

CONTRIBUTION OF TAILORING BUSINESS TO THE EMPLOYEES IN THE SELECTED BARANGAY OF GUINDULMAN, BOHOL, PHILIPPINES

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ABSTRACT

This study aimed to assess the impact of tailoring businesses on employees in selected barangays in Guindulman, specifically Trinidad, Guio-ang, Basdio, Kabantian, Sawang, Canhaway, and Tabajan. The findings aimed to determine how tailoring businesses contribute to the well-being of employees. The research utilized a descriptive survey method, employing researcher-designed survey tools. Conducted in Guindulman, Bohol, the study employed a total enumeration technique, gathering data from thirty respondents regarding their demographic profiles and the extent of the contribution of tailoring businesses to employees in the selected barangays. Quantitative data analysis involved percentages and weighted mean calculations. The majority of respondents were females, married, and aged 41 and above. The findings revealed that tailoring businesses significantly contribute to employee well-being in terms of learning opportunities, financial rewards, and personal satisfaction, with respondents strongly agreeing with these aspects. Overall, the study indicates that tailoring businesses play a vital role in enhancing employee well-being in the selected barangays of Guindulman, particularly in providing learning opportunities, financial rewards, and personal satisfaction. The respondents expressed genuine and positive perceptions regarding tailoring businesses, emphasizing their beneficial impact on employees.

Keywords: Tailoring business, contribution of tailoring business, employees, random sampling technique, Guindulman, Bohol, Philippines

INTRODUCTION

Tailoring, originating from the French word "tailer" meaning "to cut", is a skilled craft involving the design, cutting, fitting, and finishing of garments. The term tailor refers to an artisan who measures and fits clothing to individual customers, as seen in prestigious locations like Savile Row. Tailor-made garments are custom-built and precisely measured for the wearer, offering a

structured and fitted appearance. Conversely, in haute couture, garments may vary between tailored, fitted, and more fluid designs, such as evening wear and draping styles (David, 2022). An employee is hired by an employer to fulfill specific job responsibilities. The hiring process typically involves submitting an application and undergoing interviews, resulting in the selection of the most qualified candidate for the position. Terms of employment are specified through offer letters,

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employment contracts, or verbal agreements. In non-unionized environments, collective bargaining agreements dictate various aspects of an employee's workplace relationship, encompassing compensation, benefits, work hours, sick leave, and vacation time. Such agreements also safeguard the rights of unionized employees and provide avenues for addressing workplace grievances, effectively removing the individual employee's negotiation rights concerning salary (Healthfield, 2021).

Moreover, the global fashion industry, valued at \$450 billion, holds significant economic importance by generating employment opportunities and supplying clothing worldwide. With over 25 million workers across 100 countries, the industry remains vital to global employment. However, many garment workers endure harsh working conditions and meager wages, particularly in developing countries. Concerns include extended work hours and forced overtime, with employees often laboring 10 to 18 hours daily, especially during peak production periods. Chinese workers, for instance, may work seven days a week and endure strenuous sewing sessions lasting up to 14 hours per day, illustrating the grueling realities faced by many in the industry (World of Labor, 2014; Wncdevegalaw, 2020).

Additionally, tailors, dressmakers, and custom sewers typically find employment within specialty clothing establishments, such as bridal shops and upscale haberdasheries, providing premium services. They create, modify, and finish custom garments tailored to individual customer specifications, requiring precise measurements and meticulous attention to detail. In bridal settings, dressmakers assist wedding parties in selecting attire, colors, and accessories, ensuring client satisfaction. For tailored suits and dresses, multiple fittings may be necessary to achieve the desired fit, with tailors making adjustments accordingly (Payscale, 2022).

Given the intricacies of the tailoring industry and its impact on employees, researchers are motivated to explore the contribution of tailoring businesses to employee well-being. This study aims to assess how tailoring businesses enhance employee learning opportunities, financial rewards,

and personal satisfaction, thus providing valuable insights into the industry's role in fostering employee welfare.

