

## Appendix 1 Informed consent

**University of Santo Tomas  
Faculty of Pharmacy  
Department of Medical Technology**

**APPENDIX I  
INFORMED CONSENT**

Dear Participant,

Good day! We are a group of researchers from the University of Santo Tomas administering a study entitled, **“A phenomenological study of Filipino Medical Technologists’ forces for perceived job satisfaction amidst COVID-19 pandemic in the Philippines”** under the supervision of Mary Rose Pingol.

This form serves to provide the important details of our study necessary for your decision in participating in the study. Should you agree to participate, kindly refer to this document to know your rights and responsibilities as a respondent. Attached to this form is the consent form that must be filled out in compliance with the study.

### **PURPOSE AND OBJECTIVES OF THE STUDY**

The primary objective of this study is to determine how medical technologists perceive job satisfaction and how it is affected by their experiences concerning different factors specified in the study.

### **PROCEDURE**

Participants are selected based on the provided criteria of the study. According to an agreed schedule, an interview will be conducted. A total of 13 participants are required for this study. The interview is expected to last for approximately an hour. During the interview, turning your camera on is highly encouraged to keep the interview interactive, but it is not required. The questions are open-ended and designed to gather information necessary in determining your job satisfaction as a medical technologist, and may therefore include sensitive topics. Your name and workplace location, however, will not be included in the discussion to maintain confidentiality. You may answer questions in English or in Filipino, whichever language you are most comfortable with, and if you have experiences from different hospitals, it would be much appreciated to discuss your experiences collectively instead of focusing on only one hospital. The interview will be recorded throughout, and this will be transcribed for analyzing and determining the patterns and similarities. Information may be omitted accordingly upon request and rest assured that the information gathered will be solely used for the purpose of the research. From the data gathered, themes will be formed, and participants will be consulted to ensure that the interpretations are in line with the answers of the participants. The results and findings of the study will also be made available for the participants.

### **VOLUNTARINESS**

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Participating in this study is not mandatory and is completely voluntary. You may choose not to participate, and you may also withdraw your participation from the study. When any information that may influence your participation in any way becomes available, rest assured that the researchers will inform you.

**COMPENSATION**

No financial expense will be incurred by participating in the study, nor will there be any form of compensation.

**BENEFITS AND RISKS**

The study serves as the first to understand and analyze the job satisfaction of medical technologists in the Philippines. Your participation will give light to the field of medical technology and will raise awareness on the current working conditions of medical technologists. This would allow institutions to re-assess and modify the work environment for further improvements.

**CONFIDENTIALITY**

All of the information that will be used in this study will be consented upon by the participant. No information will be used without being consented upon in strong adherence to the Republic Act No. 10173 - Data Privacy Act of 2012, “an act protecting individual personal information in information and communications systems in the government and the private sector, creating for this purpose a national privacy commission, and for other purposes.” Following the act, “The personal information controller shall implement reasonable and appropriate measures to protect personal information against natural dangers such as accidental loss or destruction, and human dangers such as unlawful access, fraudulent misuse, unlawful destruction, alteration and contamination. “To ensure the protection and job security of the participants, individual names as well as location of the workplace will be excluded from the discussion. To ensure the protection and job security of the participants, individual names as well as location of the workplace will be excluded from the discussion. Any information that may reveal or lead to the identities of the participants and their workplace will also be excluded. Furthermore, participants may request to view their records upon request. The information shared will be primarily recorded, transcribed, and thoroughly analyzed. This study may be used for further research and may be published

If you have any concern, feel free to contact Francesca Mae O. Ruanto at 09176888781 or francesca.mae.ruanto.pharma@ust.edu.ph. Thank you for taking interest and we are sincerely looking forward to conducting this research with you.

