rescue others, as seen in accounts of firefighters entering

burning buildings or search and rescue teams tirelessly scouring vast terrains to find missing individual (Rezetti, n.d). Individuals are challenged in saving lives by how they manage to respond quickly. As Cap mentioned, one of the challenges he is facing is saving lives.

Ahh diri sa ahh MDRRMO office..ahh indi naton masiling nga challenges kundi ang ahn tinaga ngaa mga ahn mabulig naton sa katawhan sang Banga. Which is ang response. Quick response namon nga mga volunteer. Ahh masiling naton challenge abi. Kay sa pagka intyendi ko sang ahn..operation sang ahn emdrem diri. Masiling nakon kay we care. We save lives kag we save property. Kag ahn dapat tagaan natong sang, sang masiling naton nga e tilupangod bala. Ang aton nga MDRR office kay ang mga responders sa mga nasiling ko na nagahatag gid sang ahn. Ahn masiling natong nga pag bulig in terms sa may vehicular incident. Ahn sa in terms sa mga ahn grass fire naton. So amo gid na ang mga challenge ngaa gina try sang MDRRMO nga e address. (P2/19-37-Cap)

(We can't say challenges, but we can say helping the people of Banga. This is the response. Quick response from us volunteers. We can call it a challenge. Because when I understood the operation of Emdrem here, I could say that we care. We save lives, and we save property. We should give it; we can say that it's attention. Our MDRR office is the respondent to what I have already said. We can say we helped in terms of a vehicular incident. In terms of our grass fire. So, these are the challenges that the MDRRMO is trying to address.)

Moreover, related to what Cap said, Pret shared that they sometimes faced conflicts in their office. But, they can still manage it and maintain the unity inside their organization.

Ahn ang common gid guro namon ahn nga ma agyan is ng mga problema sa office kis-a may conflict kung kis-a sa diin ma apektohan amon trabaho. Pero may ara man nga ahn padayun nagabulig samon kag padayun lang gyapun ang unity sa office. (P5/24-29-Pret)

(The most common problem we face is the conflict in the office. This is where it affects our work. But we also managed to manage it. The unity continued.)

Rescuers' capabilities are crucial for effective disaster management, and their resilience, response times, and mental health must be prioritized. Recognition, support systems, and technological advancements can help enhance rescuers' abilities to respond to disasters effectively and ensure the safety of both rescuers and those they serve.

### **2.3 Terrifying Force of Nature**

During natural calamities like floods, rescuers face the daunting task of reaching out to affected individuals in hazardous conditions. Rescuers play a critical role in responding to calamities, especially in scenarios like floods where the need for swift and effective rescue operations is paramount. Rescuers face a myriad of challenges in their work environment, especially when responding to multiple issues simultaneously. The demands of their roles often require them to navigate complex and dynamic situations where quick decision-making is crucial. In the context of natural calamities such as earthquakes, floods, and strong winds, rescuers encounter heightened risks and obstacles that underscore the importance of preparedness and effective response strategies (Wildlife, 2019). Rany shared his thoughts about the

challenges he faced. He said he faced a lot of problems in the office and was also responding in the midst of calamities.

Ang akon nga challenges nga akon na agyan sa akon trabaho is naka encounter ko sang damo nga problema sa office. Ahh sabay sabay nga pag responde, kag damo damo kami sang mgaa.. problema nga gina atubang regarding sa mga disasters calamities like sa earthquake, sa flood, sa strong wind. Kag subong sa el Nino. Amo ng isa sa rason nga.. trials nga na agyan ko diri sa MDRRMO Banga. (P3/28-29-Rany)

(The challenges that I have faced in my work have caused me to encounter many problems in the office. We have to respond at the same time, and we have many problems. And like El Nino, that's one of the reasons why I'm going through challenge here at MDRRMO Banga.)

However, Pret also said the challenge they face is rescuing in hazardous and dangerous areas. Where it can lead to death. And might sacrifice their personal safety.

Ang mga challenge nga amon na agyan isa na da ahh pagbulig sa mga dangerous nga area. (P/5-21-22-Pret)

(The challenge we faced was to help in dangerous areas.)

Their unwavering commitment to saving lives, whether in floods, earthquakes, or other disasters, embodies the selfless spirit of humanitarian aid and underscores the critical importance of preparedness, training, and collaboration in ensuring effective rescue operations during calamities.

## **2.5 Taking Moral Accountability**

Rescuers who take moral accountability recognize that their actions have consequences, not only for those they are trying to rescue but also for themselves and the broader community. During rescue, we cannot deny that there are some people who would blame the rescuer even if they did nothing wrong. They are being challenged by how people look at them. How people blame them for something that happened. Padoy shared his experience with a challenge during rescue: when someone gains their equipment, if it is lost, the blame falls on them.

Aaahh una una base ang mga pagsulay na agyan namon sa amon nga trabaho. Una ang mga by stander man nga ahh nagabulig dira pero lain gali ila nga tuyo pareha sina mga gamit gali ka patient. Amo nap ag may madula sa gamit kami ang ah mapasibangdan. (P6/9-12-Padoy)

(First, the challenges we go through in our work. First are the bystanders who are helping, but they have different intentions? Just like the things of the patient. If there is something lost, we are getting blamed.)

Rescuers who selflessly choose to aid others in times of crisis often face judgment and criticism despite their noble intentions. These individuals, driven by compassion and a sense of duty, put themselves at risk to help those in need, yet their actions can sometimes be misunderstood or misinterpreted. The judgment they receive can stem from various sources, including misconceptions, biases, or lack of

understanding of the complexities involved in rescue operations. Despite the challenges they face, these rescuers continue to prioritize saving lives and providing assistance in the face of adversity. Padoy stated that they are being judged, but his objective is to help others.

Ahh sa mg ana agyan namon nga to mga gin rescue namon indi maiwasan abi may challenges labi ang imo bala pag bulig kay sa iban abi mali. Pero tama ka ya kay nakabulig ka sa kapareho mo. (P6/17-20)

(The challenges we faced in rescuing is that how others perceived the way we help someone. Others could perceive it as something unusual, but to us, it is just our way of lending a hand to someone.)

Despite the challenges and criticism, they encounter, rescuers remain steadfast in their commitment to saving lives and providing aid to those in need. Their resilience in the face of adversity is a testament to their unwavering dedication to the principles of compassion and service.

### C. How do the MDRR rescue volunteers maintain their commitment to their work despite challenges they faced?

Table 3. Rescuers maintaining their commitment.

| Clustered Themes                                   | Formulated Meanings  |
|--|--|
| <b>3.1 Always Move Forward</b>                     | <ul style="list-style-type: none"> <li>• Confronting fears and anxieties to stay and continue, even when the circumstances may not be ideal.</li> <li>• Become more aggressive in response when witnessing the lives of people;</li> </ul>   |
| <b>3.2 Igniting Commitment and Desire to Serve</b> | <ul style="list-style-type: none"> <li>• Personal aspirations and goals that sustain the commitment.</li> <li>• Impacts their motivation as it serves as a reminder of the value of every individual's life.</li> <li>• Dedication required to fulfill their responsibilities.</li> <li>• Unwavering commitment to their job.</li> <li>• Reciprocal nature of support</li> <li>• Make a tangible difference in the lives of others.</li> <li>• Course of fulfilling responsibilities.</li> </ul> |
| <b>3.3 Putting Things on the Balance</b>           | <ul style="list-style-type: none"> <li>• Acknowledges that they are trying to "balance it" between their own personal matters and their work commitments.</li> </ul>   |



|                                    |  |
|------------------------------------|--|
|                                    | <ul style="list-style-type: none"> <li>Carefully balance my responsibilities with my own mental and emotional needs</li> </ul>   |
| <b>3.4 Unfading Filial Support</b> | <ul style="list-style-type: none"> <li>Unwavering support from the organization and their family.</li> <li>Sense of obligation and responsibility to reciprocate their help and care.</li> </ul> |
| <b>3.5 Making Huge Difference</b>  | <ul style="list-style-type: none"> <li>Support of family and the need to address poverty.</li> <li>Commitment is crucial for family responsibilities.</li> </ul>                                 |

### 3.1 Always Move Forward

Rescuers who choose to stay and continue their efforts in the face of adversity and challenging circumstances are true heroes. These individuals confront their own fears and anxieties to remain steadfast in their commitment to saving lives and providing aid to those in need. Despite the risks and difficulties, they may face, they refuse to abandon their mission, driven by an unwavering sense of duty and compassion. Confronting fears and anxieties is a crucial aspect of the rescuer's journey. They must overcome their own natural instincts for self-preservation and push past the psychological barriers that may arise in high-stress situations. This requires immense courage, resilience, and a deep understanding of the importance of their role in the face of crisis (Paton, 2003). Just as Silik indicated, tackle your anxieties since we do our jobs to progress, not to stay where we are. For this is merely a hurdle, and we can always overcome it.

Ahh amo gani na gina panindigan ko katong akon nga ginahambal nga face your fear kay indi man sa tanan nga panahon didto lang gid ta asta may mga inagyan gid man ta nga amo to pero ahh pagsulay lang na sa kinabuhi ta. (P1/52-59-Silk)

(Ahh, that's why I stand by what I said—face your fear—because we can't always stay with what we have. We might sometimes experience challenges, but that is part of the challenge in life.)

Additionally, exposure to critical and life-threatening situations can intensify volunteers' commitment. Witnessing the immediate need for intervention and the difference it can make often galvanizes them to act more decisively and aggressively. This heightened sense of urgency and commitment is a direct response to the gravity of the situations they encounter, pushing them to go above and beyond in their efforts.

Wow! Naging committed ko sa pihak sito nga challenges kay mas the more ko nga naging aggressive sa pag response. Kay kumbaga exciting na ba kung ano ang mga kung ano makita namon para mag the more pagid mag kwan ang knowledge ba. Damo ko mabal-an. (P4/22-27-Bayo)

(Wow! I became committed to facing challenges because the more challenges I face, the more aggressive I become in responding. It's like it becomes more exciting to see what we'll encounter so that we can further expand our knowledge. I learn a lot.)

### 3.2 Igniting Commitment and Desire to Serve

Rescue volunteers often have deeply personal reasons for their involvement, including a desire to contribute positively to their communities, a passion for helping others, or personal goals such as gaining experience and skills that might be useful in their future careers. These aspirations provide a strong foundation for their ongoing commitment, as they are motivated by a sense of purpose and fulfillment derived from achieving their objectives through their volunteer work. Even if just one life is saved because of a volunteer's help, it is something worth considering (Navy, 2022). One of Silk's motivations is the personal aspirations and goals that fuel his dedication. He has a strong desire to join the tri bureau and is committed to persistently working hard to broaden his skills, not only in responding to vehicle accidents but also in managing various crises.

Ahh ang mga butang nga nag hatag supporta sa akon nga magpabilin nga tapat sa akon nga ubra kay ang akon, akon nga handom. Handom ko nga maka sulod sa tri burue amo na nga gapadayon gyapon ko kay gusto ko magdamo pagid ahh ang akon nga experience indi lang sa mga vehicular incident ahh kag syempre pati sa mga panahon sang crisis nga maka bulig ko sa katawhan. (P1/62-75-Silk)

(Ahh, the things that support me to remain committed to my job are my aspirations. I aspire to join the tri bureau, which is why I continue to persevere. I want to increase my experience not only in vehicular incidents but also, of course, during times of crisis, so that I can help people.)

Additionally, the nature of rescue work constantly reminds volunteers of the preciousness of life. Each successful rescue or intervention underscores the impact they can have, reinforcing their motivation to continue their efforts. This realization—that their actions can save lives—serves as a powerful motivator, instilling a sense of duty and urgency in their work, as Cap mentioned.

Ahh every, very halimbawa every vehicular accident. Ahh may makita ka sa different scenario abi. Sa mga masiling naton minsan fatal, masiling naton nga patay on the spot, masiling naton nabali ang tiil niya o kung may mga ahh ang ulo niya. Masiling naton na kwan gid nag padayun gid ko nga committed kay the more nga damo kami may ma respondihan ahh.. nga mga vehicular accident the more man kami naga hatag sang kung gaano ka importante gali ang kabuhi sang isa ka tao. As soon as possible sa kutob sang masarangan naton pinaagi sa mga trainings man gin applicar naton ina not only with the vehicular accident kundi sa mga iban pa nga calamidad. (P2/41-58-Cap)

(Ahh, the very example is every vehicular accident. As you can see different scenarios; sometimes, we can say it's fatal, where the person dies on the spot, or we can say their leg is broken, or they have a head injury. This makes me stay committed because the more accidents we respond to, the more we realize how important a person's life is. As soon as

possible, with everything we can do through the training we've applied, we use it not only for vehicular accidents but also for other calamities.)

This realization also translates into a strong sense of duty and urgency where the volunteers feel compelled to act and respond quickly in critical situations. The inherent nature of rescue work exposes volunteers to situations where life hangs in the balance. This constant confrontation with mortality reinforces the value of life (Batson et al., 2008).

Moreover, rescue work demands a high level of dedication and commitment due to its often unpredictable and demanding nature (Alexander, 2009). Volunteers must be prepared to respond at any time, often putting aside personal comfort and convenience (Wild, 2020). This level of commitment requires a strong sense of responsibility and the ability to stay focused and resilient in the face of challenging situations. Cap emphasized that his dedication and commitment to fulfilling his responsibilities entail prioritizing being available and responsive to emergencies over his own need for rest and recuperation, as there are many people in need of help.

Amo to ang naga hatag rason. Kinahanglan gid in a Broadway nga pag intyende. Ahh kinahanglan kami sa gamay namon nga expertise. Kinahanglan gali kami sanga katawhan ahh.. sa masiling ko diri ab isa MDRRMO volunteers masiling ko ya nga I'm proud to say nga we are a heroes Indi ya nakit-an sang kadam-an ang amon sakripisyo. Wala sang oras pag tulog tulog ka alas dyes sa gab-I basta may any untoward incident especially gid ang vehicular accident naton diri/ That is why amo to ang naga hatag rason para mag pabilin kami. (P2/59-69-Cap)

(That's the reason we continue. It demands a broad understanding. We need our limited expertise. It requires people like us. As an MDRRMO volunteer, I'm proud to say we're heroes. Our sacrifices often go unnoticed. There's no time for sleep; when it's 10 at night, if there's any untoward incident, especially vehicular accidents, that's why we keep going.)

Besides, the MDRR volunteers often face significant obstacles, including physical danger, emotional stress, and inadequate compensation. Nevertheless, their commitment remains steadfast, driven by a genuine love for the job and a deep-seated desire to help others. This resilience and determination highlight their intrinsic motivation, which goes beyond external rewards and stems from a genuine passion for their work, exemplified by Rany's remarks.

Ahh naga pabilin ako nga committed sa akon nga trabaho kay palangga ko na ang akon nga trabaho. Sa akon nga experiencia diri sa MDRROMO Banga naka abot na ko sang seven years sa serbisyo ko diri sa MDRRMO Banga. Amo na nga ang akon tabaho gin palangga ko gid bisan gamay ang akon sweldo kag damo challenges pero gina una ko gid ang akon trabaho. (P3/49-57-Rany)

(I remain committed to my job because I love my job. In my experience here at MDRROMO Banga, I have been in service for seven years now with MDRRMO Banga. That's why I love my job even though my salary is small and there are many challenges, I prioritize my work.)

According to Gazelle's (2019) study, "Motivational Implications Leading to the Continued Commitment of Volunteer Firefighters," firefighters are driven by the desire to contribute to their community, the camaraderie and teamwork inherent in firefighting, and the pursuit of self-actualization. The sense of accomplishment and profound dedication to their work, stemming from their altruistic endeavors, serves as a pivotal motivator for them, rescuers.