OBJECTIVES OF THE STUDY

The primary objective of this study was to assess the impact of tailoring businesses on employees within the selected Barangay of Guindulman. The research findings serve as a foundation for formulating recommendations. Specifically, the study aimed to address two key aspects: 1) profiling the respondents based on demographic factors such as age, gender, civil status, and length of service, and 2) evaluating the extent to which tailoring businesses contributes to employee well-being in terms of providing learning opportunities, financial rewards, and personal satisfaction.

METHODOLOGY

The descriptive survey method was employed in this study to investigate the contributions of tailoring businesses to the selected Barangay of Guindulman. The study involved a total of thirty (30) employees from tailoring businesses within the selected Barangay of Guindulman as its respondents. The study took place in the selected Barangay of Guindulman, specifically focusing on Barangays with existing tailoring businesses. The research was conducted during the Fiscal Year 2023. The data collection tool utilized in the research on the contribution of tailoring businesses to the employees in the selected Barangay of Guindulman is a descriptive survey questionnaire. This questionnaire comprises two parts: Part I focuses on gathering the demographic profile of the respondents, while Part II explores the contribution of tailoring businesses to the well-being of the employees. The design of the questionnaire draws inspiration from the staff satisfaction survey questionnaire and the employee survey practices outlined by Insync (Staff Satisfaction Survey Sample, 2016). After identifying the target respondents for the study, the researchers distributed the questionnaire forms to the



participants and collected the completed survey forms upon completion. The data collected were then subjected to analysis, with the percentage frequency used to analyze the profile of the respondents. Meanwhile, the level of contribution of tailoring business to the employees was assessed using the weighted mean. Subsequently, all the gathered data were tallied and consolidated for tabular analysis. The researchers utilized percentage and frequency to calculate the respondents' profile, capturing aspects such as age, sex, civil status, and length of service. Meanwhile, to evaluate the level of contribution of tailoring business to the well-being of the employees, the researchers employed the weighted mean method. This approach allowed them to quantify the overall impact across various dimensions, including learning opportunities, financial rewards, and personal satisfaction, comprehensively assessing the tailoring business's influence on employee welfare.

RESULTS AND DISCUSSION

This section is divided into two parts. The first part focuses on the respondents' profiles, covering variables such as sex, age, civil status, and length of service. The second part delves into the employees' responses regarding the level of contribution of tailoring businesses in the selected barangay of Guindulman. This section further breaks down into three categories: Learning Opportunities, Financial Rewards, and Personal Satisfaction, offering a comprehensive analysis of the various dimensions of the tailoring business's impact on employee well-being.

1. Demographic Profile

This section presented the respondents' profiles, encompassing their sex, age, civil status, and length of service within the tailoring businesses. Table 1 illustrates that the majority of respondents were females, constituting a frequency of nineteen (19) or 63.33% of the total respondents, whereas

male respondents accounted for a frequency of eleven (11) or 36.67%. This suggests a predominant presence of females in tailoring jobs within the surveyed businesses, consistent with historical trends where women have traditionally dominated this field.

Table 1
Profile of the Respondents (n=30)

Indicators	Frequency	Percentage
I. Sex		
Male	11	36.67
Female	19	63.33
II. Age		
20 years old below	1	03.33
21-30	5	16.67
31-40	8	26.67
41 years above	9	30.00
III. Civil Status		
Single	11	36.67
Married	17	56.63
Widowed	2	06.66
IV. Length of Service		
Less than 1-3 years	11	36.67
4-6 years	11	36.67
7-9 years	2	06.66
10-12 years	6	20.00

In terms of age distribution, the data revealed that the highest frequency among respondents was in the 41 years and above category, with nine (9) respondents or 30.00% of the total. Conversely, the lowest frequency was found in the 20 years and below category, with only one (1) respondent or 3.33% of the total. This suggests that the majority of respondents were adults, indicating their capability to manage roles within the tailoring business effectively.

Regarding civil status, the data showed that the highest number of respondents were married, totaling seventeen (17) respondents or 56.67% of the total. At the same time, the lowest frequency was observed among widowed respondents, comprising two (2) respondents or 6.66% of the total. This suggests that a significant proportion of employees engaged in tailoring businesses were married, potentially indicating stability and commitment to their employment.

