Internal Migration of Filipino Workers: A Quantitative Study on Acculturation

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Abstract— Acculturation occurs when individuals encounter a culture different from their own and adapt their behaviour accordingly. It involves changes in their behaviour, beliefs, and or values as a result of continuous contact and interaction with a different cultural group. This quantitative study explored the acculturation experiences of Filipino workers who relocated from provinces to cities within the country. The study had two main aspects: first, it examined the demographics and acculturation level of internal migrants, and second, it identified the factors affecting their level of acculturation, including gender, age, marital status, educational background, and duration of stay in the city. The sample consisted of 311 internal migrants selected through purposive sampling. Statistical methods such as Kruskal-Wallis, Mann-Whitney, Chi-square, and Ordinal Logistic Regression were employed to determine relationships, differences, and potential significant factors influencing migrants' acculturation in the workplace. The study's findings indicated that internal migrants were primarily female, young adults between 18 and 28 years old, mostly unmarried, with a moderate monthly income, holding bachelor's degrees, and having relatively short city stays. The study also found evidence that demographic factors such as age, educational attainment, and duration of city residence influenced the migrant's acculturation.

Keywords— acculturation, internal migrants, migration, workers.

I. INTRODUCTION

Migration is a crucial livelihood option in the Philippines and is common at residing in an urban place; lack of financing and economic state resorts people to go to rural areas to seek opportunities. Hadjiemmanuel (2017) defines internal migrants as people who relocate willingly within a nation for various legal and informal reasons. Internal migration is substantial in the Philippines, even though it has gotten less attention than external migration. For succeeding actions, internal migrants tend to have different reasons concerning their migration from province to city, also known as rural-urban migration. Internal migration, a temporary or permanent movement within national borders, is widespread and increasing. The Philippines is a developing nation where most of the population resides in rural areas. Some rural areas of the Philippines like Agusan del Sur, rank as the highest unemployment rate in 2021 with 51.6 % (Philippine Statistics Authority, 2017), unemployment and lack of land and other resources are rising daily. Due to this circumstance, most people look for better employment alternatives. Migration has taken place in search of better opportunities and employment. In the past five years, 15% of Filipinos have migrated, with 13% of those being internal migrants (Philippine Statistics Authority, 2020). Vital component of the adaptation suggested by migration to new socio-cultural contexts is acculturation by which immigrants modify their behaviour and attitudes in response to the different culture of the social community in which they are placed. Upon experiencing migration of different people, moving from one place to another and

coping from a big environment from their old environment is when it is when acculturation occurs. Acculturation is the process of adapting the values, beliefs, language, customs, and mannerisms of the new place where migrants and their families are residing in. Employee moves within and between organizations occur as self-focus overtakes organizational focus. It further makes employees from the province who experience this same situation available to transfer not just within different locations but also to different organizations. Furthermore, common in those organizations are culturally diverse groups (Oerlemans & Peeters, 2010). Given that a high turnover rate often impacts organizational performance and financial costs, employers do not have the privilege of waiting for their new employees to settle in on their own for so many months. As a result, significant funds are allocated to accelerate their adjustment process. Examining this workflow thus has significant theoretical and practical implications (Leo et al., 2020). The study explores how different acculturation techniques influence the link between migrants' role clarity, self-efficacy, social acceptance, and selected work behaviours. It aims to understand the impact of internal migration on socio-economic status, workplace traditions, and cultural assimilation.

II. LITERATURE REVIEW

2.1 Conceptual Meaning of Acculturation

Acculturation is when migrants and their families learn and adopt the values, beliefs, language, customs, and habits of the country where they live (Dow, 2010.). Migrants must undergo an unavoidable acculturation process when migrating from one country to another. They must choose between their indigenous cultures and the dominant host culture (Berry and Sabatier, 2011). Moving to a new country means adapting to a new culture, and for migrants, this can be both exciting and challenging. They navigate a process called acculturation, balancing their cherished traditions with the dominant culture of their new home. This journey can involve different strategies, like fully embracing the new, holding onto their roots, or finding a harmonious blend. Some migrants might even feel isolated. Individual factors like education and socioeconomic status can influence their chosen path. Ultimately, the goal is to adapt successfully while preserving their unique cultural identity, a dance many migrants strive to master. Individuals from different cultural backgrounds who come into contact with one another undergo a process known as acculturation, which involves both cultural and psychological transformations (Vungkhanching and Tonsing, 2016). It focused on how migrants transformed after entering and settling in receiving societies.

