

# Relationship Between Dedication and Volunteerism Among Philippine Navy Reservist in Surigao City, Philippines

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## Abstract

This study employed a quantitative research design using a descriptive-correlational approach to systematically analyze the relationship between the respondents' demographic profiles and their levels of engagement. This design was selected to provide an objective, numerical assessment of the factors influencing reservist participation, moving away from qualitative narratives to focus on statistical generalizability. The study centered on 100 reservists from the 722nd Naval Squadron Reserve in Surigao City (Task Force Group BULAWAN). Data were gathered through a structured survey questionnaire designed to measure variables on a numerical scale. The demographic analysis revealed a predominantly young and educated workforce: 42% of respondents fall within the 26 to 35 age range, 69% are male, and 64% are college graduates. Descriptive statistics were used to evaluate the primary variables of level of dedication and extent of volunteerism. Under the dedication variable—specifically concerning moral and ethical responsibility, patriotism, discipline, and support for others the participants recorded a weighted mean corresponding to "Very High Dedication." Similarly, the extent of volunteerism resulted in a "Very High" descriptive interpretation. Through correlational analysis, the study sought to determine if these high levels of dedication and volunteerism significantly differ or relate to the respondents' age, gender, and educational attainment. This quantitative approach ensures that the findings regarding the 722nd Naval Squadron's commitment to national defense, disaster response, and community service are supported by measurable evidence and statistical reliability.

*Keywords:* Naval Reserve, Volunteerism, Dedication, Disaster Response, Surigao City, Republic Act 7077

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## 1. Introduction

In regions frequently affected by natural disasters, such as Surigao City in the Philippines, the role of volunteer reservists is crucial in enhancing community resilience and ensuring effective disaster management. The 722nd Naval Squadron Reserve, composed of dedicated volunteers, exemplifies the spirit of service and commitment to social welfare, standing at the forefront of disaster response and recovery efforts. These volunteers, many of whom balance professional careers in various fields, including the academe, demonstrate a profound dedication to public service, often stepping beyond their civilian roles to contribute significantly to their community's safety and well-being. Based on the definition provided in the study of Laanepere and Kasearu (2021), reservists are citizens who are continuously switching between military and civilian jobs. They typically work in the civilian labor market (Figinski, 2017) and take part in temporary military training or missions. They are trained to become the first responders in times of need in the community as a whole. They are basically called out for this purpose to help achieve peace and order, respond to destructive

calamities, and protect the country from national threats. Basically, they are trained individuals who seek the greater good of the community they live in.

In line with this, reservists play a crucial role, specifically in carrying out their responsibilities, even in the midst of danger and comfort. Since reservist participation in the active military reserve is primarily voluntary in democracies, citizens must find purpose in remaining active and continuously improving their military skills. Military duty adds to reservists' many responsibilities and can either disrupt or improve their work-life balance (Harnett and DeSimone, 2011; Sweet and Black, 2021). In addition, in the study conducted by Miranda (2020), even across all reserve commands, women reservists engage in more peacebuilding activities, followed by peacekeeping and peacemaking. This shows that reserve personnel have broadened their landscape and accepted the participation of women in the organization, which is usually a male-dominated field. In the study of Ujhazy (2018), the researchers concluded that without a reserve association to back it up, no voluntary reserve system could exist. Just as the Hungarian Defense Forces would be unable to function without a voluntary reserve system, the volunteer reserve system would likewise be unable to function without organizational support from society at large, which is supplied by a reserve association. This implies that each of the organizations involved that have the same goals must work together in order to be effective in planning and implementation. In addition, reservists must find their main reason as to why they opt to choose this field in exchange for comfort and safety. According to Smaliukiene et al (2023), reserve troops who are more pro-socially motivated find their duty to be more meaningful. Also, some reservists assert that actions that allow an individual to influence the people who benefit from the activity (such as coworkers, clients, victims, patients, and civilians) are more important to the individual and have a higher perceived social worth (Grant, 2007). However, to put it briefly, in the study of Cragwall (2021), it was inferred that neither theory can adequately capture the variety of reasons why people enlist, so the military should be careful to promote both motivating styles in order to attract the best candidates. Every generation will be asked to serve in uniform, regardless of their reasons; leaders would be wise to employ strategies that would appeal to both groups. Ultimately, this research aims to contribute to the broader discourse on volunteerism in disaster management, national protection, and community service by highlighting the invaluable role of reservists in Surigao City. It also seeks to provide practical recommendations for enhancing the engagement and support of these dedicated individuals, ensuring that their contributions to social welfare and disaster management are recognized, sustained, and effectively leveraged for the benefit of their communities. This research focuses on the demographic analysis of the 722nd Naval Squadron Reserve personnel, particularly those stationed in Surigao City. By examining the demographic factors such as age, gender, and educational attainment, their level of motivation, the extent of their service, and the challenges encountered. The study aims to provide a comprehensive understanding of the reserve personnel's profile. This demographic insight is crucial for identifying key factors that enhance volunteer engagement, which is essential for sustaining the fortitude of these volunteers in their dual roles as professionals, members of the Armed Forces of the Philippines, and members of a vital disaster response unit. In line with this, as there are no available studies or resources at hand, this research paper fills that void by examining the relationship between dedication and volunteerism, treating motivation and demographic factors as key indicators of service extent. The study will focus on Republic Act 7077 titled "An Act Providing For The Development, Administration, Organization, Training, Maintenance and Utilization of the Citizen Armed Forces of the Armed Forces of the Philippines and for other Purposes". By examining the demographic factors such as age, gender, and educational attainment, the respondent's level of motivation, the extent of their service, and the challenges encountered are the variables evaluated in this study. This study aims to provide a comprehensive understanding of the reserve personnel's profile as an insight that is crucial for identifying key factors that enhance volunteer engagement, which is essential for sustaining the fortitude of these volunteers in their dual