In terms of service length, the categories of less than 1-3 years and 4-6 years exhibited the largest frequencies, with eleven (11) respondents



each, accounting for 36.67% of the total. Conversely, the lowest frequency was observed in the 7-9 years category, with only two (2) respondents or 6.66% of the total. This implies that employees generally remained satisfied with their positions, as evidenced by their tenure of over a year in their respective roles.

2. Contribution of Tailoring Business to the Well-being of Employees

2.1. In terms of Learning Opportunities.

Table 2
Contribution of Tailoring Business to the Well-being of Employees in terms of Learning Opportunities, (n=30)

Items	WM	Description
I. Learning Opportunities		
1. My job makes good use of my skills and abilities	4.93	Strongly Agree
2. Tailoring helps improve my design skills	4.90	Strongly Agree
3. Tailoring helps me explore more opportunities in designing garments	4.90	Strongly Agree
4. I am encouraged to come up with new and better ways of doing things.	4.87	Strongly Agree
5. Tailoring helps boost my self-confidence in facing every customer	4.87	Strongly Agree
Sub-composite Mean	4.89	Strongly Agree

Table 2 presents the Contribution of Tailoring Business to the Well-being of Employees in terms of Learning Opportunities. The sub-composite mean of 4.89 indicates a highly positive perception among employees regarding learning opportunities provided by tailoring businesses in the selected barangay of Guindulman.

The item "My job makes good use of my skills and abilities" obtained the highest weighted mean of 4.93, indicating a strong agreement among employees. This suggests that tailoring businesses effectively utilize employees' skills and abilities, contributing to the enhancement of their design skills in tailoring.

Conversely, "Tailoring helps boost my self-confidence in facing every customer" obtained the lowest weighted mean of 4.87, indicating a strong

agreement among employees. This implies that employees perceive tailoring businesses as instrumental in boosting their self-confidence when interacting with customers. Enhancing self-confidence is crucial for employees to attract and retain customers, fostering creativity and innovation in their work.

2.2. In terms of Financial Rewards

Table 3
Contribution of Tailoring Business to the Well-being of Employees in terms of Financial Rewards, (n=30)

Items	WM	Description
II. Financial Rewards		
1. I can support my family financially	4.57	Strongly Agree
2. Tailoring support business to generate my income	4.27	Strongly Agree
3. I can supply my daily need	4.30	Strongly Agree
4. Tailoring helps me gain more profit	4.20	Strongly Agree
5. I can buy my wants	4.10	Strongly Agree
Sub-composite Mean	4.29	Strongly Agree

Table 3 presents the Contribution of Tailoring Business to the Well-being of Employees in terms of Financial Rewards. The sub-composite mean of 4.29 suggests a strong agreement among employees regarding the positive impact of tailoring businesses on their financial well-being.

The item "I can support my family financially" obtained the highest weighted mean of 4.57, indicating a strong agreement among employees. This suggests that tailoring businesses play a significant role in helping employees financially support their families, particularly in meeting their daily needs.

Conversely, "I can buy my wants" obtained the lowest weighted mean of 4.10, still indicating agreement among employees. This implies that while tailoring businesses contribute to employees' financial well-being, employees perceive their ability to purchase wants as less pronounced compared to meeting their basic needs. This highlights the importance of financial stability and



prioritization among employees in tailoring businesses.

2.3. In terms of Personal Satisfaction

Table 4 presents the Contribution of Tailoring Business to the Well-being of Employees in terms of Personal Satisfaction. The sub-composite mean of 4.85 indicates a strong agreement among employees regarding the positive impact of tailoring businesses on their satisfaction.

Table 4
Contribution of Tailoring Business to the Well-being of Employees in terms of Personal Satisfaction, (n=30)

Items	WM	Description
II. Personal Satisfaction		
1. I can improve my communication skills when it comes to entertaining customers	4.90	Strongly Agree
2. Tailoring helps relieve my stress	4.90	Strongly Agree
3. I can improve my socializing skills in entertaining customers	4.87	Strongly Agree
4. I am valued in my works	4.83	Strongly Agree
5. I can make my own attire to attend special occasions	4.77	Strongly Agree
Sub-composite Mean	4.85	Strongly Agree

The items "I can improve my communication skills when it comes to entertaining customers" and "Tailoring helps relieve my stress" obtained the highest weighted mean of 4.90, suggesting a strong agreement among employees. This implies that tailoring businesses contribute significantly to employees' satisfaction by helping them enhance their communication skills in customer interaction and by serving as a means to alleviate stress.