Forner et al. (2023) in their study, "Predictors of turnover amongst volunteers: A systematic review and meta-analysis," aligns with the idea that critical situations can strengthen a volunteer's commitment. The study emphasizes the importance of factors like job satisfaction and feeling valued by the organization, which can be amplified by witnessing the real-world impact of their work during a crisis. The desire to make a meaningful impact in the lives of others is a primary driver of sustained commitment among rescue volunteers. This commitment is bolstered by the support they receive from their peers, families, and communities. Acknowledgment and support from others can strengthen the volunteer's commitment, offering emotional and psychological support that enables them to endure challenging circumstances (Cassidy, 2019), as also evidenced in Bayo's statement.

Ahh ang makahatag sang support ngaa padayun gyapun ko nga committed diri number one gid maka bulig ko sa tao. Sa pag rescue kung ano kinahanglan nila kailangan ara kami. (P4/30-32-Bayo)

(Ahh, what provides support is why I remain committed here, primarily because I can help people. In rescuing, whatever they need, we need to be there.)

The unpredictable nature of disaster and rescue work often presents volunteers with unforeseen challenges, ranging from logistical hurdles to novel emergencies. However, they precisely can adapt and respond to these challenges that underscore the depth of their commitment. Volunteers demonstrate remarkable flexibility, resourcefulness, and resilience, persisting in their dedication even when confronted with the unknown. This unwavering commitment, rooted in their willingness to navigate uncertainty and adversity, is a testament to the remarkable resolve and selflessness of those who serve in disaster risk reduction and rescue efforts (Whittaker, 2015). This is also evident in Pret's statements, which serve as a notable illustration of this phenomenon.

Ahh ti kay syempre sa amon duty maka encounter gid kami sang ahh mga butang nga indi namo e expect. Pinaagi sa gin bulig sa amon sang organisasyon nga training nakita ko gid kung gaano to siya ka epektibo kay during sa amon rescue na apply ko gid to sila tanan kag didto ko gid nakita nga wala gid kami gina pabay-an sang emdrem Banga. Kag amo to isa sa nagging rason nga gapadayun kami. (P5/49-54-Pret)

(Well, of course, in our duty, we often encounter unexpected situations. Through the training provided by the organization, I saw how effective it is because I applied everything during our rescue, and there I saw that we were never neglected by the Banga emergency team, and that's one of the reasons why we continue.)

This narrative depicts the dynamic and demanding nature of disaster and rescue work, emphasizing the volunteers' commitment, adaptability, and the supportive environment provided by their organization.

### **3.3 Putting Things on the Balance**

Rescuers face the challenge of balancing their commitment at work with their personal life, striving to maintain a healthy equilibrium between the demands of their profession and their well-being outside of work (MacKay, 2019). Balancing between personal matters and work commitments is a crucial aspect of the effectiveness of rescuers. By recognizing the importance of self-care, setting boundaries, and seeking support when needed, rescuers can navigate the challenges of their profession while safeguarding their own well-being. In this way, they can maintain their commitment to their work. They cannot actually stay committed to that work if they do not give importance to their own well-being. As Pret shared his thoughts that shows in order for him to stay, he needs to balance it.

Ahh gina balance ko lang ahh. Ang akon nga sarili kag sa akon ubra.

Kay basi bala kung ma sige nalang ko ahh ubra kag mapabay-an ko na ang akon ngaa sarili basi ahh amo pa na hinungdan nga maghalin ko sa akon ubra. (P5/36-40-Pret)

(Ah, I'm just balancing it. Me and my work. Because maybe if I just go ahead and work, I'll be able to neglect myself; perhaps that would be the reason I would quit my job.)

By acknowledging their own limitations and needs, rescuers can cultivate a sense of empowerment and agency in managing the competing demands of their personal and professional lives. As Bayo shared he has difficulty in handling the challenges but he found ways to balance it so that it cannot affect his commitment.

Ahh naka apekto siya sa akon kay na budlayan ko paano e handle ahh.. pero gina balance ko lang ang tanan ah. (P4/18-20-Bayo)

(It has affected my motivation to be able to handle it. I just balance everything.)

This self-awareness not only benefits the individual rescuer but also contributes to a more cohesive and effective rescue team.

### **3.4 Unfading Filial Support**

Rescuers, who selflessly put their lives on the line to save others, often find themselves in need of unwavering support from their loved ones. The demands of their profession can be physically and emotionally taxing, making the presence of a strong familial support system crucial for their well-being and resilience (Copeland, 2011). This could be sometime might be the reason why they kept working and striving in their lives. The unfading support of family members can also have a positive impact on the communities that rescuers serve. When rescuers feel supported and valued by their loved ones, they are more likely to approach their work with a positive attitude and a strong sense of purpose. This positivity can be contagious and can help to build trust and goodwill between rescuers and the people they serve.

Ahh syempre ang supporta halin sa ahh organisasyon kag ahh sa pamilya. Bisan amo lang ni gamay lang ahh amon allowance. Wala man kami gin pabay-an sang emdrem Banga. Kag syempre sa amon pamilya makita mo lang sila ga ngisi mag sa imo mag puli ka kay ahh maka kita ka gid dako nga rason mag padayun. (P5/42-47-Pret)

(Of course, the support comes from the organization and the family. Even if it's just a little bit of our allowance, Emdrem Banga didn't let us down either. And of course, in our family, you'll only see them smile when you go home; that's a big reason to keep going.)



In addition, both filial responsibility laws and the duty of rescuers recognize that certain special relationships, such as parent-child or employer-employee, can create a legal duty to provide aid or support. As Padoy shared, he receives mental and emotional support from his child and wife, and he does his responsibility in return.

Ahh sa akon nga pag hangop tungod maka hatag man sila sa akon support emotional kag may responsibilidad man ko sa ila. (P6/32-34-Padoy)

(My family has helped me mentally and emotionally. I have a responsibility to them.)

The unfading support of family members is a crucial factor in the success and well-being of rescuers. From providing emotional support and practical assistance to offering guidance and advocacy, family members play a vital role in helping rescuers navigate the challenges of their profession and maintain a healthy work-life balance.

### **3.5 Making Huge Difference**

Rescuers, dedicated individuals who face challenging and often dangerous situations in their line of work, make a significant difference in the lives of those they help. While the work of rescuers is demanding and at times overwhelming, it is the unwavering support of their families and the deep-rooted desire to address poverty and make a positive impact that motivates them to persevere in their efforts (Cao et al., 2023). They usually faced challenges but they choose to continue and fight to make a difference. Despite the inherent difficulties of their work, rescuers find fulfillment and purpose in the knowledge that their efforts are making a real and lasting difference in the lives of others. They are thinking about their family and think that challenges are part of growing in life. Padoy stated in both statements that his family is the reason and source of support for his duty as a rescuer.

Aaahh siguro part gid man na sang aton trabaho ang pagsulay. Pero tungod sa pamilya kag sa ahh kapigadohon go lang ng go ah. At least ay gina paabot ka sa imo pamilya. (P6/22-26-Padoy)

(Ah, maybe the challenge is really part of our job. But because of the family and the poverty, just go and go. At least you have something to extend to your family.)

Despite the demanding nature of their job, the support of family and the pressing need to address poverty serve as powerful motivators that drive rescuers to persist in their efforts.

In addition, for many rescuers, their family and personal growth through education are the driving forces that motivate them to continue their challenging work. The love and support of their family, especially their children, serve as a constant reminder of the importance of their efforts and the need to provide a better future for their loved ones (Jeremiah, 2020).

Ahh para sa akon na una base ang akon pamilya kag sa akon bata nga naga skwela man. Kag indi lang sa iya kag pati man sa akon nga desidido man makatapos skwela. (P6/28-30-Padoy)

(Ahh, for me, my first priority is my family and my child who is also in school. And not only him but also me who is determined to finish school.)

For many rescuers, their family and education are the top priorities that motivate them to continue their challenging work. The love and support of their family, especially their children, provide a strong foundation that helps them cope with the demands of their profession.

## D. What are the rewards and benefits that MDRR rescue volunteers experience in their work?

Table 4. Presents the benefits and rewards received by rescuers.

| Clustered Themes                                | Formulated Meanings  |
|---|--|
| <b>4.1 Acquired Expertise</b>                   | <ul style="list-style-type: none"> <li>• Have received valuable knowledge, training.</li> <li>• The trainings and privileges provided by our municipality have been valuable.</li> </ul>   |
| <b>4.2 Gained Personal and Financial Growth</b> | <ul style="list-style-type: none"> <li>• Financial support, along with valuable knowledge and practical skills.</li> <li>• Rewards and experiences have received have taught them importance of self-discipline.</li> <li>• Received an award and reward from training.</li> <li>• Expected allowance, no matter how small, seen as a means to help others.</li> <li>• Anticipated that they, as a volunteer, would be given "even a small allowance" as part of their involvement.</li> </ul> |
| <b>4.3 A Genuine Fulfillment</b>                | <ul style="list-style-type: none"> <li>• Found fulfillment in being able to assist others.</li> <li>• Satisfaction in knowing that their actions had a positive impact.</li> <li>• The intangible rewards of experiences and training.</li> </ul>  |
| <b>4.4 Recognized Effort and Labor</b>          | <ul style="list-style-type: none"> <li>• The rewards and benefits are received annually, every December from the Mayor.</li> <li>• Recognition serves as a testament to the effectiveness of rescuer.</li> </ul>   |

### 4.1 Acquired Expertise

Through their daily work and ongoing training, rescuers gain a wealth of expertise that not only benefits their own performance but also contributes to the overall effectiveness of their teams and the safety of their communities (Thompson, 2023). This expertise is considered by the rescuer as a reward.

They were able to gain knowledge from all the experiences they had. Through their trainings and seminars, they are able to gain learnings and they considered it as a reward. Silik described the reward he received from their work.

Ahh sa ano sa trabaho ahh mao gani to tung mga learnings mga trainings experiences about sa mga ano sa pag responde o pag rescue sa mga ano kapwa ta tao. (P1/77-84-Silk)

(Ahh, at work, ahh, that's the learning, training, and experiences about responding to or rescuing people.)

Moreover, Cap also shared the rewards and benefits he received from his work. He mentioned that he is not interested in rewards. But we have what they call their routine every day and activities that help them and provide them with a lot of knowledge.

Well, when it comes sa benefits and rewards sa akon personally, I am not interested siguro sa benefit and rewards. Pero kung tagaan naton sang punto kag logic ang imo nga pamangkot. Ang akon nga benefit and rewards is ang daily routine nga activities diri sa amon nga munisipyo. When it come sa trainings bala, ang mga prebelehiyo nga gin hatag sang aton nga munisipyo sa opisina. When it comes sa trainings nga naka hatag sa akon sang more knowledge pagid. (P2/78-84-Cap)

(Well, when it comes to benefits and rewards personally, I am not interested, maybe in benefits and rewards. But if we give a point and logic to your question, my benefit and reward are the daily routine activities here in our municipality. When it comes to training, The privileges given by our municipality in the office. When it comes to trainings that give me more knowledge)

One of the most rewarding aspects of gaining expertise for rescuers is the opportunity to share their knowledge with others.

#### **4.2 Gained Personal and Financial Growth**

The best volunteer experiences benefit both the volunteer and the organization. Volunteering provides vital help to people in need, worthwhile causes, and communities. By giving in simple ways, volunteers can make a real difference in the lives of others. Volunteering is a two-way street - it can benefit the volunteer's mental and physical health just as much as the cause they choose to help (Robinson, 2024). Everyone does not receive a lot, but they are gaining something. With that, they can feel that they are appreciated and valued. Even though it's not that much money, at least it can help their needs. They called it an allowance.

Ahh ang gina expect ko sitong ga apply palang ko una amo lang gid na ahh ano ng experiences kag ng ano allowance sa sarili. (P1/86-90-Silk)

(Ahh, what I expected to receive when I first applied was just experiences and an allowance for myself.)

In line with this, rewards and experiences have taught rescuers the importance of self-discipline. The act of helping others can be a powerful motivator (De Vries, 2023). Silk mentioned the effect of the reward he received. It helps him to be more knowledgeable, and it gives him discipline.

Ahh naka apekto ni sa akon tung sa mga bilang isa ka rescuer sang emdreem Banga. Aah naka ano sang self-discipline kag motivation nga maka padayun mag bulig sa katawhan. (P1/92-94-Silk)

(Ahh, this affected me as a rescuer of Emdreem Banga. Aah gave me the self-discipline and motivation to continue helping the people.)

Moreover, when rescuers are recognized for their heroic actions, it can have a profound impact on their self-esteem and motivation. The knowledge that their training and skills were put to good use, and that they made a real difference in someone's life, can be incredibly rewarding (Perkins, 2024). They often received rewards and awards for their training. It serves as an expression of appreciation for their application of their learning. The rewards and benefits they received fuelled their motivation to help others.

Ahmm ang mga nadawat ko nga rewards is sa akon pag bolunteer ang mga award ko sa akon nga training kay sa akon nga mga training nga na agyan sa disaster. Isa ako sa mga naka kwa award diri sa amon training. Kag may ara man sang mgaa incentives nga naga abot sa amon nga indi ta lang bal-an kung san-o ga abot. Pero may ga abot sa amon nga benepisyo. (P3/68-75-Rany)

(I've received rewards for my volunteering. My awards for my training in disaster training. I am one of the first to receive the award for my training. We also received incentives although we are least expecting it.)

The rewards and recognition received by rescuers serve as a powerful reminder of the importance of self-discipline, teamwork, and resilience. By undergoing proper training and prioritizing their own well-being, rescuers can continue to make a positive impact on the lives of others while maintaining their own mental and physical health

In addition, rescuers often view even a small allowance as a means to help others, as it enables them to dedicate their time and resources to rescue efforts without financial burden. These allowances, while not the primary motivation for rescuing, are seen as a way to support the important work that rescuers do (Dawn, 2022).

Ahh ti syempre pagsulod una kay allowance ah. Bisan gamay ti pero maka bulig na pinaagi sina mas nakita ko ang panginahanglanon sang tao. Sa amon experienve damo na kami na encounter. (P5/62-65-Pret)

(Of course, the first step is to get paid. It was a little bit of a struggle, but I was able to see the needs of the people better. In our experience, we have had many encounters.)

Also, one of the participants, named Padoy, shared how important the reward he received from work was. He said that because of the pandemic, he doesn't have any choice but to join rescuers. Even with the small allowance they received, it can help a lot to sustain their needs. Rescue volunteers often anticipate receiving even a small allowance as part of their involvement, as it helps to offset the costs associated with their rescue work (Defence, 2022).

Ahh sa pagsulod ko sang trabaho during pandemic daw wala gid abi choice nga pangitaan sang trabaho amo na nga nag pursigi gid ko da nga mak sulod. Ang na expect ko nga mabaton nga mahatagan man kami bisan gamay lang nga allowance as volunteer kay pigado gid. (P6/40-44-Padoy)

(It was in the middle of a pandemic, and I didn't seem to have any choice but to go to work. I was hoping that we could get a little bit of money as volunteers.)

While allowances may not be the primary motivation for volunteer rescuers, they are an important way to support and recognize the vital work that they do. By providing financial support and resources, communities can help to ensure that volunteer rescuers are able to dedicate themselves fully to helping others, without undue financial burden or risk.

### **4.3 A Genuine Fulfilment**

Rescuers often find a genuine sense of fulfillment in their efforts to help others, as the act of giving selflessly can provide a profound sense of purpose and meaning. This intrinsic motivation, rooted in empathy and a desire to make a positive impact, is what truly drives many rescuers to put themselves at risk and go above and beyond to assist those in need (Hill, 2023). The small appreciation for their duty has a big impact on their commitment and motivation. They are not expecting to receive something expensive, and it changed their perspective when Rany said that only the simple word “thank you” from the people they lend a hand gives them satisfaction and fulfillment.