roles as professionals, members of the Armed Forces of the Philippines, and members of a vital disaster response unit.

### 1.1. Theoretical/Conceptual Framework

This study was anchored to The Functional Approach to Volunteerism, developed by Clary et al. (1998) and recently reaffirmed by Hustinx et al. (2022), which posits that people tend to volunteer to fulfill specific psychological and social needs. This theory identifies several key functions that volunteering serves, including values (expressing altruism and humanitarian concerns), understanding (gaining knowledge and skills), social (strengthening social relationships), career (gaining career-related experience), protective (reducing guilt over being more fortunate than others), and enhancement (enhancing self-esteem and personal development). Modern applications of this theory suggest that matching these motivations with specific volunteer tasks is the strongest predictor of long-term satisfaction and retention (Avolio et al., 2024). This theory combines elements from various behavior theories to understand and predict human behavior. It incorporates key components from The Social Identity Theory (SIT), which has recently been researched into military-to-civilian transitions, emphasizing that a "salient military identity" significantly impacts how reservists perceive their duty and work ethic (Grimell, 2024). Community Resilience and Disaster Risk Reduction (DRR) Frameworks which frames reservists not just as helpers, but as "social capital assets" who bridge the gap between state crisis management and the social environment (CSS ETH Zürich, 2018), and The Theory of Planned Behavior suggest that behavioral intentions to volunteer are driven by attitudes, subjective norms, and critically self efficacy, which acts as a better predictor of action than general perceived control 16 (Lee & Kim, 2018; Ajzen, 2020). This framework suggests that people volunteer for different reasons that fulfill specific psychological and social functions. Applying the Functional Approach to Volunteerism, the study can gain valuable insights into the motivations behind volunteer engagement in disaster management and social welfare. Understanding these motivations enables the development of targeted strategies to enhance volunteer engagement, ensuring that the reservists remain committed and effective in their roles, ultimately contributing to more resilient and prepared communities. The approach helps explain how volunteer motivations influence their engagement, satisfaction, and retention in volunteer roles. Increased resilience (Djourouva et al., 2020; Bekesiene et al., 2022) and positive adaptation in daily life (Butler et al., 2021) have been conceptually and experimentally associated with soldiers' self-efficacy. Modern organizational psychology posits that psychological meaningfulness is a prerequisite for self-efficacy; when reservists perceive their acts as significant, they are more likely to exhibit proactive behavior and job involvement (MDPI, 2023). This awareness is particularly relevant for understanding the dynamics of engagement within the 722nd Naval Squadron Reserve in Surigao City. The theories that have been developed in recent decades have focused on the social structures created by repeated exchanges and the ways in which these structures both constrain and enable actors to exercise power and influence. Suggests that individuals engage in voluntary service when they perceive benefits (e.g., recognition, skill development) outweigh costs.