2.2 Difference Experiences of Employees in the Workplace

Self-efficacy as an individual's conviction in their ability to carry out the actions required to achieve specific goals. It mirrors the individuals' self-assurance in one's capacity to control one's own behaviour, motivation, and social surroundings where they belong. It is an indicator of self-evaluation about an individual's own strength and competence for doing an action at which a desired outcome is achieved. This type of self-belief can greatly influence the person's choice of activities, the efforts they put into it and their persistency to the task at hand (Pradhan, R. K., Panigrahy, N. P., & Jena, L. K., 2021).

When migrants and immigrants come to look for a job and work in a workplace, they sometimes experience discrimination. On the journal of Johnston, C., Binggeli, S., & Maggiori, C. (2014), they mentioned that in some research on workplace discrimination. Furthermore, as these are happening in the workplace, the consequences

bounce back not only to the workplace, but to the employees themselves. They noted that midwives who experiences these, expressed the lack of investment on their work and their belief inside the workplace. There are circumstances where employees with different expertise and were trained on different fields work on the same workplace becomes conflicted, whether it was a decision or a simple misunderstanding.

III. METHODOLOGY

This study was conducted in the National Capital Region, specifically the 17 Local Government Units (LGUs) comprising 17 cities and one municipality, targeting Filipino internal migrants aged 18 to 60 years who had previously worked in the province and went to NCR to work. The data was gathered through the use of a researcher-made questionnaire, which was validated and checked by experts in fields relevant to this study. The survey has 26 total items, each rated on a 4-point Likert scale, to identify the experiences of internal migrants in their current workplace in the National Capital Region.

Statistical tests and analysis were used, including Percentage, Mean, Mann-Whitney U-Test, Kruskal-Wallis H-Test, Chi-Square test of Independence, and Ordinal Logistic Regression to assess the level of acculturation among internal migrants currently working in the National Capital Region that came from the provinces, the difference in the migrants' level of acculturation relative to role clarity, self-efficacy, and social acceptance, as well as, the determinants of the migrants' level of acculturation.

3.1 Participants

The dominant participants in terms of respondent's sex are female, with a total of 197 (63.3%) participants, which signifies that most people who previously worked in the province and went to Metro Manila (NCR) to work are primarily female.

Age ranges from 18 to 28 years old, with a total 147 (47.3%) respondents, the highest obtained data, meanwhile, ages 51-60 have a total of 11 (3.5%) of the total sample with the lowest collected results. Regarding the migrants' civil status, single people have the highest number obtained with a total of 198 (63.7%) participants, the least are the respondents with separated civil status, with a total number of 2 (0.6%). Monthly income ranges from 19,041 to 38,080 PHP (62.7%) and 9,521 to 19,040 PHP (22.8%) accumulated the highest number of responses. At the same time, the least data obtained are those with 66,641 to 114,240 PHP (1.3%) and less than 9,520 PHP (3.5%). There are 252 (81%) respondents who answered that their highest educational attainment was College graduate, which also had the highest data obtained. While elementary graduate has a total of 5 (1.6%) who have the least number in the obtained data.

IV. RESULTS AND DISCUSSION

4.1 Migrants' Level of Acculturation

Table 1 shows the migrants' level of acculturation in terms of sex. Findings show that males (χ^2=3.59, Very High) and females (χ^2=3.46, Very High) have the same level of acculturation. The evidence indicates that both males and females have the same experiences in the workplace; it also demonstrates that equality occurs in the workplace, and gender bias before is evident.

Table 1: Migrants' Level of Acculturation in the Workplace

Demographic Characteristics		Mean	Description
Sex	Male	3.59	Very High
	Female	3.46	High
Age	18-28 years old	3.44	High
	29-39 years old	3.54	Very High
	40-50 years old	3.85	Very High
	51-60 years old	3.55	Very High
Civil Status	Married	3.48	High
	Separated	4.0	Very High
	Single	3.64	Very High
	Widowed	3.70	Very High
Monthly Income	< 9,520	3.38	High
	9,520-19,040	3.64	Very High
	19,041-38,080	3.54	Very High
	38,081-66,640	4.0	Very High
	66,641-114,240	3.35	High
Educational Attainment	Elementary Graduate	2.34	Low
	High School Graduate	2.77	High
	College Graduate	3.61	Very High
	Master's Degree Holder	3.84	Very High
Years of stay in the city	1-10 years	3.44	High
	11-20 years	3.65	Very High
	21-30 years	3.82	Very High
	31-40 years	3.85	Very High

According to Anderson (2013), not all employees in the workplace are in the same age group; some of them are young, and some are older, and they differ in experiences and expertise. The table shows that ages 29-30 years old years (χ^2=3.54, Very High), 40-50 years old (χ^2=3.85, Very High), and 50 years old and above have a very high level of acculturation (χ^2=3.55, Very High) while age 18-28 has a high level of acculturation (χ^2=3.44, High), Rees (2020) states that younger age as migrants still has space for adjustments. It is not easy for them to adapt quickly.