Ahh ang mga gina expect ko nga mabaton sa akon ubra makabulig lang ko sa tao kag maka pasalamat sila sa akon, okay na ko ah. Paano ahh bahala na wala gina hatag nga kwarta maka hatag lang sila pasalamat dira mo gid makita nga gaulikid sa imo kag amo na isa dako nga butang ngaa naka hatag sakon sang gana as rescuer. (P3/77-85-Rany)

(The only thing I've been expecting in my line of work is just to help those in need. It doesn't matter if I don't get anything in return, just a simple “thanks” would do. And that's the thing that keeps me going.)

In addition, Pret also said that money doesn't satisfy him, and he is not expecting from it. They are not aiming for money but for the response of the rescued people they help. It is when they saw the sad eyes of the families of the victims turn to happiness because of the rescuers. Satisfaction cannot only be found within their workplace.

Wow! Nami nami pagid nga question. Wala kami sang ano diri, indi expected namon diri rewards nga about sa sa kwarta abi or ano. Ang pinaka the best nga reward natanggap namon grabeng pasalamat sang pamilya ba nga maka save kami sang bata niya makabulig kami. Wow amo gid na ang pina ka the best ngaa reward nga nadawat namo. (P4/31-37-Bayo)

(Wow! Good question. We didn't expect any rewards like the money or anything. The best part is that we are so grateful for the family that we have been able to help them. Wow, we've got the best reward we've ever received.)



Moreover, rescuers are not only satisfied with their duty. The families of the rescuers also give them support. And they feel fulfilled knowing that they are not only doing their duty but also their responsibility as someone who has a role in the family. As Pret said, he received some rewards in training, and it is a good thing because if there are some of his family members who need help, they can help in an easy way. (P5/56-60-Pret)

Ang akon na dawat nga rewards and benefits syempre ahh mga experiences. Damo ko na agyan nga training nga nagbulig sa akon kag sa benepisyo syempre kung isa sa amon pamilya may buruligan ahh maka dali dali man kami kag maka asa gid ko sa ila.

(The rewards and benefits, of course, are the rewards from training. If one of our family members also needs help, we can easily help them.)

The genuine fulfillment experienced by rescuers in helping families in need is a testament to the power of altruism, empathy, and a deep commitment to making a positive difference in the world. By prioritizing self-care, fostering a sense of community, and maintaining resilience, rescuers can continue to find intrinsic rewards in their vital work and inspire others to follow in their footsteps.

#### **4.4 Recognized Effort and Labor**

Recognizing the effort and labor of rescuers is crucial for their motivation and overall well-being. By acknowledging and appreciating their hard work, organizations can foster a culture of recognition and motivation, leading to improved performance and overall well-being (De Vries, 2023). When rescuers are recognized for their efforts, it can have a profound impact on their motivation and well-being. The knowledge that their actions have made a difference in someone's life and are appreciated by their community can be incredibly rewarding and empowering. That's guaranteed with the rescuers for the support of the organization and government for them are unwavering. They received some appreciation and a token of appreciation for them. Padoy said that they received some from the Mayor every December. (P6/36-38-Padoy)

Ahh ang nabaton namon kada ahhh December ang pasalamatan namon sa pinalangga namon nga Mayor. Ang bunos kag mga may mga regalo man.

(We received bonus and gifts from our loving mayor every December.)

In addition, this recognition serves as the biggest achievement in their duty, where they are able to tell that they succeeded.

Ahh ti kay syempre sa amon duty maka encounter gid kami sang ahh..mga butang nga indi namo e expect. Pinaagi sa gin bulig sa amon sang organisasyon nga training nakita ko gid kung gaano to siya ka epektibo. Kay after sa amon rescue maka dawat kami certificate kag recognition halin sa government. (P5/49-54-Pret)

(Of course, we're going to have to deal with the things we're looking forward to. With the help of our organizational training. I've seen how effective it is because after our rescue we received certificates and received recognition from the government.)

By acknowledging the heroic actions of rescuer and the sacrifices they make, we can show our gratitude and support for these individuals who make a positive difference in the world.

## **5. DISCUSSION**

This chapter summarizes the participants' experiences and discusses the main findings and implications derived from the study "Motivations and Commitments of Municipal Disaster Risk Reduction Rescue Volunteer: A Qualitative Study."

### **A. The Primary Motivations of Rescue Volunteer**

This study collected different insights about the primary motivation of MDRR rescue volunteers. These rescuers are not being paid for what they are doing. They are mostly being asked why they are doing it without payment in return. This study revealed that it is because of their sense of duty. They are motivated by the strong sense of duty in their community, recognizing the importance of their role in times of emergency. In line with this, rescue volunteers had compassion and a desire to help. Despite everything they encountered, this feeling pushes them to stay motivated. Their motivation is driven by compassion for those in need. Most participants expressed that they help because there are people who need it. Participants, for instance, mentioned that their primary motivation is to help others because there are many people who are in need.

Moreover, rescue volunteers find solace in seeing the direct results of their actions, such as helping someone rebuild their home, reunite with loved ones, or simply find necessities. This tangible evidence of their contribution serves as a constant reminder of the positive change they are enacting, which fuels their motivation to continue their work. Seeing the happiness and gratitude of those they assist is a significant motivator, as it validates their efforts and reinforces their sense of purpose. The satisfaction they received from the people they helped is beyond compare.

Lastly, rescuers are motivated by the opportunity to apply their skills and knowledge in real-life situations, which enhances their sense of self-efficacy and coping ability. A well-defined MDRR plan that outlines clear steps and demonstrates past success or actions taken can increase a volunteer's sense of self-efficacy and motivation to participate and help people in need. In line with this matter, their organization's support when it comes to their training and seminars is unwavering. They gain a lot of knowledge because of the support of their organization. The appreciation expressed by those the rescuers assist holds immense significance, as it reinforces their sense of purpose and motivates them to continue their service with unwavering dedication. The support of the organization and the recognition of their efforts also play a crucial role in maintaining their motivation.

### **B. Challenges encountered by MDRR Rescue Volunteers**

Rescuers mostly encountered challenges in their work. Especially in rescuing. We cannot deny that even though they are doing it frequently, they can still consider this situation a challenge. Rescuers still often face daunting circumstances and traumatic experiences while responding to emergencies. The initial moments at an accident scene are crucial, requiring rescuers to act calmly and appropriately to assess victims' conditions and provide essential first aid before moving them to safety. However, witnessing distressing scenes can significantly impact rescuers' well-being and mental health. One of the participants mentioned that he initially struggled with seeing traumatic injuries like broken heads, feet, and limbs, but over time, he adapted to the challenges.

One of the challenges they faced was in their organization as a whole. They are being pressured in times of rescue. They are under pressure on how to manage everything, especially when it comes to quick responses. That is why it is important to manage it. Rescuers' resilience, response times, and mental health must be prioritized to enhance their disaster management capabilities. Recognizing the immense sacrifices and bravery of rescuers can boost their morale and motivation.

Also, rescuers faced challenges in facing the natural disaster. During natural disasters like floods, rescuers face the daunting task of reaching out to affected individuals in hazardous conditions. They encounter heightened risks and obstacles that underscore the importance of preparedness and effective response strategies. In line with this, rescuers responding to this kind of disaster also face challenges. Risking their own lives to save others. They often find themselves in situations where they have to choose who to prioritize: themselves or the people they are trying to rescue. While it may seem easy for others to risk their lives, it is a daunting challenge for rescuers. They are constantly confronted with the difficult decision of prioritizing their own safety or putting themselves in harm's way to save those in distress.

Lastly, despite their noble intentions and selfless dedication to aiding others in times of crisis, rescuers often face judgment and criticism that can stem from misconceptions, biases, or a lack of understanding of the complexities involved in rescue operations. Their experience of being blamed when equipment was lost during a rescue operation highlights the challenges rescuers face when their actions are misunderstood or misinterpreted. Despite these challenges, rescuers continue to prioritize saving lives and providing assistance, driven by compassion and a sense of duty. Rescuers, despite the judgment and criticism they encounter, remain steadfast in their commitment to their mission.

### **C. Ways of rescue volunteer in maintaining their commitment**

Rescuers do not only do their duties. They are facing a lot of challenges and difficulties in their workplace. Yet, still there are rescuers who remain with their duties. Rescuers who choose to stay and continue their efforts in the face of adversity and challenging circumstances are true heroes. These individuals confront their own fears and anxieties to remain steadfast in their commitment to saving lives and providing aid to those in need. Tackling their fears is essential because they do their jobs to progress, not to stay where they are.

In addition, the one thing that pushed them to maintain their commitment was to balance their duty and personal being. With that, they won't lose their appetite for serving, for they are giving themselves time. By acknowledging their own limitations and needs, rescuers can cultivate a sense of empowerment and agency in managing the competing demands of their personal and professional lives.

Rescue volunteers are driven by a variety of personal motivations that fuel their commitment to serving their communities. These motivations include a desire to contribute positively, a passion for helping others, and personal goals such as gaining valuable experience for future endeavors. Personal aspirations and goals play a significant role in sustaining a volunteer's commitment. One of the participants is motivated by his desire to join organizations like the Tri Bureau, pushing him to continuously enhance his skills and broaden his experiences to be better equipped to handle various crises effectively.

Moreover, despite the challenges, the commitment of rescuers remains steadfast, driven by a genuine love for their job and a deep-seated desire to help others. Love for their job and prioritization of their duties, despite the small salary and numerous challenges. Also, exposure to critical and life-threatening situations can intensify volunteers' commitment. Witnessing the immediate need for intervention and the difference it can make often galvanizes them to act more decisively and aggressively.

This heightened sense of urgency and commitment is a direct response to the gravity of the situations they encounter.

Furthermore, rescuers find a reason to maintain their commitment from their family. For many rescuers, their family and personal growth through education are the driving forces that motivate them to continue their challenging work. The love and support of their family, especially their children, serve as a constant reminder of the importance of their efforts and the need to provide a better future for their loved ones.

Lastly, the commitment and desire to serve exhibited by rescue volunteers are fuelled by personal aspirations, a deep understanding of the value of life, and a strong sense of duty and responsibility. Their unwavering dedication to helping others and responding to emergencies showcases their heroic efforts and selfless sacrifices in the face of challenging and critical situations.

#### **D. Rewards and benefits of rescue volunteer**

One of the best rewards received by rescuers is the expertise and experience gained from their work. One of the most rewarding aspects of gaining expertise for rescuers is the opportunity to share their knowledge with others. By imparting their skills and experiences to their team members and the community, rescuers not only enhance the overall effectiveness of their teams but also contribute to the safety and well-being of their communities. This act of sharing knowledge and expertise is fulfilling and rewarding, as it allows rescuers to make a lasting impact beyond their individual efforts.

In addition, rescuers also consider personal and financial growth as their rewards. The personal and financial growth experienced by rescue volunteers is a testament to the multifaceted benefits of this type of volunteering. While the primary focus may be on the impact on the communities they serve, the volunteers themselves also reap significant rewards, both in terms of personal development and financial support, which further fuels their motivation and commitment to their vital work.

Lastly, rescuers often find a profound sense of fulfillment in their efforts to help others. Rescuers are not primarily motivated by external rewards like money, but by the satisfaction they derive from helping others and making a difference.

A simple "thank you" from the people they assist is often enough to provide them with a deep sense of fulfillment and purpose. Acknowledging and appreciating the hard work and sacrifices of rescuers is crucial for their motivation and well-being.

#### **Implication for Practice**

The findings of this study on the motivations and commitments of rescue volunteers have significant implications for practice in the criminology field. Firstly, the results highlight the importance of understanding the motivations and commitments of rescue volunteers in order to effectively manage and retain them. This is crucial, as rescue volunteers are often the first responders to emergency situations and play a vital role in saving lives.

One key implication for practice is the need to enhance volunteer retention strategies. The study found that rescue volunteers are motivated by a sense of duty, a desire to help others, and a sense of fulfillment. Therefore, organizations should focus on providing opportunities for volunteers to develop their skills, build relationships with other volunteers, and feel a sense of accomplishment. This can be achieved through regular training sessions, team-building activities, and recognition programs.

Another implication for practice is the need to improve volunteer management strategies. The study found that rescue volunteers are committed to their work due to a sense of responsibility, a desire to make a difference, and a sense of belonging. Therefore, organizations should focus on providing clear

roles and responsibilities, opportunities for growth and development, and a sense of belonging among volunteers. This can be achieved through regular communication, feedback mechanisms, and opportunities for volunteers to take on leadership roles.

The study also highlights the importance of enhancing community engagement and outreach efforts. The findings suggest that rescue volunteers are motivated by a sense of duty to their community and a desire to make a positive impact. Therefore, organizations should focus on building relationships with local communities, promoting their work through social media and other channels, and engaging with community members through outreach programs.

Finally, the study provides policy and practice recommendations for improving the recruitment, retention, and management of rescue volunteers. These recommendations include providing regular training and support, recognizing and rewarding volunteers, and fostering a sense of belonging and community among volunteers. By implementing these recommendations, organizations can improve the effectiveness and efficiency of their rescue operations, while also enhancing the well-being and job satisfaction of their volunteers.

### **Implications for Future Researchers**

This qualitative study on the motivations and commitments of rescue volunteers, considering the results and the processes that this study had gone through, implied that:

Based on the findings of this study, future researchers who are interested in investigating the study's findings must look into a more specific selection of participants, taking into account their position in their duty, as this may lead to interesting comparisons from the current study.

Moreover, this study also suggested that every volunteer be interviewed. The information they provide can help future researchers gain a better understanding of the motivations and commitments of rescue volunteers.

The study also suggested that the Municipal Disaster Risk Reduction Office create a program to assist and help volunteers. Furthermore, the government, particularly the municipal office, must develop a program to assist volunteers, such as rescue training and financial support, and hold a seminar for the rescuers to enhance their knowledge about rescue.

### **Concluding Remarks**

The study of the motivations and commitments of rescue volunteers is a critical area of research that has significant implications for the management and retention of these vital individuals.

One of the key findings of this research is the multifaceted nature of volunteer motivations. While altruism and a desire to help others are often cited as primary drivers, this thesis has demonstrated that volunteer rescuers are also motivated by a sense of community, personal growth, and the thrill of the rescue itself.

Another important finding is the critical role of organizational support in sustaining volunteer commitment. Volunteers who feel valued, respected, and supported by their organizations are more likely to remain committed to their roles over time. This study has highlighted the importance of providing adequate training, resources, and recognition to volunteer rescuers.

However, the research also points to the challenges faced by volunteer rescuers, particularly in terms of the emotional toll of their work and the impact of frequent alerts and dispatches. The study has emphasized the need for organizations to prioritize the well-being of their volunteers.

In conclusion, this study has made a significant contribution to our understanding of the motivations and commitments of volunteer rescuers. By shedding light on the complex factors that drive



these individuals, it has provided valuable insights for organizations seeking to enhance the retention and effectiveness of their volunteer rescue teams. As the demand for emergency response services continues to grow, it is essential that we prioritize the support and well-being of those who selflessly dedicate themselves to helping others in times of crisis.

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**APPENDIX A**

**RAMON MAGSAYSAY MEMORIAL COLLEGES MARBEL INC.**  
Purok Waling – Waling, Arellano St., Koronadal City (9506)  
Telephone / Fax No.: (083) 228 – 2880  
**CRIMINAL JUSTICE EDUCATION DEPARTMENT**



February 18, 2024

Dear Validator,

I am presently conducting a study entitled **“MOTIVATIONS AND COMMITMENTS OF MUNICIPAL DISASTER RISK REDUCTION VOLUNTEERS RESCUERS: A QUALITATIVE STUDY”** I need your expertise in validating the instrument to be used.


Attached is the questionnaire to be used in the study. Please help me evaluate the questions and the option whether they are relevant or irrelevant basing on the following criteria: Suitability and relevance of the study evaluated, appropriateness of the language used and correctness of grammar. You could use the following symbols for the comments.