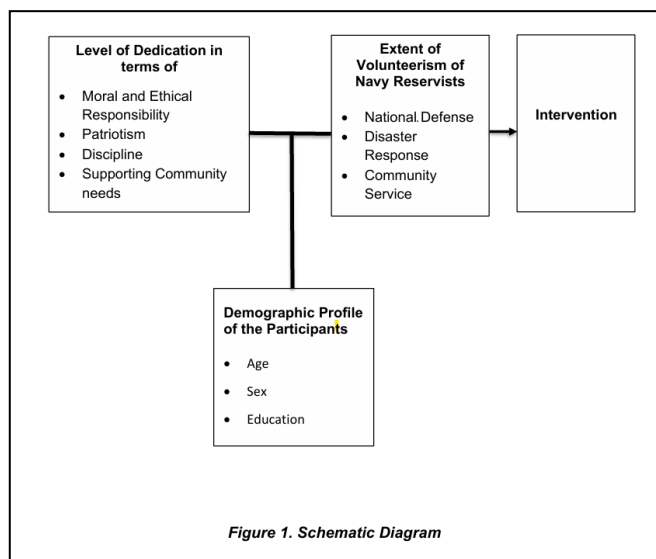


Figure 1. Schematic Diagram

### *1.2. Research Design*

In this study, the researcher employed a quantitative research design using a descriptive-correlational approach to examine the relationship between the demographic profiles of the respondents (age, sex, and educational attainment) and the dependent variables (level of dedication and extent of participation). Data were gathered through a structured survey questionnaire and analyzed using statistical techniques such as correlation and regression analysis. This approach enabled the researcher to identify patterns, trends, and significant relationships among variables, providing objective and measurable evidence on the factors affecting reservist participation. The use of quantitative methods ensured accuracy, reliability, and generalizability of the findings.

### *1.3. Research Respondents*

The research respondents for this study were composed of the personnel of the 722nd Naval Squadron Reserve in Surigao City, also known as Task Force Group BULAWAN. As of today, there were a total of 136 active personnel that were still in service. This includes all active reservists within the unit, regardless of rank, gender, age, or professional background. They were considered to have enough knowledge to answer the problems posted in the study. With the population given, 31 a Raosoft software was used to calculate the total number of samples to be tested which resulted to 100 participants with 95% confidence level and 5% margin of error accepted in conducting the survey.

### *1.4. Research Locale*

This research was conducted in Surigao City, located in the Northeastern part of Mindanao, Philippines, Surigao City and is strategically chosen due to its geographical location, which makes it prone to natural disasters such as typhoons and earthquakes, highlighting the importance of effective disaster management and community support systems. The 722nd Naval Squadron Reserve, stationed in this city, played a vital role in local disaster response and social welfare activities, making it an ideal setting for this study.

### *1.5. Research Instruments*

The study developed a detailed research plan that outlines the research questions, objectives, target population, and sampling strategies for both quantitative and qualitative components. The researcher used a self-made questionnaire which points out the variables being studied. The first part of the questionnaire was the demographic profile of the respondent which includes their age, sex, and educational attainment. Part II of the survey was the level of motivation a reserve officer experience. Part III showed the extent of volunteerism that a reserve officer was willing to participate. In addition, the researcher asked questions regarding the challenges and opportunities encountered as a reserve officer. To ensure the validity of the instrument, it underwent a rigorous vetting process by a panel of experts, including 32 a Research Instructor for academic alignment, a high-ranking officer of the 722nd Squadron for operational relevance, and a Statistician for structural integrity. These validators ensured that the questions were technically sound and capable of

measuring the intended variables. To establish the reliability of the tool, the researcher utilized Cronbach's Alpha. This statistical measure was employed to test the internal consistency of the questionnaire, ensuring that the items within each variable produced stable and consistent results. By achieving a high Cronbach's Alpha coefficient, the instrument was confirmed to be a dependable scale for measuring the dedication and volunteer engagement of the reserve force, thereby reinforcing the statistical validity, accuracy, and overall credibility of the study's empirical findings.

## 2. Results and Discussion

The table below shows the demographic profile of the respondents which were mainly sub-categorized in age, gender, and educational attainment. Overall, the 722nd Naval Squadron Reserve personnel in Surigao City were characterized by a predominantly young adult male population with a high level of educational attainment, primarily at the college level as presented in Table 1.