Conversely, the item "I can make my attire in attending special occasions" obtained the lowest weighted mean of 4.77, indicating strong employee agreement. This suggests that while tailoring

businesses allow employees to create their attire for special occasions, this aspect is perceived as slightly less pronounced compared to the improvement in communication skills and stress relief. Overall, the findings underscore the positive impact of tailoring businesses on the personal satisfaction of employees, highlighting its role in enhancing their well-being.

3. Summary of the Contribution of Tailoring Business to the Well-being of Employees

Table 5
Summary of the Contribution of Tailoring Business to the Well-being of Employees, (n=30)

Items	WM	Description
1. Learning Opportunities	4.89	Strongly Agree
2. Financial Rewards	4.29	Strongly Agree
3. Personal Satisfaction	4.85	Strongly Agree
Composite Mean	4.68	Strongly Agree

Table 5 provides a summary of the Contribution of Tailoring Business to the Well-being of Employees. With a composite mean of 4.68, employees strongly agree regarding the positive impact of tailoring businesses on their well-being in terms of learning opportunities, financial rewards, and personal satisfaction. This result underscores the employees' high awareness of the significant contribution of tailoring businesses to their overall well-being.

CONCLUSIONS

The tailoring business significantly contributes to the well-being of employees in the selected barangay of Guindulman, offering valuable learning opportunities, financial rewards, and personal satisfaction. The employees' honest and positive responses underscore the meaningful impact of the tailoring business on their overall satisfaction and growth.

RECOMMENDATIONS

Based on the conclusions derived from the study on the contribution of tailoring businesses to



employee well-being in the selected barangay of Guindulman, several recommendations emerge. Firstly, tailoring businesses could explore the formation of joint ventures to pool resources, share experiences, and ensure efficiency in delivering quality products and services. Secondly, fostering collaboration between employees and owners to establish groups or trade unions can amplify their collective voice, enabling them to advocate for policies that support the growth of tailoring businesses and enhance income generation. Lastly, promoting employee health and well-being should be prioritized to minimize absenteeism and ensure sustained productivity. By implementing measures to support employee health, such as wellness programs and access to healthcare resources, tailoring businesses can create a conducive work environment that fosters employee satisfaction and business success.

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AUTHOR'S PROFILE



Jesszon B. Cano, CHP, LPT, DBA is a graduate of Holy Name University (HNU), in 2015 with an undergraduate degree Bachelor of Science in Hotel and Restaurant Management (BSHRM). He obtained his Master's degree in Business

Administration majoring in Hotel and Restaurant Management (MBA-HRM) in 2018 at the University of Cebu, Graduate School, Main Campus (UC-Main) and finished his degree in Doctor of Business Administration (DBA) last 2020 in the same university. He completed the Certificate of Professional Education (CPE) at the University of Cebu - Lapu-Lapu and Mandaue Campus (UC-LM) in the year 2021. He has also successfully met the prescribed requirements for certification as established by the Institute of Tourism and Hospitality Professionals (ITHP) in co-certifying partnership with Global Professional Advancement (GPA) and awarded the professional designation of Certified Hospitality Professional (CHP®) in the same year. In 2023 he took and passed the Licensure Examination for Professional Teachers majoring in Social Studies. Moreover, he is currently the Program Chair of the Hospitality Management department at the College of Business and Management. Furthermore, Dr. Cano actively participated in research presentations both in local and international forums. He also published several articles in multidisciplinary, scientific, peer-reviewed, indexed, and cross-referenced journals. His research interests include environmental management in tourism and hospitality, service quality, destination marketing, community participation in tourism development, career development in hospitality, and events management.