The result of the study shows that civil status is not substantial in terms of migrants' level of acculturation, yet the migrants whose civil status is separated (χ^2=4.0, Very High), single (χ^2=3.64, Very High), and widowed (χ^2=3.70, Very High) have a very high level of acculturation while married shows high (χ^2=3.48, High) acculturation. This is confirmed in the study of Catling, Rahim, & Cosby (2016) that any civil status does not define their way of adapting to culture, but still, some of the strategies they show on how to nurture ways within the workplace vary.

Kuhn (2015) stated that when individuals move to a new country or culture, acculturation is necessary. However, by ignoring the relationship between wealth and class, status, and power, these previous studies consistently portray international students as a severely disadvantaged group and rarely consider the possibility of these students acting as power negotiators. The study implies that migrants' who earn 19,041- 38, 080 PHP have a very high level (χ^2=3.54, Very High), migrants earned differently, and yet it doesn't define their acculturation based on their monthly income given that migrants who are low earner to high earner has both high and very high result.

Migrants' who are less fortunate to have a proper education, specifically those who are Elementary graduates, show a low level of acculturation (χ^2=2.34, Low) because those internal migrants who only completed basic education show an inadequate amount of knowledge in terms of acculturation. College Graduates (χ^2=3.61, Very High), and master's degree holders (χ^2=3.84, Very High), both have a very high level of acculturation; it indicates that education is the foundation of being an employee, especially if you are a migrant. While High school graduates still have a high level of acculturation (χ^2=2.77, High), high school graduates usually experience more knowledge regarding themselves and their peers. These experiences helped them to adapt quickly towards others, especially in their workplace, yet being able to cope naturally is integrated on their own and probably will be developed eventually.

The highest accumulated data for the years that respondents stayed in the city ranges from 1 to 10 years, with a total of 186 (59.8%). At the same time, 31 to 40 years, with a total of 13 (4.2%), have the lowest number in the obtained data. It means that most people who decided to migrate to Metro Manila to work have been staying in the cities for 1 to 10 years.

4.2 Relationship between the Migrants' level of Acculturation and their demographic profile

Table 2: Relationship between the migrants' level of acculturation in terms of Role clarity, self-efficacy, and social acceptance in the workplace when grouped according to their demographic profile.

Demographic Profile	Parameters	X^2 Value	Computed Value	P-value	Strength of Relationship	Interpretation
Sex	Role Clarity	0.094	2.7	0.254	Weak	Not Significant
	Self-efficacy	0.124	4.78	0.188	Weak	Not Significant
	Social Acceptance	0.115	4.12	0.249	Weak	Not Significant
Age	Role Clarity	0.144	12.8	0.046	Weak	Significant
	Self-efficacy	0.117	12.8	0.173	Weak	Not Significant
	Social Acceptance	0.124	13.5	0.141	Weak	Not Significant
Civil Status	Role Clarity	0.094	5.6	0.476	Weak	Not Significant
	Self-efficacy	0.122	13.9	0.126	Weak	Not Significant

	Social Acceptance	0.119	13.2	0.155	Weak	Not Significant
Monthly Income	Role Clarity	0.167	17.3	0.241	Weak	Not Significant
	Self-efficacy	0.239	53.1	<0.001	Moderate	Significant
	Social Acceptance	0.206	39.6	0.008	Moderate	Significant
Educational Attainment	Role Clarity	0.281	48.6	<0.001	Moderate	Significant
	Self-efficacy	0.224	46.6	<0.001	Moderate	Significant
	Social Acceptance	0.179	30.0	0.012	Weak	Significant
Years of stay in the city	Role Clarity	0.178	17.9	0.007	Weak	Significant
	Self-efficacy	0.159	23.5	0.005	Weak	Significant
	Social Acceptance	0.121	13.7	0.013	Weak	Significant