**S** means suitable. This shows that the questions and the option in that item are relevant. (Yes)

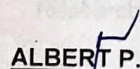
**NS** means not suitable. This shows that the questions and the option are not suited or irrelevant in the study. (No)

Any other comments you want to say about the question please feel free to write it under the specified columns.

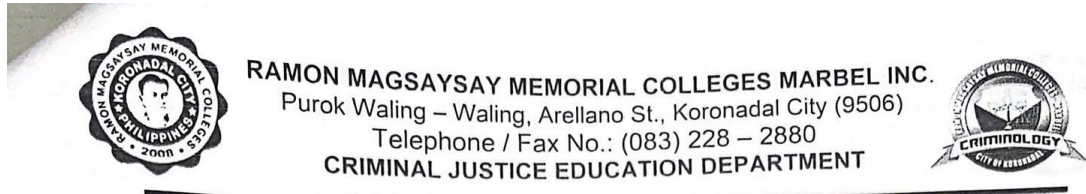
Thank you.

  
**KC F. GUMARAO**  
Researcher

Noted by:

  
**ALBERT P. BALONGOY, PhD**  
Research Adviser



**APPENDIX A.1**

February 18, 2024

YAN-YAN K. BALADEZ

RCRIM, MSCG

PROGRAM HEAD CRIMINOLOGY

Dear Sir,

The undersigned would like to request your approval to be one of the evaluators in the research study entitled **"MOTIVATIONS AND COMMITMENTS OF MUNICIPAL DISASTER RISK REDUCTION VOLUNTEER RESCUERS: A QUALITATIVE STUDY"** as a requirement for the degree of Bachelor of Science in Criminology. Undoubtedly, your expertise would make the instrument rich and substantive in content.

Attached to this request is the actual printout of the interview guide. Your comments and suggestion will be a great help in the realization of this study.

Looking forward for your favorable response on this request. Thank you and God Bless.

Sincerely;

  
KC F. GUMARAO  
Researcher

Noted by;

  
ALBERT P. BALONGOY, PhD  
Research Adviser

**APPENDIX A.2**

**RAMON MAGSAYSAY MEMORIAL COLLEGES MARBEL INC.**  
Purok Waling – Waling, Arellano St., Koronadal City (9506)  
Telephone / Fax No.: (083) 228 – 2880  
**CRIMINAL JUSTICE EDUCATION DEPARTMENT**



February 18, 2024

Ishmael John Jasper  
Sueno, Raim  
Criminology Instructor

**Dear Sir,**

The undersigned would like to request your approval to be one of the evaluators in the research study entitled **"MOTIVATIONS AND COMMITMENTS OF MUNICIPAL DISASTER RISK REDUCTION VOLUNTEER RESCUERS: A QUALITATIVE STUDY"** as a requirement for the degree of Bachelor of Science in Criminology. Undoubtedly, your expertise would make the instrument rich and substantive in content.

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Looking forward for your favorable response on this request. Thank you and God Bless.

Sincerely;

  
**KC F. GUMARAO**  
Researcher

Noted by;

  
**ALBERT P. BALONGOY, PhD**  
Research Adviser

**APPENDIX A.3**

**RAMON MAGSAYSAY MEMORIAL COLLEGES MARBEL INC.**  
Purok Waling – Waling, Arellano St., Koronadal City (9506)  
Telephone / Fax No.: (083) 228 – 2880  
**CRIMINAL JUSTICE EDUCATION DEPARTMENT**



February 18, 2024

ROBIN TACUYAN  
LPT  
Gen Ed Coordinator


Dear Sir,

The undersigned would like to request your approval to be one of the evaluators in the research study entitled **"MOTIVATIONS AND COMMITMENTS OF MUNICIPAL DISASTER RISK REDUCTION VOLUNTEER RESCUERS: A QUALITATIVE STUDY"** as a requirement for the degree of Bachelor of Science in Criminology. Undoubtedly, your expertise would make the instrument rich and substantive in content.

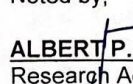
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Looking forward for your favorable response on this request. Thank you and God Bless.

Sincerely;

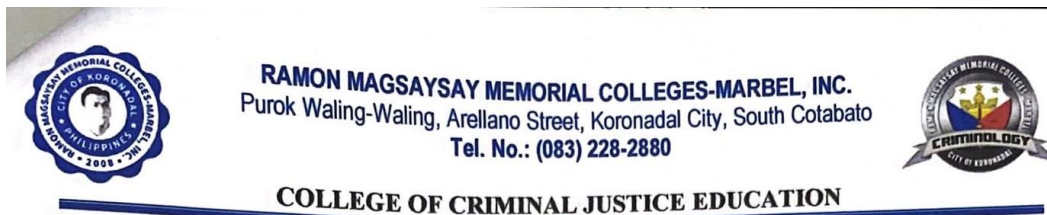
  
KC F. GUMARAO  
Researcher

Noted by;

  
ALBERT P. BALONGOY, PhD  
Research Adviser



## APPENDIX B



### VALIDATION RATING SHEET OF EXPERT VALIDATORS

For the Evaluator. Please check the appropriate box for your rating.

Rating: Number of "Yes" marks

( ) 12-13 Very Good

( ) 6-8 Fair

( ) 9-11 Good

( ) 0-5 For Revalidation

Kindly check the Column which fits your evaluation for the item.

| ITEMS   | YES | NO |
|---|-----|----|
| <b>ETHICS</b>   |     |    |
| 1. Introduce (Purpose, confidentiality, duration and a way to conduct) and closing components.                              | /   |    |
| 2. Informed consent is provided.  | /   |    |
| 3. Interview protocol for participant is available.   | /   |    |
| 4. Interview Consent form is available.   | /   |    |
| 5. Participants Venfication Form is included.   | /   |    |
| <b>ARTISTRY</b>   |     |    |
| 1. Questions are heading towards description of the research topic.   | /   |    |
| 2. script is included, so interview can introduce, guide and conclude the interview in a consistent manner.                 | /   |    |
| <b>RIGOR</b>  |     |    |
| 1. Questions are open-ended to encourage in-depth responses avoiding close-ended questions which answered by "yes" or "no". | /   |    |
| 2. Coherence of the research with the research paradigm is evident.   | /   |    |
| 3. Questions are stated in the affirmative.   | /   |    |
| 4. Research question is semi structured.  | /   |    |
| 5. Questions are sequenced in logical order.  | /   |    |
| 6. Questions are focused and expressed in a concise manner as to be worked and researchable                                 |     |    |

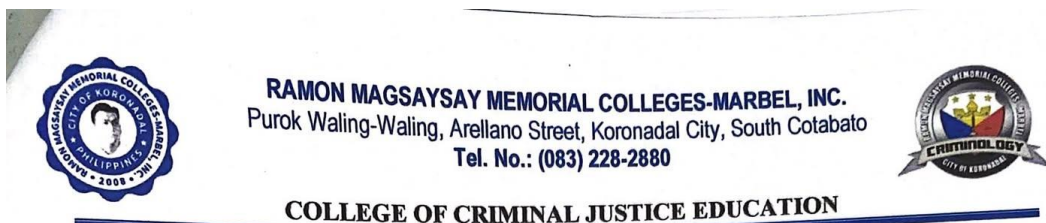
  
YAN-YAN K. BALADE, RCM-MSW  
Name and Signature of Evaluator

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48



## APPENDIX B.2



### VALIDATION RATING SHEET OF EXPERT VALIDATORS

For the Evaluator. Please check the appropriate box for your rating.

Rating: Number of "Yes" marks

( ) 12-13 Very Good

( ) 6-8 Fair

( ) 9-11 Good


( ) 0-5 For Revalidation

Kindly check the Column which fits your evaluation for the item.


| ITEMS   | YES | NO |
|---|-----|----|
| <b>ETHICS</b>   |     |    |
| 1. Introduce (Purpose, confidentiality, duration and a way to conduct) and closing components.                              | /   |    |
| 2. Informed consent is provided.  | /   |    |
| 3. Interview protocol for participant is available.   | /   |    |
| 4. Interview Consent form is available.   | /   |    |
| 5. Participants Venfication Form is included.   | /   |    |
| <b>ARTISTRY</b>   |     |    |
| 1. Questions are heading towards description of the research topic.   | /   |    |
| 2. script is included, so interview can introduce, guide and conclude the interview in a consistent manner.                 | /   |    |
| <b>RIGOR</b>  |     |    |
| 1. Questions are open-ended to encourage in-depth responses avoiding close-ended questions which answered by "yes" or "no". | /   |    |
| 2. Coherence of the research with the research paradigm is evident.   | /   |    |
| 3. Questions are stated in the affirmative.   | /   |    |
| 4. Research question is semi structured.  | /   |    |
| 5. Questions are sequenced in logical order.  | /   |    |
| 6. Questions are focused and expressed in a concise manner as to be worked and researchable                                 | /   |    |

ROBIN T. DAVILA, LPT  
Name and Signature of Evaluator

## APPENDIX C



**RAMON MAGSAYSAY MEMORIAL COLLEGES-MARBEL, INC.**  
 Purok Waling-Waling, Arellano Street, Koronadal City, South Cotabato  
 Tel. No.: (083) 228-2880



**COLLEGE OF CRIMINAL JUSTICE EDUCATION**

### INTERVIEW GUIDE

| SOP  | Stand-in Questions  | Probe/Elucidating Question  |
|--|---|---|
| 1. What are the primary motivations of MDRR volunteer rescuers in doing their work?    | 1.1 What are the main reasons that motivate you to volunteer as a rescuer and be part of Municipal Disaster Risk Reduction? | 1.1.1 How does these reasons influence your motivations to do your work as a volunteer?<br>1.1.2 In what way does this reason <sup>else</sup> have an impact on your motivations?                     |
| 2. What are the challenges encountered by MDRR volunteer rescuers in doing their work? | 2.1 What are the challenges you have experience as a volunteer rescuer in Municipal Disaster Risk Reduction?                | 2.1.1 What are the common challenges you have faced in your role as a volunteer rescuer?<br>2.1.2 From those challenges, how does it affect your motivations and commitments being rescue volunteers? |
| 3. How do the MDRR volunteer rescuers maintain their commitment to their work          | 3.1 How do you maintain your commitment despite your challenging work?  | 3.1.1 What factors can support you in maintaining your commitment?<br>3.1.2 How can you say that this factor help you maintain your commitment despite of the   |



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Purok Waling-Waling, Arellano Street, Koronadal City, South Cotabato  
Tel. No.: (083) 228-2880



## **COLLEGE OF CRIMINAL JUSTICE EDUCATION**

|  |  |   |
|--|--|---|
| their work despite challenges they faced?  |  | challenges you faced?   |
| 4. What are the rewards and benefits that MDRR rescue volunteers experience in their work? | 4.1 What are the rewards and benefits you get as a rescue volunteer? | 4.1.1 What rewards and benefits you expect from volunteering as a rescuer?<br><br>4.1 How do these rewards and benefits impacted you as a rescue volunteer? |

## APPENDIX D

### LIST OF EXPERT VALIDATORS

| NAME                                |  |
|-------------------------------------|--|
| YAN YAN K. BALADEC, Rcrim, MSCJ     | <ul style="list-style-type: none"> <li>-College Dean of Criminology</li> <li>-Registered Criminologist (RCrim)</li> <li>- Master of Science in Criminology</li> <li>-Criminology Program Director</li> <li>-Ramon Magsaysay Memorial Colleges-Marbel, Incorporated</li> <li>Purok Waling-Waling, Arellano St., Koronadal City</li> </ul> |
| ISHMAEL JOHN JASPER C. SUENO, Rcrim | <ul style="list-style-type: none"> <li>-College Instructor of Criminology</li> <li>-Registered Criminologist (RCrim)</li> <li>-Ramon Magsaysay Memorial Colleges - Marbel, Incorporated</li> <li>Purok Waling-Waling, Arellano St., Koronadal City</li> </ul>  |
| ROBIN TACUAYAN, LPT                 | <ul style="list-style-type: none"> <li>-Graduate of Bachelor in Secondary Education Major in English</li> <li>-General Education Program Coordinator</li> <li>-Ramon Magsaysay Memorial Colleges-Marbel, Incorporated</li> <li>Purok Waling- Waling, Arellano, St., Koronadal City</li> </ul>  |

**APPENDIX E****SUMMARY OF VALIDATOR'S RATING**

| NAME OF EXPERT VALIDATORS               | NUMBER OF<br>"YES" MARKS | DESCRIPTION |
|---|--------------------------|-------------|
| YAN YAN K. BALADEC, Rcrim,<br>MSCJ      | 12                       | VERY GOOD   |
| ISHMAEL JOHN JASPER C.<br>SUENO, Rcrim, | 7                        | FAIR        |
| ROBIN TACUAYAN                          | 13                       | VERY GOOD   |
| <b>NUMBER OF "YES" MARKS</b>            | <b>10.66</b>             | <b>GOOD</b> |

**RATING: NUMBER OF 'YES' MARKS**

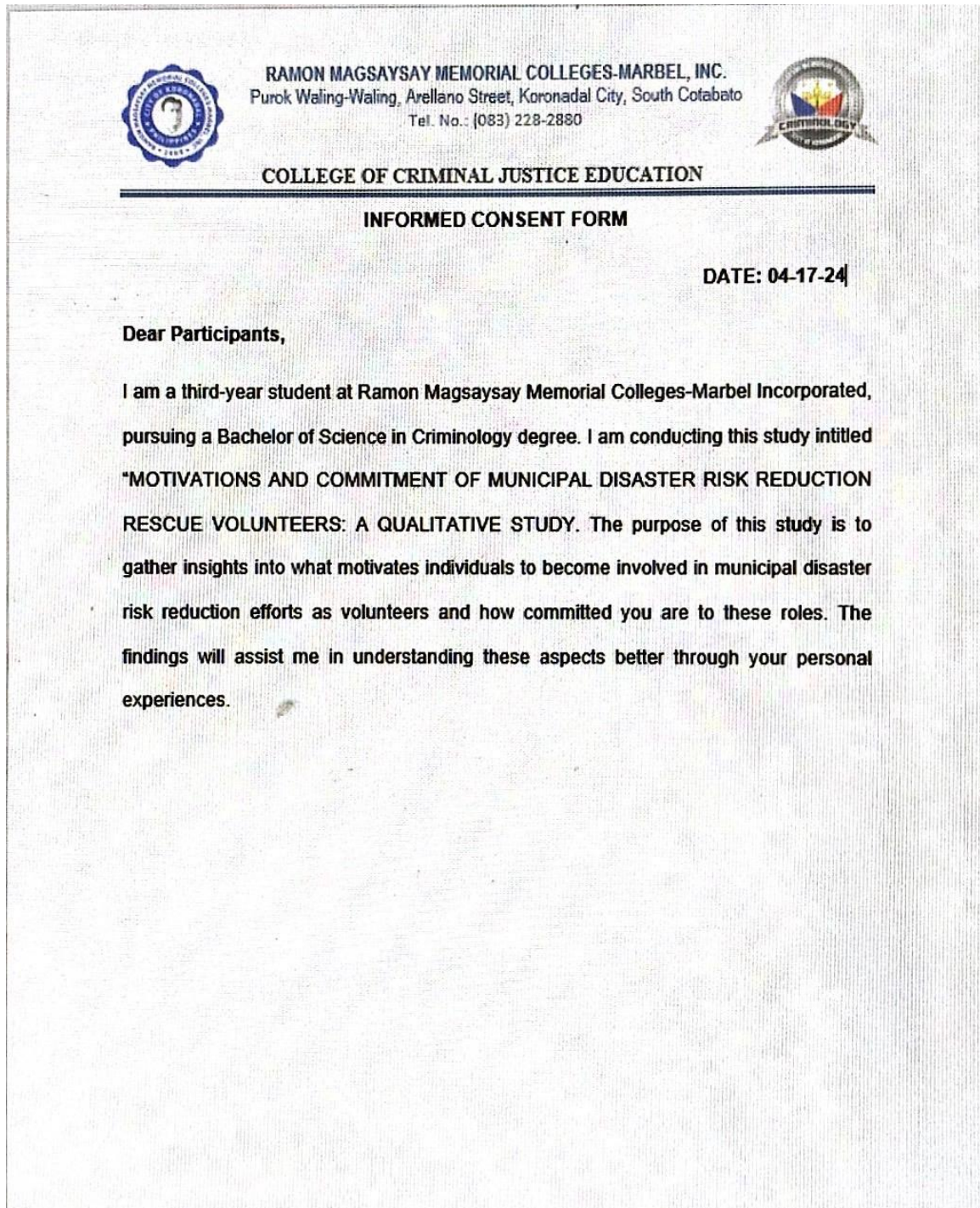
12-13 VERY GOOD

9-11 GOOD


6-8 FAIR


0-5 FOR REVALIDATION



**APPENDIX F****INFORMED CONSENT FORM**

The image shows a scanned document of an informed consent form. At the top, there are two circular logos: the left one is the official seal of Ramon Magsaysay Memorial Colleges-Marbel, Inc., and the right one is a logo for the College of Criminal Justice Education. Between the logos, the college's name and address are printed. Below this, the title 'COLLEGE OF CRIMINAL JUSTICE EDUCATION' is underlined, followed by 'INFORMED CONSENT FORM'. On the right side, the date 'DATE: 04-17-24' is handwritten. The main body of the form contains a letter addressed to participants, written by a third-year student in Criminology, describing a study on disaster risk reduction volunteers.