Table 1

*Profile of the respondents*

| <i>Profile Variables</i>      | <i>Categories</i>              | <i>Frequency</i> | <i>Percentage</i> |
|-------------------------------|--------------------------------|------------------|-------------------|
| <i>Age (years)</i>            | <i>18 – 25</i>                 | <i>29</i>        | <i>29</i>         |
|                               | <i>26 – 35</i>                 | <i>42</i>        | <i>42</i>         |
|                               | <i>36 – 45</i>                 | <i>22</i>        | <i>22</i>         |
|                               | <i>46 – 55</i>                 | <i>6</i>         | <i>6</i>          |
|                               | <i>56 – above</i>              | <i>1</i>         | <i>1</i>          |
| <i>Gender</i>                 | <i>Male</i>                    | <i>69</i>        | <i>69</i>         |
|                               | <i>Female</i>                  | <i>31</i>        | <i>31</i>         |
| <i>Educational Attainment</i> | <i>High School Graduate</i>    | <i>18</i>        | <i>18</i>         |
|                               | <i>Vocational Graduate</i>     | <i>3</i>         | <i>3</i>          |
|                               | <i>College Level/Undergrad</i> | <i>13</i>        | <i>13</i>         |
|                               | <i>College Graduate</i>        | <i>64</i>        | <i>64</i>         |
|                               | <i>Post Graduate</i>           | <i>2</i>         | <i>2</i>          |

In particular, the age distribution of the respondents revealed that the majority were within the age range of 26 to 35 years, comprising 42% of the total population, followed by those aged 18 to 25 years, making up 29%. Meanwhile, 22% of the respondents belong to the age group of 36 to 45 years, while 6% are aged 46 to 55 years, and only 1% are 56 years and above. These results indicate that the majority of the reserve personnel were in their early to mid-adult years, suggesting a predominantly young to middle-aged workforce within the reserve unit.

Table 2

*Spearman's Rank Correlation Coefficients ( $\rho$ ) Between Demographic Variables and Volunteerism Indicators*

| Volunteerism Indicators          | Age      |                | Gender   |                | Education |                |
|----------------------------------|----------|----------------|----------|----------------|-----------|----------------|
|                                  | <i>P</i> | <i>p-value</i> | <i>P</i> | <i>p-value</i> | $\rho$    | <i>p-value</i> |
| Moral and Ethical Responsibility | -0.076   | 0.455          | 0.233    | 0.020*         | 0.128     | 0.204          |
| Patriotism                       | 0.020    | 0.840          | -0.096   | 0.344          | 0.184     | 0.066          |
| Discipline                       | 0.091    | 0.369          | 0.154    | 0.127          | 0.183     | 0.068          |
| Support in Times of Need         | 0.091    | 0.369          | 0.154    | 0.127          | 0.183     | 0.068          |
| National Defense                 | 0.079    | 0.435          | -0.39    | <.001*         | 0.117     | 0.248          |
| Disaster Response                | 0.063    | 0.534          | -0.254   | 0.011*         | 0.051     | 0.617          |
| Community Service                | 0.102    | 0.313          | -0.049   | 0.628          | -0.082    | 0.415          |

Note: \* $p < .05$  (significant)

For gender, a significant positive correlation was found with moral and ethical responsibility ( $p = 0.233$ ,  $p = 0.020$ ), indicating that male reservists tend to have higher levels of moral and ethical responsibility in their volunteerism compared to their female counterparts.

The relationship between gender and morality is examined in Vinney's (2023) study, which looks at possible distinctions between male and female perspectives in moral reasoning and ideals. Carol Gilligan's critique of Lawrence Kohlberg's theory of moral development, which maintained that women usually approach morality through "ethics of care," emphasizing relationships and obligations, while men are more inclined toward a framework of justice, highlighted these differences. This simply means that men might view their work objectively as reservists, and that the core of morality is comprised of abstract principles and conceptions that apply to everyone equally.

Additionally, gender showed a significant negative correlation with national defense ( $p = -0.390$ ,  $p < 0.001$ ) and disaster response ( $p = -0.254$ ,  $p = 0.011$ ). These negative correlations suggest that female reservists are more actively engaged in national defense and disaster response activities compared to male reservists. Despite what is commonly believed, women play a substantial role in risk management and resilience building, according to a study by Zaidi and Fordham (2021). The traditional duties become more difficult and are performed under difficult conditions during crisis situations, but new tasks also arise. They also noted that compared to men, women are even more involved in emergency response, disaster preparedness, and mitigation. Additionally, the number of male reservists in the US Reserve Force is being challenged in some way by female reservists (Dijkhorst et al., 2005).