**University of Santo Tomas  
Faculty of Pharmacy  
Department of Medical Technology**

Sincerely,

**CANO, Earl Adriane A.**

**OLANO, Maria Louisa R.**

**RUANTO, Francesca Mae O.**

**ONG, Xanthe Vienne G.**

**MEDEL, Maria Angelica T.**

**NERY, Justine Jayne D.M.**

**PEL, Marice Angeli B.**

**SANTIAGO, Benjamin Jeremiah S.**

**RELACION, Patrick R.**

**PINGOL, Mary Rose V.**

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**CONSENT FORM PROPER**

**“A phenomenological study of Filipino Medical Technologists’ forces for perceived job satisfaction amidst COVID-19 pandemic in the Philippines”**

I, \_\_\_\_\_, am volunteering to take part in this study and to give my consent to the researchers: **CANO, E.A., OLANO, M. L. R., RUANTO, F. M. O., ONG, X. V. G., MEDEL, M. A. T., NERY, J. J. D., PEL, M. A. B., SANTIAGO, B. J. S., RELACION, P. R., and PINGOL, M. R. V.** to gather information that is necessary and relevant to the study. I am fully aware of the purpose, objectives, and significance of the study, and I am informed that I may withdraw my cooperation whenever I wish to. As a participant, I am aware that it is my responsibility to cooperate with the researchers with the best of my abilities.

Participant’s Signature over Printed Name  
Signature

Date and Time of

Discussant’s Signature over Printed Name  
Signature

Date and Time of

## Appendix 2 Interview material

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**APPENDIX II**  
**QUESTIONNAIRE**

**Robotfoto:**

**1. Demographics**

**1.1. Age**

- 20 to 25 years old
- 26 to 30 years old
- 31 to 35 years old
- 36 to 40 years old
- 41 to 45 years old
- 46 to 50 years old
- 51 to 55 years old
- 56 to 60 years old
- More than 60 years old

**1.2. Gender**

- Male
- Female

**1.3. Marital status**

- Single
- Married

**1.4. Educational Attainment**

- Graduate  
Please specify course: \_\_\_\_\_
- Postgraduate  
Please specify course: \_\_\_\_\_

**2. Contact Details**

- 2.1. Email address: \_\_\_\_\_
- 2.2. Contact number: \_\_\_\_\_

**Employment record**

**2.3. Current work status**

- Employed
- Unemployed: \_ years

**2.4. Years of work experience**

- 3 to 5 years
- 6 to 8 years
- 9 to 11 years
- 12 or more years

**2.5. Number of hospital/laboratory worked for**

- Less than 2
- 2 to 3
- 4 to 6
- 7 to 9
- More than 10

**2.6. Position/Rank**

- Junior Medical Technologist
- Senior Medical Technologist

**2.2 Works hours**

- 6 -8 hours/day
- 9-12 hours/day
- Overtime:

Please specify # of hrs:

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**INTERVIEW GUIDE QUESTIONS**

Research Questions	Guide Questions
<p>How do Filipino medical technologists define job satisfaction?</p>	<p><b>1. How would you define job satisfaction?</b></p> <p>a. As a Medical Technologist, how can you say that you are satisfied with your job?</p> <p style="padding-left: 20px;">i. Please share an example of when this was represented in your job?</p> <p style="padding-left: 20px;">ii. How would you describe this experience as a medical technologist?</p> <p><b>2. Can you state an instance wherein working as a Filipino medical technologist served personally rewarding?</b></p> <p><b>CONCLUDING QUESTIONS</b></p> <p><b>2. Considering your experiences in working as a medical technologist, how optimistic do you feel about your future in this career?</b></p> <p><b>3. Kindly explain how this is affected by job satisfaction.</b></p>
<p>What are the factors associated with the job satisfaction of Filipino medical technologists?</p>	<p><b>1. Work environment</b></p> <p>1.1. What do you think are the factors that make you stay in your current job?</p> <p>1.2. Discuss some instances wherein your clinical laboratory provided a program for the retention of employees.</p> <p>1.3. What is the role of work related value on job satisfaction: The above mentioned pertains to the work-related values like work ethics, respect for time, discrimination, bullying, and relationship (inter and intra), etc.</p> <p style="padding-left: 20px;">i. Based on the answers in 1.3 (work- related values), which affects your job satisfaction?</p> <p><b>2. Motivation</b></p> <p>2.1. How does having determination help you achieve your career goals?</p> <p>2.2. What do you think are the most essential benefits provided by the institution that made you stay in the company?</p>