 **RAMON MAGSAYSAY MEMORIAL COLLEGES-MARBEL, INC.**  
Purok Waling-Waling, Arellano Street, Koronadal City, South Cotabato  
Tel. No.: (083) 228-2880



**COLLEGE OF CRIMINAL JUSTICE EDUCATION**

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**INFORMED CONSENT FORM**

**DATE: 04-17-24**

**Dear Participants,**

I am a third-year student at Ramon Magsaysay Memorial Colleges-Marbel Incorporated, pursuing a Bachelor of Science in Criminology degree. I am conducting this study intitled "MOTIVATIONS AND COMMITMENT OF MUNICIPAL DISASTER RISK REDUCTION RESCUE VOLUNTEERS: A QUALITATIVE STUDY. The purpose of this study is to gather insights into what motivates individuals to become involved in municipal disaster risk reduction efforts as volunteers and how committed you are to these roles. The findings will assist me in understanding these aspects better through your personal experiences.




**APENDIX G**

**RAMON MAGSAYSAY MEMORIAL COLLEGES-MARBEL, INC.**  
Purok Waling-Waling, Arellano Street, Koronadal City, South Cotabato  
Tel. No.: (083) 228-2880

**COLLEGE OF CRIMINAL JUSTICE EDUCATION****INFORMED CONSENT FORM**DATE: 04-17-24**Dear Participants,**

I have read the information about 'Motivations and Commitment of Municipal Disaster Risk Reduction Rescue Volunteers.' I understand that my participation is voluntary, confidential, and can be withdrawn at any time without penalty. I consent voluntarily to participate in this qualitative study.

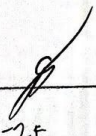
Signature   
Date 04-17-24  
Print Name Margie Vargas

**APPENDIX G.1**

**RAMON MAGSAYSAY MEMORIAL COLLEGES-MARBEL, INC.**  
Purok Waling-Waling, Arellano Street, Koronadal City, South Cotabato  
Tel. No.: (083) 228-2880

**COLLEGE OF CRIMINAL JUSTICE EDUCATION****INFORMED CONSENT FORM****DATE:** 04-17-24**Dear Participants,**

I have read the information about 'Motivations and Commitment of Municipal Disaster Risk Reduction Rescue Volunteers.' I understand that my participation is voluntary, confidential, and can be withdrawn at any time without penalty. I consent voluntarily to participate in this qualitative study.

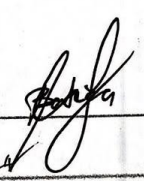
Signature Date 04-17-24Print golin

**APPENDIX G.2**

**RAMON MAGSAYSAY MEMORIAL COLLEGES-MARBEL, INC.**  
Purok Waling-Waling, Arellano Street, Koronadal City, South Cotabato  
Tel. No.: (083) 228-2880

**COLLEGE OF CRIMINAL JUSTICE EDUCATION****INFORMED CONSENT FORM**DATE: 04-17-24**Dear Participants,**

I have read the information about 'Motivations and Commitment of Municipal Disaster Risk Reduction Rescue Volunteers.' I understand that my participation is voluntary, confidential, and can be withdrawn at any time without penalty. I consent voluntarily to participate in this qualitative study.

Signature Date 04-17-24Print Name EDWARD BATUCA



**APPENDIX G.3**

**RAMON MAGSAYSAY MEMORIAL COLLEGES-MARBEL, INC.**  
Purok Waling-Waling, Arellano Street, Koronadal City, South Cotabato  
Tel. No.: (083) 228-2880



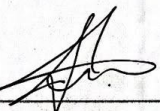
**COLLEGE OF CRIMINAL JUSTICE EDUCATION**

**INFORMED CONSENT FORM**

**DATE:** 04-17-24

**Dear Participants,**

I have read the information about 'Motivations and Commitment of Municipal Disaster Risk Reduction Rescue Volunteers.' I understand that my participation is voluntary, confidential, and can be withdrawn at any time without penalty. I consent voluntarily to participate in this qualitative study.

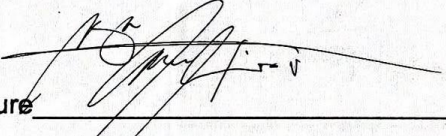
Signature   
Date 04-17-24  
Print Name Jamar Salceda

**APPENDIX G.4**

**RAMON MAGSAYSAY MEMORIAL COLLEGES-MARBEL, INC.**  
Purok Waling-Waling, Arellano Street, Koronadal City, South Cotabato  
Tel. No.: (083) 228-2880

**COLLEGE OF CRIMINAL JUSTICE EDUCATION****INFORMED CONSENT FORM****DATE:** 04-17-21**Dear Participants,**

I have read the information about 'Motivations and Commitment of Municipal Disaster Risk Reduction Rescue Volunteers.' I understand that my participation is voluntary, confidential, and can be withdrawn at any time without penalty. I consent voluntarily to participate in this qualitative study.

Signature Date 04-17-21Print h2 manahan

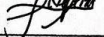


**APPENDIX G.5**

**RAMON MAGSAYSAY MEMORIAL COLLEGES-MARBEL, INC.**  
Purok Waling-Waling, Arellano Street, Koronadal City, South Cotabato  
Tel. No.: (083) 228-2880

**COLLEGE OF CRIMINAL JUSTICE EDUCATION****INFORMED CONSENT FORM**DATE: 04-17-24**Dear Participants,**

I have read the information about 'Motivations and Commitment of Municipal Disaster Risk Reduction Rescue Volunteers.' I understand that my participation is voluntary, confidential, and can be withdrawn at any time without penalty. I consent voluntarily to participate in this qualitative study.

Signature Date 04-17-24Print Name NETHAJOT M. FERNANDEZ

**APPENDIX H**

**RAMON MAGSAYSAY MEMORIAL COLLEGES MARBEL INC.**  
Purok Waling – Waling, Arellano St., Koronadal City (9506)  
Telephone / Fax No.: (083) 228 – 2880  
**CRIMINAL JUSTICE EDUCATION DEPARTMENT**



April 05, 2024

**JOSEPH FRANCO**  
**MDRRMO Designate**  
**MDRR Office, Banga, South Cotabato**

Sir:

Greetings of peace and unity!

I am a Third-year student taking up **Bachelor of Science in Criminology** and was officially enrolled this Second Semester of School Year 2023-2024 at **Ramon Magsaysay Memorial Colleges - Marbel, Incorporated**. Currently, I am conducting a research study entitled **"MOTIVATIONS AND COMMITMENTS OF MUNICIPAL DISASTER RISK REDUCTION RESCUE VOLUNTEERS: A QUALITATIVE STUDY"**.

With this letter, I respectfully request your support in conducting research in your department. The research aims to gather personal data on rescue volunteers. I assure you that all data will be treated confidentially.

I am looking forward that this humble request will merit from your good office.

Thank you and God bless!

Very respectfully yours,

  
**KC F. GUMARAO**  
Researcher



Approved By:

  
**ALBERT P. BALONGOY, PhD**  
Research Adviser

## APPENDIX I

### Certificate of Grammarian

## APPENDIX J

### INTERVIEW MATRIX

| <b>RQ NO. 1 - What are the primary motivations of MDRR rescue volunteers in doing their work?</b>  |               |  |                         |
|--|---------------|--|-------------------------|
| <b>7. Interviewee: ah para sa akon ah,</b><br><b>8. ang isa dako nga rason nga nagpamotivate sa akon</b><br><b>9. ang una nga pagsulod ko diri sa emdrem</b><br><b>10. ang ginahambal nila ngaa</b><br><b>11. we have to save lives that may other live</b><br><b>12. Kag sa mga na agyan ko man nga naka hatag na sa ahh,</b><br><b>13. Sa akon sang learning amo na nga</b><br><b>14. E bulig ko gid sa tao lalo na sa</b><br><b>15. any nga hazardous incidents</b> | P1/7-16-Silk  | Desire to help and save lives that others may live;                | APPLICATION OF LEARNING |
| <b>17. Interviewee: nakahatag ni impluwensya sa ako nga motibasyon</b><br><b>18. kay una-una isa man ko ka criminology student</b><br><b>19. amo na nga isa man na sa naghatag impluwensya</b><br><b>20. sa akon motibasyon kay isa sa ahh sa akon role</b><br><b>21. as future law enforcer kay ang mag serve gid sa katawhan.</b>  | P1/17-21-Silk | A future profession that instilled a sense of duty;                | IN THE NAME OF SERVICE  |
| <b>23. Interviewee: maka hatag ni sang epekto sa akon motibasyon</b><br><b>24. sa sa aum pinaagi sa amon nga binuligan</b><br><b>25. nga malipay kami nga mabuligan namon sila</b><br><b>26. aum sa dira nga pamaagi maka dugang siya</b>  | P1/23-28-Silk | Able to help others and see the positive effects of their actions; | A SENSE OF FULFILLMENT  |

|  |                      |  |                                |
|--|----------------------|--|--------------------------------|
| <p><b>27. sakon motibasyon nga magpadayun sa akon ubra.</b></p>  |                      |  |                                |
| <p><b>6. Interviewee: ahh okay</b><br/> <b>7. Actually Ma'am ang naka pamotivate gid sa akon</b><br/> <b>8. Bal-an mo may ara kita sang natawag nga fortematic sang area sang DRR</b><br/> <b>9. Which is ang una sina dira</b><br/> <b>10. (cough)</b><br/> <b>11. Ang plano sang aton DRR sang tawag nga prevention and mitigation</b><br/> <b>12. Tapos ang ahh</b><br/> <b>13. Ahh preparedness sabf DRR</b><br/> <b>14. Kag ang ahh response which is amo na ang natun-an ko</b><br/> <b>15. Kag amo na ang gina apply naton</b><br/> <b>16. Sa mga ahh areas</b><br/> <b>17. Diri sa different Barangay sang Banga</b></p> | <p>P2/6- 17- Cap</p> | <p>Motivated by the comprehensive approach at the MDRR plan;</p>   | <p>APPLICATION OF LEARNING</p> |
| <p><b>2. Interviewee: ahh ang rason nga naka motivate sa akon mag volunteer diri</b><br/> <b>3. sa akon sa MDRR Banga</b><br/> <b>4. kay nakita ko ngaa</b><br/> <b>5. damo sang tawo nga</b><br/> <b>6. gakinihanglan sang bulig</b><br/> <b>7. nga pwede ko buligan</b><br/> <b>8. kay sa akon nga part ahh</b><br/> <b>9. damo ko naabot nga training regarding sa rescue</b><br/> <b>10. kag gusto ko mag bolunteer diri sa MDRRMO</b><br/> <b>11. kay Nakita ko nga bisan wala sang</b></p>   | <p>P3/2-15- Rany</p> | <p>Considering a training in rescue operations to help people;</p> | <p>IN THE NAME OF SERVICE</p>  |

|  |               |  |                        |
|--|---------------|--|------------------------|
| <p>12. gina hatag nga sweldo sa amon ngaa</p> <p>13. volunteer pero gina</p> <p>14. gina sagod kami mayo sang</p> <p>15. MDRR office bilang isa ka volunteer</p>   |               |  |                        |
| <p>17. Interviewee: ah, ti kay syempre ahh ang chansa palang ngaa</p> <p>18. Ahh makabulig ka sa imo isig katao ahh</p> <p>19. Dako na na nga impluwensya sa akon motibasyon</p> <p>20. Makita nimo na na save mo ang tao kag naka upod niya iya pamliyaa</p> <p>21. dako gid na nga ahh impluwensya mag padayun kami sa amon ubra</p> | P3/17-21-Rany | Opportunity to help and save a person's life;            | A SENSE OF FULFILLMENT |
| <p>23. Interviewee: ahh syempre pinaagi sa ila nga ahh pagpasalamat</p> <p>24. Pinaagi sa mga tawo nga amon mabuligan ngaa</p> <p>25. Makita sila nga nagmalipayon sa amon bulig dako gid to nga impact sa amon ngaa</p> <p>26. Motibasyon para magpadayun.</p>  | P3/23-26-Rany | Witnessing the happiness and appreciation of the people; | A SENSE OF SULLYMENT   |
| <p>4. Interviewee: ahh ang pina ka</p> <p>5. Ang pinaka number one nga gusto ko gid mag volunteer</p> <p>6. Para maka save sang life makabulig sa tao nga gakailangan sa amon</p>  | P4/4-6-Bayo   | The altruistic intention to provide assistance;          | IN THE NAME OF SERVICE |



|  |               |  |                        |
|--|---------------|--|------------------------|
| <b>7. Interviewee: ahh syempre ang makabulig gid sa am</b><br><b>8. Sa tao</b>   | P5/7-8-Pret   | The ability and willingness to help those in need;               | IN THE NAME OF SERVICE |
| <b>10. Interviewee: Ahh ti kay syempre kung</b><br><b>11. Magbulig ta sa tao ahh makita mo sila matapos mo</b><br><b>12. Nga malimpyohan ila pilas</b><br><b>13. maka hatag gid ni sang ahh rason para</b><br><b>14. maka hambal man ko mag padayun man sa akon ubra</b>   | P5/10-14-Pret | The act of helping people and witnessing the positive outcome;   | IN THE NAME OF SERVICE |
| <b>16. Pamaagi sa mga tao nga nabuligan ko eh</b><br><b>17. Nakahatag sila sang dugang nga rason ngaa kailangan ko mag</b><br><b>18. Padayun pagid</b><br><b>19. Padayun magbulig</b>  | P5/16-19-Pret | Witnessing the tangible results of their work;                   | A SENSE OF FULFILLMENT |
| <b>6. Interviewee: ahh ang akon nga motivation ngs makabulig sa kapareho ko</b><br><b>7. Kag makaluwas man sang kabuhi sang iban</b>   | P6/6-7-Padoy  | Indicates a strong drive and willingness to help and save lives; | IN THE NAME OF SERVICE |
| <b>RQ NO. 2-What are the challenges encountered by MDRR rescue volunteers in doing their work?</b>   |               |  |                        |
| <b>29. Interviewee: ahh una una</b><br><b>30. ang pagsulay nga</b><br><b>31. nga sa trabaho tung una una ko pag sulod saa ano sa emdrem</b><br><b>32. Kaaay indi pako sanay sa</b><br><b>33. mga makita mo ang mga wasak ang ulo, mga bali</b><br><b>34. paa utod mga tiil amo ng daw indi gid ko sanay</b><br><b>35. pero sa kadugayon daw na ano ko nagid man</b><br><b>36. nakuha ko na adopt ko na gid kayo</b><br><b>37. amo na nga sa subong medyo okay na</b> | P1/29-37-Silk | The struggle with encountering such severe physical injuries;    | DAUNTING CIRCUMSTANCES |