This study employed a quantitative research design using a descriptive correlational approach to systematically analyze the relationship between the respondents' demographic profiles and their levels of engagement. This design was selected to provide an objective, numerical assessment of the factors influencing reservist participation, moving away from qualitative narratives to focus on statistical generalizability. The study centered on 100 reservists from the 722nd Naval Squadron Reserve in Surigao City (Task Force Group BULAWAN). Data were gathered through a structured survey questionnaire designed to measure variables on a numerical scale. The demographic analysis revealed a predominantly young and educated workforce: 42%

of respondents fall within the 26 to 35 age range, 69% are male, and 64% are college graduates. Descriptive statistics were used to evaluate the primary variables of level of dedication and extent of volunteerism. Under the dedication variable—specifically concerning moral and ethical responsibility, patriotism, discipline, and support for others the participants recorded a weighted mean corresponding to "Very High Dedication." Similarly, the extent of volunteerism resulted in a "Very High" descriptive interpretation. 74 Through correlational analysis, the study sought to determine if these high levels of dedication and volunteerism significantly differ or relate to the respondents' age, gender, and educational attainment. This quantitative approach ensures that the findings regarding the 722nd Naval Squadron's commitment to national defense, disaster response, and community service are supported by measurable evidence and statistical reliability.

### 2.1. Findings

The findings of this study were based on the six (6) statement of the problems enumerated in Chapter 1.

1. The 722nd Naval Squadron Reserve in Surigao City is primarily composed of individuals in their early to mid-adult years, with the majority of respondents falling within the age range of 26 to 35 years old. The demographic is predominantly male, representing nearly seven-tenths of the force, and the group is characterized by a high level of education, as over sixty percent of the personnel are college graduates.

2. The reservist officers demonstrate an exceptional level of dedication to their roles, characterized by very high ratings across all core values. This commitment is deeply rooted in their sense of moral and ethical responsibility, a strong spirit of patriotism, and a rigorous adherence to military discipline. Furthermore, the findings highlight their steadfast reliability in providing critical support whenever needs arise within the service or the community. 75

3. The study reveals a very high extent of volunteerism among the reserve personnel, reflecting a profound commitment to service beyond basic requirements. This engagement is consistently visible in their active participation in national defense initiatives, their readiness to assist in disaster response and preparedness, and their ongoing involvement in various community service projects aimed at local development.

4. The study reveals a significant, nuanced relationship between dedication and volunteerism, which varies based on key demographic factors. Specifically, gender directly influences both internal dedication (moral and ethical responsibility) and the extent of volunteerism in operational response and national defense. In contrast, age does not show a direct connection to general volunteerism, but it acts as a critical factor in shaping specific areas of dedication like patriotism, while simultaneously driving active participation in defense and disaster preparedness. Furthermore, educational attainment significantly impacts the reservists' level of discipline and the quality of support they provide during missions. Ultimately, these connections indicate that while dedication remains high across the entire squadron, these demographic factors significantly determine how that dedication actively manifests in specific volunteer activities.

5. As this study expressly showed the level of dedication, extent of volunteerism in the organization, challenges and opportunities encountered while in service, one aspect that must be highlighted is the lack of support. As reservist are very passionate and committed individuals, there are 76 certain external factors that lead them to encounter major challenges especially if they are in service where they are expected to be most efficient. This is an indicator to reevaluate the needs of the organization as a whole.

### 2.2. Conclusions

The following items are the conclusions derived from the statement of the problem and findings:

1. The 722nd Naval Squadron is characterized by a workforce of skilled, educated, and physically capable individuals, predominantly composed of young adult males who are college graduates. While the demographic profile skews toward young masculinity, the presence of female reservists underscores that both genders contribute significantly to the organization. This profile suggests that the squadron possesses a strong foundational capacity for demanding naval and community tasks.

2. The uniform attainment of "very high" dedication scores across all variables confirms that being a reservist is defined by a shared sense of duty rather than individual demographic differences. Regardless of age, sex, or education, the members exhibit a standardized level of patriotism and discipline. This consistency proves that the mandatory training curriculum under Republic Act 7077 is effective in reinforcing the core values of the Armed Forces of the Philippines, successfully transforming civilian volunteers into dedicated citizen-soldiers.