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**Faculty of Pharmacy**  
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	<p>2.3. Share your thoughts and feelings upon receiving feedback and recognition from your colleagues and superiors.</p> <p>2.4. In what ways have you felt appreciated by:</p> <ol style="list-style-type: none"><li>i. your colleagues?</li><li>ii. the institution?</li></ol> <p>2.5. How is work performance supervised?</p> <ol style="list-style-type: none"><li>i. How are concerns regarding work, colleagues, and supervisors addressed?</li></ol> <p>2.6. How are professional and personal growth assured in your job as a medical technologist?</p> <p>2.7. What is/are your experience/s regarding how the institution ensures your job security?</p> <p><b>3. Teamwork</b></p> <p>3.1. How would you describe the conduct of collaboration in your department?</p> <p>3.2. What experiences can you share about your work's flow command?</p> <p>3.3. In your department, do you think that the team's objectives are clearly understood by all members?</p> <p>3.4. Describe the nature of your relationship with your direct supervisor and colleagues and how this affects your work synergy.</p> <p>3.5. How does your experience of working as a group affect your overall feeling towards your job?</p> <p>3.6. Explain how unity amongst your co-workers contributes to turning your encounters into successes.</p> <p>3.7. Have you experienced an instance when failure in collaboration led to a detrimental impact on the entire team?</p> <p>3.8. Kindly share your experiences and thoughts on witnessing how your company manages diverse cultures in your workplace.</p> <p>3.9. In your opinion, how can your company make use of your organizational relationships to become more successful and efficient?</p>
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## Appendix 3 Validation document

**University of Santo Tomas  
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**APPENDIX III – VALIDATION DOCUMENT**

**April 19, 2021**

To whom it may concern,

Greetings in the name of St. Thomas Aquinas!

We are the group of researchers from UST who have recently interviewed you, along with 12 other medical technologists, for our study. It is with grateful hearts that we are informing you that we have already finished our data analysis.

As part of our research process, we have to validate our analysis with you to ensure that our interpretations of your experiences are in line with what you have shared with us during your interview. By finding the similarities of all of your answers, we present to you our research questions and our findings below:

**Research question 1: How do Filipino medical technologists define job satisfaction?**

We have found that most, if not all, define job satisfaction as PURPOSE, PURSUIT, and PEOPLE.

1. PURPOSE encompasses passion, service, practice
  - a. Finding fulfillment in one's inherent love for the profession of Medical Technology
2. PURSUIT encompasses opportunity, privilege, and professional growth
  - a. Finding satisfaction in fulfilling personal and professional needs and desires
3. PEOPLE encompasses recognition and relationship
  - a. Finding genuine happiness in being acknowledged and having harmonious relationships with people in work

**What are the factors associated with the job satisfaction of Filipino medical technologists?** The following are the common factors that affect the participants:

1. PASSION: finding fulfillment in loving one's occupation regardless of how stressful or difficult it is
2. SERVICE: finding satisfaction in being able to help others (e.g. being able to share knowledge with colleagues, to help patients recover, to serve our fellow countrymen)
3. PRACTICE: being able to apply and practice theoretical knowledge in the field of Medical Technology
4. OPPORTUNITY: seeking other opportunities for a better future (e.g. working abroad for stability)
5. PRIVILEGE: importance of benefits, compensation, wages, and medical assistance
6. PROFESSIONAL GROWTH: importance of seminars, trainings, and conventions
7. RECOGNITION: appreciation from patients, colleagues, and the institution
8. RELATIONSHIP: finding joy in working with others without conflict and having a light environment that cultivates a happy workspace



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As we took into account the responses of 13 respondents, all of these may not generally apply to you. **However, most, if not all, must be relatable to you.**

If you have any concerns or contradictions with the findings that we have presented, kindly feel free to message us or call us (0995-9563-011). **Shall you choose to not reply to this message, we are compelled to assume that you have agreed with the findings of this study, so long as we have confirmation of your seeing of this document.**

We sincerely thank you for participating in this study. Mabuhay po kayo!

Regards,

Cano et al.