|  |               |  |                        |
|--|---------------|--|------------------------|
| <p>40. Interviewee: ahhn</p> <p>41. naka apekto to sa akon</p> <p>42. una una daw ma give up man ko</p> <p>43. kay syempre di ko anad sa</p> <p>44. amo to nga situation pero sa ulihi naaa</p> <p>45. ano ko naman na atubang ko na gid man</p> <p>46. amo gani ng gina hambal nila nga</p> <p>47. face your fear</p> <p>48. kay</p> <p>49. syempre indi sa tanan nga panahon</p> <p>50. ahh didto ka nalang gid asta</p> | P1/40-50-Silk | Challenging situation caused the individual to consider giving up; | DAUNTING CIRCUMSTANCES |
|--|---------------|--|------------------------|

|   |               |   |                                  |
|---|---------------|---|----------------------------------|
| <p>19. Interviewee: ahh diri sa ahh MDRRMO office</p> <p>20. Ahh indi naton masiling nga pagsulay</p> <p>21. Kundi ang ahh tinaga ngaa mga ahh mabulig naton sa katawhan sang Banga</p> <p>22. Which is ang response</p> <p>23. Quick response namon nga mga volunteer</p> <p>24. Ahh masiling naton challenge abi</p> <p>25. Kay sa pagka intyendi ko sang ahh</p> <p>26. Operation sang ahh emdrem diri</p> <p>27. Masiling nakon kay we care</p> <p>28. We save lives kag we save property</p> <p>29. Kag ahh dapat tagaan natong sang</p> <p>30. Sang masiling naton nga e tilupangod bala</p> <p>31. Ang aton nga MDRR office kay ang mga responders</p> <p>32. Sa mnasiling ko na nagahatag gid sang ahh</p> <p>33. Ahh masiling natong nga pag bulig</p> <p>34. In terms sa may vehicular incident</p> <p>35. Ahh sa in terms sa mga ahh grass fire naton</p> <p>36. So amo gid na ang mga challenge ngaa</p> <p>37. Gina try sang MDRRMO nga e address.</p> | P2/19-37-Cap  | Indicating a proactive stance in addressing these challenges; | ENHANCED MANAGEMENT CAPABILITIES |
| <p>28. Interviewee: ang akon nga challenges nga akon na agyan sa akon trabaho is</p>  | P3/28-39-Rany | The challenges faced in their work environment;               | TERRIFYING FORCE OF NATURE       |

|  |               |   |                            |
|--|---------------|---|----------------------------|
| <p>29. Naka encounter ko sang damo nga problema sa office</p> <p>30. Ahh sabay sabay nga pag responde</p> <p>31. Kag damo damo kami sang mgaa</p> <p>32. Problema nga gina atubang regarding sa mga</p> <p>33. Disasters calamities like sa</p> <p>34. Earthquake</p> <p>35. Sa flood</p> <p>36. Sa strong wind</p> <p>37. Kag subong sa el Nino</p> <p>38. Amo ng isa sa rason nga</p> <p>39. Trials nga na agyan ko diri sa MDRRMO Banga</p> |               |   |                            |
| <p>8. Interviewee: wow nice!</p> <p>9. (Ehem)</p> <p>10. amo gid na pinaka the best nga question Ma'am</p> <p>11. Grabe ang challenge ang na agyan namon diri kay</p> <p>12. First ahh ko palang pag pasok sa emdrem</p> <p>13. Nag rescue kami nga tatlo gid ang involve tapos puro fatal tanan</p> <p>14. Grabe nga experience</p> <p>15. Amo gid to graben ga challenge</p> <p>16. Mga damage sa ulo</p>                                    | P4/8-16-Bayo  | Challenging rescue attempt where multiple victims suffered fatal injuries;                                | DAUNTING CIRCUMSTANCES     |
| <p>21. Interviewee: Ang mga challenge nga amon na agyan isa na da ahh</p> <p>22. Pagbulig sa mga dangerous nga area</p>  | P5/21-22-Pret | Challenges being faced and the team's ability to effectively manage dangerous situations or environments; | TERRIFYING FORCE OF NATURE |

|  |                |   |                                  |
|--|----------------|---|----------------------------------|
| <p><b>24. Interviewee: Ahh ang common gid guro namon ahh</b></p> <p><b>25. Nga ma agyan is ng mga problema sa office kis-a may conflict</b></p> <p><b>26. kung kis-a sa diin ma apektohan amon trabaho</b></p> <p><b>27. Pero may ara man nga ahh</b></p> <p><b>28. padayun nagabulig samon</b></p> <p><b>29. kag padayun lag gyapun ang unity sa office</b></p> | P5/24-29-Pret  | Dispute faced in the office;  | ENHANCED MANAGEMENT CAPABILITIES |
| <p><b>31. Interviewee: Ay ti syempre nakadula gid ahh</b></p> <p><b>32. Sang akon gana mag ubra e</b></p> <p><b>33. Pero pinaagi man sito ahh nabuligan</b></p> <p><b>34. Man ako magpadayun tungod sito nga mga pagsulay ng ana agyan ko</b></p>  | P5/31-34-Pret  | The desire to work has been significantly reduced;                      | DAUNTING CIRCUMSTANCES           |
| <p><b>9. Interviewee: ahh una una base ang mga pagsulay na agyan namon</b></p> <p><b>10. Sa amon nga trabaho</b></p> <p><b>11. Una ang mga by stander man nga ahh</b></p> <p><b>12. Nagabulig dira pero lain gali ila nga tuyo pareha sina mga gamit gali ka patient</b></p>   | P6/9-12-Padoy  | Rescuers face challenges from bystanders.                               | TAKING MORAL ACCOUNTABILITY      |
| <p><b>17. Interviewee: ahh sa mg ana agyan namon nga to</b></p> <p><b>18. Sa mga gin rescue namon indi maiwasan abi</b></p> <p><b>19. Labi ang imo bala pag bulig kay sa iban abi mali</b></p> <p><b>20. Pero tama ka ya kay nakabulig ka sa kapareho mo</b></p>   | P6/17-20-Padoy | Facing challenges for rescuing others and receiving judgment in return; | TAKING MORAL ACCOUNTABILITY      |



| <b>RQ NO. 3 - How do the MDRR rescue volunteers maintain their commitment to their work despite challenges they faced?</b>   |               |  |  |
|--|---------------|--|--|
| <b>52. Interviewer: ahh amo gani na</b><br><b>53. gina panindigan ko katong</b><br><b>54. nga face your fear</b><br><b>55. kay indi man sa tanan nga</b><br><b>panahon</b><br><b>56. didto lang gid ta asta</b><br><b>57. may mga inagyan gid man ta</b><br><b>58. nga amo to pero</b><br><b>59. ahh pagsulay lang na sa</b><br><b>kinabuhi ta</b>   | P1/52-59-Silk | •Confronting fears and anxieties to stay and continue, even when the circumstances may not be ideal; | ALWAYS MOVE FORWARD                      |
| <b>62. Interviewee: ahh ang mga</b><br><b>butang nga nag</b><br><b>63. hatag supporta</b><br><b>64. sa akon nga magpabilin nga</b><br><b>tapat</b><br><b>65. sa akon nga ubra</b><br><b>66. kay ang akon</b><br><b>67. akon nga handom</b><br><b>68. handom ko nga maka sulod sa</b><br><b>tri burue</b><br><b>69. amo na nga gapadayon gyapon</b><br><b>ko</b><br><b>70. kay gusto ko magdamo pagid</b><br><b>ahh</b><br><b>71. ang akon nga</b><br><b>72. experience</b><br><b>73. indi lang sa mga vehicular</b><br><b>incident</b><br><b>74. ahh kag syempre pati sa mga</b><br><b>panahon</b><br><b>75. sang crisis nga maka bulig ko</b><br><b>sa katawhan</b> | P1/62-75-Silk | Personal aspirations and goals that sustain the commitment;  | IGNITING COMMITMENT AND DESIRE TO HELP   |
| <b>40. Interviewee: sa akonn nga 4</b><br><b>years diri sa MDRRMO Banga</b><br><b>41. Ahh every</b><br><b>42. Every</b><br><b>43. Halimbawa every vehicular</b><br><b>accident</b><br><b>44. Ahh may makita ka sa different</b><br><b>scenario abi</b>   | P2/40-56-Cap  | Impacts their motivation as it serves as a reminder of the value of every individual's life;         | IGNITING COMMITMENTS AND DESIRE TO SERVE |

|  |              |  |  |
|--|--------------|--|--|
| <p>45. Sa mga masiling naton minsan fatal</p> <p>46. Masiling naton nga patay on the spot</p> <p>47. Masiling naton nabali ang tiil niya</p> <p>48. O kung may mga ahh ang ulo niya</p> <p>49. Masiling naton na kwan gid na apektohan gid</p> <p>50. Ang motivation namon the more nga damo kami may ma respondihan</p> <p>51. Ahh nga mga vehicular accident the more man kami naga hatag sang</p> <p>52. Kung gaano ka importante gali ang kabuhi sang isa ka tao</p> <p>53. Nga as soon as possible sa kutob sang masarangan naton</p> <p>54. Pinaagi sa mga trainings man gin applicar naton ina</p> <p>55. Not only with the vehicular accident</p> <p>56. Kundi sa mga iban pa nga calamidad.</p> |              |  |  |
| <p>59. Interviewee: amo to ang naga hatag motivation</p> <p>60. Kinahanglan gid in a Broadway nga pag intyende</p> <p>61. Ahh kinahanglan kami sa gamay namon nga expertise</p> <p>62. Kinahanglan gali kami sanga katawhan</p> <p>63. Ahh sa masiling ko diri ab isa MDRRMO volunteers</p> <p>64. Masiling ko ya nga I'm proud to say nga we are a heroes</p> <p>65. Indi ya nakit-an sang kadam-an ang amon sakripisyo</p> <p>66. Wala sang oras pag tulog</p> <p>67. Tulog ka alas dyes sa gab-I</p>  | P2/59-69-Cap | Dedication required to fulfill their responsibilities; | IGNITING COMMITMENTS AND DESIRE TO SERVE |

|  |               |   |   |
|--|---------------|---|---|
| <p>68. Basta may any untoward incident especially gid ang vehicular accident naton diri</p> <p>69. That is why amo to ang naga hatag rason para mag pabilin kami</p>   |               |   |   |
| <p>49. Interviewee: ahh naga pabilin ako nga</p> <p>50. Tapat sa akon nga trabaho</p> <p>51. Kay palangga ko na ang akon nga trabaho</p> <p>52. Sa akon nga experiencia diri sa MDRROMO Banga</p> <p>53. Naka abot na ko sang seven years</p> <p>54. Sa serbisyo ko diri sa MDRRMO Banga</p> <p>55. Amo na nga ang akon tabaho gin palangga ko gid</p> <p>56. Bisan gamay ang akon sweldo pero</p> <p>57. Gina una ko gid ang akon trabaho</p> | P3/49-57-Rany | Unwavering commitment to their job;               | IGNITING COMMITMENT AND DESIRE TO SERVE |
| <p>59. Interviewee: ang naka hatag sa ako supporta mag pabilin</p> <p>60. Kay ang pagabulig namon sa tao</p> <p>61. Kay bisan ano oras</p> <p>62. Tungang kagab-ihon nagabulig kami sa tawo</p> <p>63. Makita ko ang pagpasalamat sang tao bisan</p> <p>64. Wala sila may gina hatag nga balik sa amon</p> <p>65. Pero Nakita namon ang pagpasalamat nila sa amon</p> <p>66. Amo na nga dako gid nan ga naka hatag sa akon supporta</p>        | P3/59-66-Cap  | Reciprocal nature of support and commitment;      | IGNITING COMMITMENT AND DESIRE TO SERVE |
| <p>18. Ahh naka apekto siya sa akon</p> <p>19. Kay na budlayan ko paano e handle ahh</p>   | P4/18-20-Bayo | Carefully balance my responsibilities with my own | PUTTING THINGS ON THE BALANCE           |

|   |               |  |   |
|---|---------------|--|---|
| 20. Pero gina balance ko lang ang tanan ah  |               | mental and emotional needs;  |   |
| 22. Interviewee: Wow! Naging committed ko sa pihak sito nga<br>23. challenges kay mas<br>24. the more ko nga naging aggressive sa pag response.<br>25. Kay kumbaga exciting na ba kung ano ang mga<br>26. kung ano makita namon para mag the more pagid mag kwan<br>27. ang knowledge ba. Damo ko mabal-an. | P4/12-27-Bayo | Become more aggressive in response when witnessing the lives of people;  | ALWAYS MOVE FORWARD                     |
| 30. Interviewee: ahh ang makahatag sang support nga gusto ko mag stay diri<br>31. Number one gid maka bulig ko sa tao<br>32. Sa pag rescue kung ano kinahanglan nila kailangan ara kami   | P4/30-32-Bayo | Make a tangible difference in the lives of others;   | IGNITING COMMITMENT AND DESIRE TO SERVE |
| 36. Interviewee: Ahh gina balance ko lang ahh<br>37. Ang akon nga sarili kag sa akon ubra<br>38. Kay basi bala kung ma sige nalang ko ahh<br>39. Ubra kag mapabay-an ko na ang akon ngaa sarili<br>40. Basi ahh amo pa na hinungdan nga maghalin ko sa akon ubra  | P5/36-40-Pret | Acknowledges that they are trying to "balance it" between their own personal matters and their work commitments; | PUTTING THINGS ON THE BALANCE           |
| 42. Interviewee: Ahh syempre ang supporta halin sa ahh organisasyon kag ahh sa pamilya<br>43. Bisan amo lang ni gamay lang ahh amon sweldo<br>44. Wala man kami gin pabay-an sang emdrem Banga<br>45. Kag syempre sa amon pamilya makita mo lang sila ga ngisi<br>46. Mag Sugata sa imo mag puli ka kay ahh | P5/42-47-Pret | Unwavering support from the organization and their family;   | UNFADING FILIAL SUPPORT                 |

|   |                |   |   |
|---|----------------|---|---|
| 47. Maka kita ka gid dako nga rason mag padayun                                   |                |   |   |
| 49. Interviewee: Ahh ti kay syempre sa amon duty maka encounter gid kami sang ahh | P5/49-54-Pret  | Course of fulfilling responsibilities;                                    | IGNITING COMMITMENT AND DESIRE TO SERVE |
| 50. Mga butang nga indi namo e expect   |                |   |   |
| 51. Pinaagi sa gin bulig sa amon sang organisasyon nga training                   |                |   |   |
| 52. Nakita ko gid kung gaano to siya ka epektibo                                  |                |   |   |
| 53. Kay during sa amon rescue na apply ko gid to sila tanan                       |                |   |   |
| 54. Kag didto ko gid Nakita nga wala gid kami gina pabay-an sang emdrem Banga     |                |   |   |
| 22. Interviewee: ahh siguro part gid man na sang aton trabaho ang pagsulay        | P6/22-26-Padoy | Support of family and the need to address poverty;                        | MAKING HUGE DIFFERENCE                  |
| 23. Pero tungod sa pamilya kag sa ahh   |                |   |   |
| 24. Kapigadohon   |                |   |   |
| 25. Go lang ng go ah  |                |   |   |
| 26. At least ay gina paabot ka sa imo pamilya                                     |                |   |   |
| 28. Interviewee: ahh para sa akon   | P6/28-30-Padoy | Commitment is crucial for family responsibilities;                        | MAKING HUGE DIFFERENCE                  |
| 29. Una una base ang akon pamilya kag sa akon bata nga naga skwela man            |                |   |   |
| 30. Kag indi lang sa iya kag pati man sa akon nga desidido man makatapos skwela   |                |   |   |
| 32. Interviewee: ahh sa akon nga pag hangop                                       | P6/32-34-Padoy | Sense of obligation and responsibility to reciprocate their help and care | UNFADING FILIAL SUPPORT                 |
| 33. Tungod maka hatag man sila sa akon support emotional                          |                |   |   |
| 34. Kag may responsibilidad man ko sa ila.  |                |   |   |