Charish Mae B. Bag-O, a 20-year-old native of Libertad, Garcia-Hernandez, Bohol, was born on June 17, 2001. She stands at 5'2" and weighs 45 kg. Raised in a devout Roman Catholic family by her parents, Noel M. Bag-o and Gregoria B. Bag-o, Charish embodies the values of her faith and heritage. She pursued her tertiary education at Bohol Island State University's Candijay Campus in Cogtong, Candijay, Bohol. With a strong belief in the motto "Health is wealth," Charish is committed to a lifestyle that prioritizes well-being. As a Filipino citizen, she remains single and focused on her

personal and academic growth, aspiring to make a meaningful impact in her community.



Rowena G. Ducot, a 21-year-old resident of Malbog, Jagna, Bohol, was born on August 5, 2000, in her hometown. Standing at 4'11" and weighing 42 kg, she carries herself

with determination and resilience. Raised in a Roman Catholic household by her parents, Roel L. Ducot and Edna M. Galamiton, Rowena has a strong foundation in her faith and values. She pursued her tertiary education at Bohol Island State University's Candijay Campus, located in Cogtong, Candijay, Bohol. Embracing the motto "Never give up because great things take time," Rowena remains single and focused on achieving her goals, driven by her commitment to perseverance and success.



Ma. Aubrey A. Jamito, a 21-year-old from Calma, Garcia-Hernandez, Bohol, was born on September 6, 2000. Standing at 4'11" and weighing 41 kg, she embodies

determination and resilience. Raised in a Roman Catholic family by her parents, Lydio and Teresita Jamito, Ma. Aubrey values her faith and cultural heritage deeply. She pursued her tertiary education at Bohol Island State University's Candijay Campus in Cogtong, Candijay, Bohol. Guided by the motto "It's better to give than to receive," Ma. Aubrey is committed to generosity and service, remaining single and focused on her personal and academic growth. Her background and education have equipped her to make meaningful contributions to her community. Ma. Aubrey's background and upbringing in Calma, Garcia-Hernandez have shaped her into a resilient and committed young woman, ready to take on the challenges and opportunities that come her way.



Charlene Jane Pagapular, a 21-year-old native of Guio-ang, Guindulman, Bohol, was born on February 13, 2001. Standing at 5'3" and weighing 50 kg, Charlene is

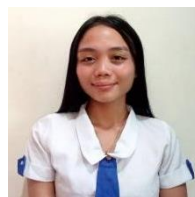
known for her ambition and drive. Raised in a

Roman Catholic family by her parents, Angeles O. Seroje and Jocilyn P. Seroje, she upholds strong religious and cultural values. Charlene pursued her tertiary education at Bohol Island State University's Candijay Campus in Cogtong, Candijay, Bohol. She lives by the motto "Dreams don't work unless you do!" which reflects her commitment to hard work and perseverance. As a Filipino citizen and a single individual, Charlene is dedicated to achieving her dreams and making a positive impact in her community.



Mary Joy T. Simbajon, a 21-year-old from Trinidad, Guindulman, Bohol, was born on September 7, 2000. Standing at 5'0" and weighing 40 kg, Mary Joy is a

dedicated and resilient individual. She was raised in a Roman Catholic family by her parents, Teodoro B. Simbajon and Zenaida T. Simbajon, instilling in her strong values and faith. She pursued her tertiary education at Bohol Island State University's Candijay Campus in Cogtong, Candijay, Bohol. Guided by the motto "The pain you feel today is the strength you feel tomorrow," Mary Joy is committed to personal growth and perseverance. As a Filipino citizen, she remains single and is focused on her academic and personal development, striving to turn challenges into strengths.



Rusela Sudario, a 22-year-old from Katipunan, Anda, Bohol, was born on September 30, 1999. Standing at 5'1" and weighing 42 kg, Rusela embodies

determination and resilience. Raised in a Roman Catholic family by her parents, Francisco Exclamado and Marilou Sudario, she holds strong religious and cultural values. Rusela pursued her tertiary education at Bohol Island State University's Candijay Campus in Cogtong, Candijay, Bohol. Living by the motto "The best revenge is your success," she is driven to achieve her goals and prove herself through her accomplishments. As a Filipino citizen and a single individual, Rusela focuses on her personal and



academic development, striving to turn her aspirations into reality.

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