3. Reservist in the 722nd Naval Squadron have also gathered positive correlation in the extent of volunteerism particularly in national defense, 77 disaster response, and community service. This implies that their service has no limits and their willingness has no expiration. Republic Act 7077, Article 5 Section 13 mentioned that in order to supplement the regular armed force of the AFP not only during times of war or national emergency, but also to meet local emergencies arising from calamities, disasters, and threats to peace, order, security, and stability in any locality, including the need to assist in relief and rescue work and other civil assistance activities, the Ready Reserve will be made up of citizen soldiers, primarily from the First Category Reserve and others as specified in this Act. Their willingness to serve without expiration or limit confirms that these reservists are prepared to supplement the regular force not just in theory, but in practical, high-stakes scenarios. This underscores the squadron's vital role as a reliable first-response unit for the city of Surigao during calamities and security threats.

4. The study concludes that while dedication is universal, specific demographic factors influence the nature of a reservist's engagement. Gender significantly shapes perspectives on moral responsibility and defense operations, while age remains a key driver for patriotism and disaster risk preparedness. These relationships imply that the squadron's leadership can optimize operational efficiency by understanding how different segments of the reserve force relate to specific tasks, such as community outreach versus frontline disaster response. 78

5. A significant conclusion of this study is the alarming disconnect between the reservists' high level of passion and the lack of institutional support. The findings reveal that reservists often bear the financial burden of their own service paying for transportation and equipment out of pocket while facing physical risks without adequate insurance or gear. This situation implies that the current reserve model in Surigao City relies heavily on individual sacrifice, which poses a long-term threat to the safety and retention of these first responders.

6. To ensure the long-term sustainability and efficiency of the 722nd Naval Squadron, the study concludes that immediate government intervention is required to provide logistical and financial stability. High levels of volunteerism cannot be sustained indefinitely without adequate equipment, insurance, and consistent training subsidies. Implementing these support systems is not merely a suggestion but a necessity to foster greater engagement and to ensure that the reservists can perform their duties effectively Recommendations without compromising their personal welfare.

### 3. Recommendations

The following are the recommendations that are available for implementation with various groups or organizations involve. To the Local Government Unit (LGU) of Surigao City. To optimize institutional support, the local government unit might consider the enactment of a local ordinance that integrates the 722nd

Naval Squadron directly into the City 79 Disaster Risk Reduction and Management Office (CDRRMO) framework. Through the allocation of a dedicated mobilization budget covering travel allowances, meal subsidies, and operational fuel the city can ensure that these citizen-soldiers are able to respond to local emergencies without incurring personal expenses. This collaborative partnership establishes a mutually beneficial framework: the city secures an immediate, highly trained first-response asset, while the reservists are relieved of the financial burdens traditionally associated with voluntary service. To the Department of National Defense (DND) and the Philippine Navy. It is recommended that the DND and the Naval Reserve Command (NAVRESCOM) prioritize the 722nd Naval Squadron in the allocation of Basic Unit Equipment (BUE) and individual gear to ensure operational safety and efficiency. To address the "out-of-pocket" expenses of the personnel, the Philippine Navy should implement a more streamlined system for the issuance of combat clothing and individual equipment (CCIE) and facilitate a comprehensive insurance and medical coverage plan for reservists on active duty. Providing these essential resources validates the reservists' commitment and ensures they are properly protected and equipped to carry out their mandate under Republic Act 7077. To Private Sector Employers and the Civil Service Commission (CSC). To address the challenge of time constraints, there should be a reinforced advocacy for the "Security of Tenure" and "Paid Leave for Military Training" among both private companies and government agencies in Surigao City. Local business owners and heads of offices should be encouraged to recognize military service as part of corporate social responsibility, allowing reservists to attend mandatory 80 trainings or deployments without fear of salary deductions or job loss. By aligning workplace policies with the spirit of the law, the community ensures that a reservist's professional career and service to the country can coexist sustainably. To the 722nd Naval Squadron Leadership. The squadron leadership must adopt a "smart training" approach by designing more frequent but shorter, modular training sessions that fit into the weekend or after-work schedules of their personnel. By maximizing blended learning utilizing digital platforms for theoretical lessons and focusing on-site time for practical, hands-on skills the squadron can reduce the time-demand and travel costs for its members. Additionally, establishing a "Welfare and Benefits Committee" within the unit can help identify and tap into local NGO grants or civic partnerships to fund small-scale community missions, further shielding individual members from personal financial expenses. Lastly, future researchers. This study as a reference for future ideas in bridging the gap of motivations or challenges encountered of the reservist as a means for fast turnover in the organization. This is important to know the indicators where some are not willing to participate in such organization.

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