|  |  |  |  |
|--|--|--|--|
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|--|--|--|--|

| <b>RQ NO. 4- What are the rewards and benefits that MDRR rescue volunteers experience in their work?</b>  |               |   |                                      |
|---|---------------|---|--------------------------------------|
| <b>77. Interviewee: ahh sa ano</b><br><b>78. sa trabaho</b><br><b>79. ahh mao gani to</b><br><b>80. tung mga learnings</b><br><b>81. mga trainings experiences</b><br><b>82. about sa mga ano</b><br><b>83. sa pag responde o pag rescue sa mga ano</b><br><b>84. kapwa ta tao</b>                            | P1/77-84-Silk | Have received valuable knowledge and training;  | ACQUIRED EXPERTISE                   |
| <b>86. Interviewee: Ahh ang gina expect ko</b><br><b>87. sitong ga apply palang ko</b><br><b>88. una una amo lang gid na</b><br><b>89. ahh ano ng experiences</b><br><b>90. kag ng ano allowance sa sarili</b>  | P1/86-90-Silk | Financial support, along with valuable knowledge and practical skills;                | GAINED PERSONAL AND FINANCIAL GROWTH |
| <b>92. Interviewee: ahh naka apekto ni sa akon tung sa mga billang isa ka rescuer sang emdreem Bangab aah naka ano sang</b><br><b>93. self discipline kag motivation nga maka padayun</b><br><b>94. mag bulig sa katawhan.</b>  | P1/92-94-Silk | Rewards and experiences have received have taught them importance of self-discipline; | GAINED PERSONAL AND FINANCIAL GROWTH |
| <b>78. Interviewee: well when in comes sa benefits and rewards sa akon personally</b><br><b>79. I am not interested siguro sa benefit and rewards</b><br><b>80. Pero kung tagaan naton sang punto kag logic ang imo nga pamangkot</b><br><b>81. Ang akon nga benefit and rewards is ang daily routine nga</b> | P2/78-84-Cap  | The trainings and privileges provided by our municipality have been valuable;         | ACQUIRED EXPERTISE                   |

|  |               |   |                                      |
|--|---------------|---|--------------------------------------|
| <p>activities diri sa amon nga munisipyo</p> <p>82. When it come sa trainings bala</p> <p>83. Ang mga prebelehiyo nga gin hatag sang aton nga munisipyo sa opisina</p> <p>84. When it comes sa trainings nga aka hatag sa akon sang more knowledge pagid</p>   |               |   |                                      |
| <p>68. Interviewee: ahmm ang mga nadawat ko nga rewards is</p> <p>69. Sa akon pag bolunteer ahh</p> <p>70. Amo ang mga award ko sa akon nga training</p> <p>71. Kay sa akon nga mga training nga na agyan sa disaster</p> <p>72. Isa ako sa mga naka kwa award diri sa amon training</p> <p>73. Kag may ara man sang mgaa incentives naga abot sa amon</p> <p>74. Nga indi ta lang bal-an kung san-o ga abot</p> <p>75. Pero may ga abot sa amon nga benepisyo</p> | P3/68-75-Rany | Received an award and reward from training;       | GAINED PERSONAL AND FINANCIAL GROWTH |
| <p>77. Interviewee: Ahh ang mga gina expect ko nga mabaton sa akon ubra</p> <p>78. Makabulig lang ko sa tao kag maka pasalamat sila sa akon</p> <p>79. Okay na ko ah</p> <p>80. Paano</p> <p>81. Ahh bahala na wala gina hatag nga kwarta</p> <p>82. Maka hatag lang sila dira mo gid</p> <p>83. Makita nga gaulikid sa imo kag</p> <p>84. Amo na isa dako nga butang ngaa</p> <p>85. Naka hatag sakon sang gana as rescuer</p>                                    | P3/77-85-Rany | Found fulfillment in being able to assist others; | A GENUINE FULFILLMENT                |

|  |                      |   |                                    |
|--|----------------------|---|------------------------------------|
| <p>34. Interviewee: wow!</p> <p>35. Nami nami pagid nga question</p> <p>36. Wala kami sang ano diri</p> <p>37. Indi expected namon diri rewards nga about sa</p> <p>38. Sa kwarta abi or ano</p> <p>39. Ang pinaka the best nga reward natanggap namon</p> <p>40. Grabeng pasalamat sang pamilya ba. Nga maka save kami sang bata niya makabulig kami</p> <p>41. Wow amo gid na ang pina ka the best ngaa reward nga nadawat namon</p> | <p>P4/29-37-Bayo</p> | <p>Fulfillment and satisfaction in knowing that their actions had a positive;</p> | <p>A GENUINE FULFILLMENT</p>       |
| <p>49. Interviewee: Ahh ti kay syempre sa amon duty maka encounter gid kami sang ahh</p> <p>50. Mga butang nga indi namo e expect</p> <p>51. Pinaagi sa gin bulig sa amon sang organisasyon nga training</p> <p>52. Nakita ko gid kung gaano to siya ka epektibo</p> <p>53. Kay after sa amon rescue maka dawat kami certificate</p> <p>54. Kag recognition halin sa government</p>  | <p>P5/49-54-Pret</p> | <p>Recognition serves as a testament to the effectiveness of rescuer.</p>         | <p>RECOGNIZED EFFORT AND LABOR</p> |
| <p>56. Interviewee: Ang akon na dawat syempre ahh</p> <p>57. Mga experiences</p> <p>58. Damo ko na agyan nga training nga nagbulig sa akon</p> <p>59. Kag sa benepisyo syempre kung isa sa amon pamilya may buruligan ahh</p> <p>60. Maka dali dali man kami kag maka asa gid ko sa ila</p>  | <p>P5/56-60-Pret</p> | <p>The intangible rewards of experiences and training;</p>                        | <p>A GENUINE FULFILLMENT</p>       |
| <p>62. Interviewee: Ahh ti syempre pagsulod una kay allowance ah</p> <p>63. Bisan gamay ti pero maka bulig na</p>  | <p>P5/61-65-Pret</p> | <p>Expected allowance, no matter how small,</p>                                   | <p>GAINED PERSONAL AND</p>         |

|  |                |  |                              |
|--|----------------|--|------------------------------|
| <b>64. Pinaagi sina mas Nakita ko ang panginahanglanon sang tao</b><br><b>65. Sa amon experienze damo na kami na encounter.</b>  |                | seen as a means to help others;  | FINANCIAL GROWTH             |
| <b>36. Interviewee: ahh ang nabaton namon kada</b><br><b>37. Ahhh December ang pasalamatn namon sa pinalangga namon nga mayor</b><br><b>38. Ang bunos kag mga may mga regalo man</b> | P5/36-38-Padoy | The rewards and benefits are received annually, every December from the Mayor; | RECOGNIZE D EFFORT AND LABOR |

## APPENDIX K

### TRANSCRIPTION OF DATA

1. Interviewer: Hi Sir, goodmorning ako gali si Kc Gumarao
2. From Ramon Magsaysay Memorial Colleges
3. Ari gali ko subong para mag ask question about sa inyo trabahho
4. So, start na ta Sir
5. Una nga pamangkot
6. Interviewer: Ano ang dako nga rason nga nakapamotivate sa imo para mag volunteer?
7. Interviewee: ah para sa akon ah,
8. ang isa dako nga rason nga nagpamotivate sa akon
9. ang una nga pagsulod ko diri sa emdrem
10. ang ginahambal nila ngaa
11. we have to save lives that may other live
12. Nang kumbaga nag ano ka sang,
13. nagsulod ko dira sa ubra nga na para makabulig sa katawhan sang Banga
14. nga maka response sa any ano
15. any nga hazardous incidents
16. Interviewer: Paano n inga rason naka impluwensya sa imo nga motibasyon?
17. Interviewee: nakahatag ni impluwensya sa ako nga motibasyon
18. kay una-una isa man ko ka criminology student
19. amo na nga isa man na sa naghatag impluwensya
20. sa akon motibasyon kay isa sa ahh sa akon role
21. as future law enforcer kay ang mag serve gid sa katawhan.
22. Interviewer: Sa ano nga pamaagi ni naka apekto sa imo?
23. Interviewee: maka hatag ni sang epekto sa akon motibasyon
24. sa sa aum pinaagi sa amon nga binuligan
25. nga malipay kami nga mabuligan namon sila

26. aum sa dira nga pamaagi maka dugang siya
27. sakon motibasyon nga magpadayun sa akon ubra.
28. Interviewer: ano nga pagsulay ang na agyan mo sa imo ubra?
29. Interviewee: ahh una una
30. ang pagsulay nga
31. nga sa trabaho tung una una ko pag sulod saa ano sa emdrem
32. Kaaay indi pako sanay sa
33. mga makita mo ang mga wasak ang ulo, mga bali
34. paa utod mga tiil amo ng daw indi gid ko sanay
35. pero sa kadugayon daw na ano ko nagid man
36. nakuha ko na adopt ko na gid kayo
37. amo na nga sa subong medyo okay na
38. Interviewer: sa mga na agyan mo nga to
39. paano to naka apekto sa imo nga motibasyon
40. Interviewee: ahhn
41. naka apekto to sa akon
42. una una daw ma give up man ko
43. kay syempre di ko anad sa
44. amo to nga situation pero sa ulihi naaa
45. ano ko naman na atubang ko na gid man
46. amo gani ng gina hambal nila nga
47. face your fear
48. kay
49. syempre indi sa tanan nga panahon
50. ahh didto ka nalang gid asta
51. Interviewer: paano ka nagpabilin nga tapat sa imo ubra bisan damo ka inagyan nga pagsulay?
52. Interviewer: ahh amo gani na
53. gina panindigan ko katong akon nga ginahambal
54. nga face your fear
55. kay indi man sa tanan nga panahon
56. didto lang gid ta asta
57. may mga inagyan gid man ta
58. nga amo to pero
59. ahh pagsulay lang na sa kinabuhi ta
60. Interviewer: ano ang mga butang
61. nga maka hatag supporta sa imo nga magpabilin nga tapat sa imo ubra?
62. Interviewee: ahh ang mga butang nga nag
63. hatag supporta
64. sa akon nga magpabilin nga tapat
65. sa akon nga ubra
66. kay ang akon
67. akon nga handom
68. handom ko nga maka sulod sa tri burue



69. amo na nga gapadayon gyapon ko
70. kay gusto ko magdamo pagid ahh
71. ang akon nga
72. experience
73. indi lang sa mga vehicular incident
74. ahh kag syempre pati sa mga panahon
75. sang crisis nga maka bulig ko sa katawhan
76. Interviewer: ano ang mga nadawat mo pamaagi sini?
77. Interviewee: ahh sa ano
78. sa trabaho
79. ahh mao gani to
80. tung mga learnings
81. mga trainings experiences
82. about sa mga ano
83. sa pag responde o pag rescue sa mga ano
84. kapwa ta tao
85. Interviewer: ano mga gina expect mo mabaton sa ubra mo Sir?
86. Ahh ang gina expect ko
87. sitong ga apply palang ko
88. una una amo lang gid na
89. ahh ano ng experiences
90. kag ng ano allowance sa sarili
91. Interviewer: paano ni nga mga nabaton mom aka apekto sa imo?
92. Interviewee: ahh naka apekto ni sa akon tung sa mga billang isa ka rescuer sang emdreem Bangab aah naka ano sang
93. self discipline kag motivation nga maka padayun
94. mag bulig sa katawhan.

#### **TRANSCRIPTION OF DATA**

1. Interviewer: maayong aga sir ahh
2. Ang una ta gal inga pamangkot ahh
3. Ano ang dako nga rason nga nakapamotivate sa imo para mag boluntiro as rescuer
4. kag maging parte ka sang MDRR?
5. Interviewee: ahh okay
6. Actually Ma'am ang naka pamotivate gid sa akon
7. Bal-an mo may ara kita sang natawag nga fortematic sang area sang DRR
8. Which is ang una sina dira
9. (cough)
10. Ang plano sang aton DRR sang tawag nga prevention and mitigation
11. Tapos ang ahh
12. Ahh preparedness sabf DRR
13. Kag ang ahh response which is amo na ang natun-an ko
14. Kag amo na ang gina apply naton
15. Sa mga ahh areas

16. Diri sa different Barangay sang Banga
17. Interviewer: sigee Sir salamat
18. Ano ang mga pagsulay ng ana agyan niyo diri sa inyo nga trabaho Sir?
19. Interviewee: ahh diri sa ahh MDRRMO office
20. Ahh indi naton masiling nga pagsulay
21. Kundi ang ahh tinaga ngaa mga ahh mabulig naton sa katawhan sang Banga
22. Which is ang response
23. Quick response namon nga mga volunteer
24. Ahh masiling naton challenge abi
25. Kay sa pagka intyendi ko sang ahh
26. Operation sang ahh emdrem diri
27. Masiling nakon kay we care
28. We save lives kag we save property
29. Kag ahh dapat tagaan natong sang
30. Sang masiling naton nga e tilupangod bala
31. Ang aton nga MDRR office kay ang mga responders
32. Sa mnasiling ko na nagahatag gid sang ahh
33. Ahh masiling natong nga pag bulig
34. In terms sa may vehicular incident
35. Ahh sa in terms sa mga ahh grass fire naton
36. So amo gid na ang mga challenge ngaa
37. Gina try sang MDRRMO nga e address.
38. Interviewer: Thank you Sir
39. sa mg ana agyan mo nga to, paano to naka apekto sa imo ng motibasyon?
40. Interviewee: sa akonn nga 4 years diri sa MDRRMO Banga
41. Ahh every
42. Every
43. Halimbawa every vehicular accident
44. Ahh may makita ka sa different scenario abi
45. Sa mga masiling naton minsan fatal
46. Masiling naton nga patay on the spot
47. Masiling naton nabali ang tiil niya
48. O kung may mga ahh ang ulo niya
49. Masiling naton na kwan gid na apektohan gid
50. Ang motivation namon the more nga damo kami may ma respondihan
51. Ahh nga mga vehicular accident the more man kami naga hatag sang
52. Kung gaano ka importante gali ang kabuhi sang isa ka tao
53. Nga as soon as possible sa kutob sang masarangan naton
54. Pinaagi sa mga trainings man gin applicar naton ina
55. Not only with the vehicular accident
56. Kundi sa mga iban pa nga calamidad.
57. Interviewer: thank you Sir
58. Paano ka nagpabilin nga tapat sa imo ubra bisan damo ka na inagyan nga pagsulay?

59. Interviewee: amo to ang naga hatag motivation
60. Kinahanglan gid in a broadway nga pag intyende
61. Ahh kinahanglan kami sa gamay namon nga expertise
62. Kinahanglan gali kami sanga katawhan
63. Ahh sa masiling ko diri ab isa MDRRMO volunteers
64. Masiling ko ya nga I'm proud to say nga we are a heroes
65. Indi ya nakit-an sang kadam-an ang amon sakripisyo
66. Wala sang oras pag tulog
67. Tulog ka alas dyes sa gab-I
68. Basta may any untoward incident especially gid ang vehicular accident naton diri
69. That is why amo to ang naga hatag rason para mag pabilin kami
70. Interviewer:
71. Interviewee: ang isa man nga gina basehan ko personally
72. Ahh ang nag hatag sa akon sang supporta kay ahh ang
73. Trainings ko when it comes sa disaster preparedness
74. Amo na ang bagay bagay nga nag supporta sa akon
75. Kag isa paa back by sang supporta man sang aton nga munisipyo
76. When it comes sa equipments nga magamit sa daily operation sang MDRRMO
77. Interviewer:
78. Interviewee: well when it comes sa benefits and rewards sa akon personally
79. I am not interested siguro sa benefit and rewards
80. Pero kung tagaan naton sang punto kag logic ang imo nga pamangkot
81. Ang akon nga benefit and rewards is ang daily routine nga activities diri sa amon nga munisipyo
82. When it come sa trainings bala
83. Ang mga prebelehiyo nga gin hatag sang aton nga munisipyo sa opisina
84. When it comes sa trainings nga aka hatag sa akon sang more knowledge pagid

### **TRANSCRIPTION OF DATA**

1. Interviewer: ano ang dako nga rason nga naka pa motivate sa imo para mag volunteer as rescuer?
2. Interviewee:ahh ang rason nga naka motivate sa akon mag volunteer diri
3. sa akon sa MDRR Banga
4. kay nakita ko ngaa
5. damo sang tawo nga
6. gakinihanglan sang bulig
7. nga pwede ko buligan
8. kay sa akon nga part ahh
9. damo ko naabot nga training regarding sa rescue
10. kag gusto ko mag bolunteer diri sa MDRRMO
11. kay Nakita ko nga bisan wala sang
12. gina hatag nga sweldo sa amon ngaa
13. volunteer pero gina
14. gina sagod kami mayo sang
15. MDRR office bilang isa ka volunteer

16. Interviewer: Paano n inga rason naka impluwensya sa imo nga motibasyon?
17. Interviewee: ah, ti kay syempre ahh ang chansa palang ngaa
18. Ahh makabulig ka sa imo isig katao ahh
19. Dako na na nga impluwensya sa akon motibasyon
20. Makita nimo na na save mo ang tao kag naka upod niya iya pamliyaa
21. dako gid na nga ahh impluwensya mag padayun kami sa amon ubra
22. Interviewer: Sa ano nga pamaagi ni naka apekto sa imo?
23. Interviewee: ahh syempre pinaagi sa ila nga ahh pagpasalamat
24. Pinaagi sa mga tawo nga amon mabuligan ngaa
25. Makita sila nga nagmalipayon sa amon bulig dako gid to nga impact sa amon ngaa
26. Motibasyon para magpadayun.
27. Interviewer: ano ang mga pagsulay ang imo na agyan sa imo nga trabaho?
28. Interviewee: ang akon nga pagsulay nga akon na agyan sa akon trabaho is
29. Naka encounter ko sang damo nga problema sa office
30. Ahh sabay sabay nga pag responde
31. Kag damo damo kami sang mgaa
32. Problema nga gina atubang regarding sa mga
33. Disasters calamities like sa
34. Earthquake
35. Sa flood
36. Sa strong wind
37. Kag subong sa el Nino
38. Amo ng isa sa rason nga
39. Trials nga na agyan ko diri sa MDRRMO Banga
40. Interviewer: sa agyan mo nga to Sir paano to naka apekto sa imo nga motibasyon?
41. Interviewee: ahh naka padula siya sa akon sang
42. Kay ang akon lang maka ubra sang tamang sa disaster
43. kay abi ko amo lang to ang knowledge
44. nga ma adopt ko sa trabaho pero way ko ka
45. Preparer nga may ara pagid gali sang mas grabe diri sa trabaho nga
46. Wala ko na expectar
47. Interviewer: paano ka nagpabilin nga tapat sa
48. imo ubra bisan damo ka na inagyan nga pagsulay?
49. Interviewee: ahh naga pabilin ako nga
50. Tapat sa akon nga trabaho
51. Kay palangga ko na ang akon nga trabaho
52. Sa akon nga experiencia diri sa MDRROMO Banga
53. Naka abot na ko sang seven years
54. Sa serbisyo ko diri sa MDRRMO Banga
55. Amo na nga ang akon tabaho gin palangga ko gid
56. Bisang gamay ang akon sweldo pero
57. Gina una ko gid ang akon trabaho
58. Interviewer: ano ang mga butang nga naka hatag sa imo supporta nga mapabilin nga tapat sa imo ubra?

59. Interviewee: ang naka hatag sa ako supporta mag pabilin
60. Kay ang pagabulig namon sa tao
61. Kay bisan ano oras
62. Tungang kagab-ihon nagabulig kami sa tawo
63. Makita ko ang pagpasalamat sang tao bisan
64. Wala sila may gina hatag nga balik sa amon
65. Pero Nakita namon ang pagpasalamat nila sa amon
66. Amo na nga dako gid nan ga naka hatag sa akon supporta
67. Interviewer:
68. Interviewee: ahmm ang mga nadawat ko nga rewards is
69. Sa akon pag bolunteer ahh
70. Amo ang mga award ko sa akon nga training
71. Kay sa akon nga mga training nga na agyan sa disaster
72. Isa ako sa mga naka kwa award diri sa amon training
73. Kag may ara man sang mgaa incentives naga abot sa amon
74. Nga indi ta lang bal-an kung san-o ga abot
75. Pero may ga abot sa amon nga benepisyo
76. Interviewer: ano mga gina expect mo mabaton sa ubra mo Sir?
77. Interviewee: Ahh ang mga gina expect ko nga mabaton sa akon ubra
78. Makabulig lang ko sa tao kag maka pasalamat sila sa akon
79. Okay na ko ah
80. Paano
81. Ahh bahala na wala gina hatag nga kwarta
82. Maka hatag lang sila dira mo gid
83. Makita nga gaulikid sa imo kag
84. Amo na isa dako nga butang ngaa
85. Naka hatag sakon sang gana as rescuer

## **TRANSCRIPTION OF DATA**

1. Interviewer: first ta nga pamangkot Sir
2. Ano ang dako nga rason nga naka motivate sa imo
3. Mag volunteer as rescuer?
4. Interviewee: ahh ang pina ka
5. Ang pinaka number one nga gusto ko gid mag volunteer
6. Para maka save sang life makabulig sa tao nga gakailangan sa amon
7. Interviewer: ano nga pagsulay ang na agyan mo sa imo ubra?
8. Interviewee: wow nice!
9. (Ehem)
10. amo gid na pinaka the best nga question Ma'am
11. Grabe ang challenge ang na agyan namon diri kay
12. First ahh ko palang pag pasok sa emdrem
13. Nag rescue kami nga tatlo gid ang involve tapos puro fatal tanan



14. Grabe nga experience
15. Amo gid to graben ga challenge
16. Mga damage sa ulo
17. Interviewer: pano ka ngapabilin nga committed?
18. Interviewee: Wow! Naging committed ko sa pihak sito ngachallenges kay mas
19. the more ko nga naging aggressive sa pag response.
20. Kay kumbaga exciting na ba kung ano ang mga
21. kung ano makita namon para mag the more pagid mag kwan
22. ang knowledge ba. Damo ko mabal-an.
23. Interviewer: ano ang mga butang nga maka hatag
24. supporta sa imo nga magpabilin nga tapat sa imo ubra?
25. Interviewee: ahh ang makahatag sang support nga gusto ko mag stay diri
26. Number one gid maka bulig ko sa tao
27. Sa pag rescue kung ano kinahanglan nila kailangan ara kami
28. Interviewer: ano ang mga nadawat mo pamaagi sini?
29. Interviewee: wow! Nami nami pagid nga question
30. Wala kami sang ano diri
31. Indi expected namon diri rewards nga about sa
32. Sa kwarta abi or ano
33. Ang pinaka the best nga reward natanggap namon
34. Grabeng pasalamat sang pamilya ba
35. Nga maka save kami sang bata niya makabulig kami
36. Wow amo gid na ang pina ka the best ngaa reward nga nadawat namon

## TRANSCRIPTION OF DATA

1. Interviewer: Good morning Sir
2. Ako gali si Kc F. Gumarao
3. From Ramon Magsaysay Memorial Colleges
4. So, ari ko diri subong para mag interview about sa inyo trabahao
5. So Proceed ta Sir
6. Interviewer: Ano ang dako nga rason nga nakapamotivate sa imo para mag volunteer?
7. Interviewee: ahh syempre ang makabulig gid sa am
8. Sa tao
9. Interviewer: Paano n inga rason naka impluwensya sa imo nga motibasyon?
10. Ahh ti kay syempre kung
11. Magbulig ta sa tao ahh makita mo sila matapos mo
12. Nga malimpyohan ila pilas
13. maka hatag gid ni sang ahh rason para
14. maka hambal man ko mag padayun man sa akon ubra
15. Interviewer: Sa ano nga pamaagi ni naka apekto sa imo?
16. Pamaagi sa mga tao nga nabuligan ko eh

17. Nakahatag sila sang dugang nga rason ngaa kailangan ko mag
18. Padayun pagid
19. Padayun magbulig
20. Interviewer: ano ang challenges ang na agyan mo sa imo ubra?
21. Ang mga challenge nga amon na agyan isa na da ahh
22. Pagbulig sa mga dangerous nga area
23. Interviewer: ano ang common nga challenges ang na agyan niyo?
24. Ahh ang common gid guro namon ahh
25. Nga ma agyan is ng magbulig kami sa
26. Mga hazardous parehas sa linog kag sunog
27. Kis-a indi namon bal-an ahh
28. Ano unahon ka salba
29. Sarili ba namon or iban tao
30. Interviewer: paano to naka apekto sa imo nga motibasyon
31. Ay ti syempre nakadula gid ahh
32. Sang akon gana mag ubra e
33. Pero pinaagi man sito ahh nabuligan
34. Man ako magpadayun tungod sito nga mga pagsulay ng ana agyan ko
35. Interviewer: paano ka nagpabilin nga tapat sa imo ubra?
36. Ahh gina balance ko lang ahh
37. Ang akon nga sarili kag sa akon ubra
38. Kay basi bala kung ma sige nalang ko ahh
39. Ubra kag mapabay-an ko na ang akon ngaa sarili
40. Basi ahh amo pa na hinungdan nga maghalin ko sa akon ubra
41. Interviewer: ano ang mga butang nga maka hatag supporta?
42. Ahh syempre ang supporta halin sa ahh organisasyon kag ahh sa pamilya
43. Bisan amo lang ni gamay lang ahh amon sweldo
44. Wala man kami gin pabay-an sang emdrem Banga
45. Kag syempre sa amon pamilya makita mo lang sila ga ngisi
46. Mag Sugata sa imo mag puli ka kay ahh
47. Maka kita ka gid dako nga rason mag padayun
48. Interviewer: ano ang mga nadawat mo pamaagi sini?
49. Ahh ti kay syempre sa amon duty maka encounter gid kami sang ahh
50. Mga butang nga indi namo e expect
51. Pinaagi sa gin bulig sa amon sang organisasyon nga training
52. Nakita ko gid kung gaano to siya ka epektibo
53. Kay during sa amon rescue na apply ko gid to sila tanan
54. Kag didto ko gid Nakita nga wala gid kami gina pabay-an sang emdrem Banga
55. Interviewer: ano mga gina expect mo mabaton sa ubra mo Sir?
56. Ang akon na dawat syempre ahh
57. Mga experiences
58. Damo ko na agyan nga training nga nagbulig sa akon
59. Kag sa benepisyo syempre kung isa sa amon pamilya may buruligan ahh

60. Maka dali dali man kami kag maka asa gid ko sa ila
61. Interviewer: paano ni nga mga nabaton mom aka apekto sa imo?
62. Ahh ti syempre pagsulod una kay allowance ah
63. Bisan gamay ti pero maka bulig na
64. Pinaagi sina mas Nakita ko ang panginahanglanon sang tao
65. Sa amon experienve damo na kami na encounter.

## **TRANSCRIPTION OF DATA**

1. Interviewer: ahh sir maayong aga
2. Ari ko diri subong no para mag interview sa imo
3. Ti ready ka na Sir?
4. Interviewee: ready na
5. Interviewer: Ano ang dako nga rason nga nakapamotivate sa imo para mag volunteer?
6. Interviewee: ahh ang akon nga motivation ngs makabulig sa kapareho ko
7. Kag makaluwas man sang kabuhi sang iban
8. Interviewer: ano nga pagsulay ang na agyan mo sa imo ubra?
9. Interviewee: ahh una una base ang mga pagsulay na agyan namon
10. Sa amon nga trabaho
11. Una ang mga by stander man nga ahh
12. Nagabulig dira pero lain gali ila nga tuyo pareha sina mga gamit gali ka patient
13. Interviewer: ano ang common nga pagsulay ang ma agyan niyo?
14. Interviewee: ahh ang common gid ng ana agyan namo
15. Ang disgrasya sa highway kay kasagaran abi motor
16. Interviewer: paano to naka apekto sa imo motibasyon?
17. Interviewee: ahh sa mg ana agyan namon nga to
18. Sa mga gin rescue namon indi maiwasan abi
19. Labi ang imo bala pag bulig kay sa iban abi mali
20. Pero tama ka ya kay nakabulig ka sa kapareho mo
21. Interviewer: paano ka nagpabilin nga tapat sa pihak sang challenges?
22. Interviewee: ahh siguro part gid man na sang aton trabaho ang pagsulay
23. Pero tungod sa pamilya kag sa ahh
24. Kapigadohon
25. Go lang ng go ah
26. At least ay gina paabot ka sa imo pamilya
27. Interviewer: ano nga mga butang ang maka hatag sa imo supporta?
28. Interviewee: ahh para sa akon
29. Una una base ang akon pamilya kag sa akon bata nga naga skwela man
30. Kag indi lang sa iya kag pati man sa akon nga desidido man makatapos skwela
31. Interviewer: paano mo na nahambal?
32. Interviewee: ahh sa akon nga pag hangop
33. Tungod maka hatag man sila sa akon support emotional

34. Kag nagabulig man sila sa akon adlaw adlaw sa pag pray  
35. Interviewer: ano nga rewards and benefits ang nadawat mo?  
36. Interviewee: ahh ang nabaton namon kada  
37. Ahhh December ang pasalamatn namon sa pinalangga namon nga mayor  
38. Ang bunos kag mga may mga regalo man  
39. Interviewer: ano ang mga gina expect mo nga madawat?  
40. Interviewee: ahh sa pagsulod ko sang trabaho during pandemic  
41. Daw wala gid abi choice nga pangitaan sang trabaho  
42. Amo na nga nag pursigi gid ko da nga mak sulod  
43. Ang na expect ko nga mabaton nga mahatagan man kami bisan gamay lang nga  
44. Allowance as volunteer kay pigado gid  
45. Interviewer: paano to naka apekto sa imo as rescuer?  
46. Interviewee: ahh par sa akon dako nga nabulig sa akon kay nahatagan ko experience  
47. Kag makabulig man ko sa isig ka tao ko

## **CURRICULUM VITAE**

### **PERSONAL INFORMATION**

Name : Kc F. Gumarao  
Age : 21 Years Old  
Birthdate : July 29, 2003  
Birth Place : Santo Nino, South Cotabado  
Address : Sitio San Isidro, Brgy.Rizal (Barrio 3), Koronadal City,  
South Cotabato  
Sex : Female  
Civil Status : Single  
Citizenship : Filipino  
Religion : Southern Baptist  
Ethnicity : Ilonggo  
Father's Name: Allan A. Gumarao  
Mother's Name : Dedita F. Gumarao



### **EDUCATIONAL BACKGROUND**

Tertiary: Ramon Magsaysay Memorial Colleges – Marbel Inc.  
(Bachelor of Science and Criminology)  
Secondary: Allah Valley Academy  
Elementary: Tubi-allah Elementary School