Given the data, it is seen that age (V=0.144, p-value=0.046<0.05), and years staying in the city (V=0.17, p-value=0.039< 0.05) have weak correlation, yet has still a significant relationship to the respondents' level of acculturation in terms of role clarity because as a person age, the ability of one person's mind to adapt to change was reduced. Educational attainment (V=0.223, p-value=0.007< 0.05) has a moderate association and significant relationship to the respondent's level of acculturation regarding role clarity. It indicates that educational attainment, monthly income, age, and years staying in the city contribute to respondents' being acculturated in these results. While sex (V=0.157, p-value=0.054> 0.05) and civil status (V=0.102, p-value=0.374>0.05) had a weak correlation to the respondents' level of acculturation and evidence is not sufficient to prove that the relationship of the migrants' level of acculturation in terms of role clarity and demographics exist. Being mindful of their role clarity in the workplace, migrants tend to be attentive to different struggles and consequences of their assigned tasks. The study's outcome is in line with Yadav & Kumar (2017) that employees with high role clarity can easily communicate positively within the workplace to their co-workers and their clients; therefore, giving their best on the task given to them was always their goal.

Monthly income (V=0.239, p-value=<0.001<0.05) has a moderate relationship regarding self-efficacy. These results only appears that migrants with higher income levels may experience an increased sense of financial stability. At the same time, educational attainment (V=0.224, p-value=<0.001<0.05) has a moderate association with the migrants' self-efficacy, implying that individuals who possess advanced degrees or specialized training among migrant populations may experience more ease in obtaining employment within their respective fields. Years of stay in the city (V=0.159, p-value=0.005<0.05) have a weak association yet have a significant relationship to the migrants' level of acculturation in terms of self-efficacy. This observation illustrates that migrants exhibit enhanced job performance when they acquire knowledge from their peers, thus influencing their decision-making abilities. Migrants may exhibit reduced motivation to achieve self-sufficiency due to the need for specific factors

to enhance self-efficacy. The level of acculturation of migrants and demographics cannot be established solely based on the information on sex, age, and civil status. Ozyilmaz, Erdogan, & Karaeminogullari (2017) state that self-efficacy can positively influence job satisfaction, task performance, and organizational behavior. Their study also shows that monthly income and educational attainment are the most influential among the demographics of the migrants in terms of acculturation in the workplace.

Table 2 discloses the migrants' monthly income (V=0.206, p-value=0.08>0.05) has a moderate association with the level of acculturation in terms of social acceptance; the result implies that in certain instances, individuals who possess higher monthly wages may be seen as holding elevated status or greater influence within the professional setting. The mentioned perception can shape interpersonal interactions between individuals and their coworkers and superiors, potentially impacting their degree of social acceptance.; hence, it is significant the same as educational attainment (V=0.179, p-value=0.012<0.05) and years of stay in the city (V=0.121, p-value=0.013<0.05) that has a weak association in terms of social acceptance. Data from sex, age, and civil status is still insignificant regarding social acceptance, like the other parameters, role clarity, and self-efficacy. That can be proved by the study of Anderson (2013) that sex and age do not have enough information to prove that demographics and acculturation in the workplace are correlated; he also stated that different age groups or races do not define migrants' way of adaptability towards their co-workers.

4.3 Difference between the Migrants' level of Acculturation and their demographic profile

Table 3: Difference between the migrants' level of acculturation in terms of Role clarity, self-efficacy, and social acceptance in the workplace when grouped according to their demographic profile.

Demographic Profile	Parameters	Computed Value	P-value	Interpretation
Sex	Role Clarity	10772	0.472	Not Significant
	Self-efficacy	10326	0.198	Not Significant
	Social Acceptance	10030	0.072	Not Significant
Age	Role Clarity	8.67	0.034	Significant
	Self-efficacy	4.49	0.213	Not Significant
	Social Acceptance	8.92	0.030	Significant
Civil Status	Role Clarity	1.31	0.727	Not Significant
	Self-efficacy	7.30	0.063	Not Significant
	Social Acceptance	3.50	0.321	Not Significant
Monthly Income	Role Clarity	13.3	0.066	Not Significant
	Self-efficacy	29.3	<0.001	Significant
	Social Acceptance	20.4	0.005	Significant
Educational Attainment	Role Clarity	36.3	<0.001	Significant
	Self-efficacy	14.8	0.011	Significant
	Social Acceptance	16.7	0.005	Significant

Years of stay in the city	Role Clarity	7.1	0.069	Not Significant
	Self-efficacy	10.69	0.014	Significant
	Social Acceptance	9.54	0.023	Significant

Table 3 shows the difference in the migrants' level of acculturation to their demographic profile in terms of sex, age, civil status, monthly income, educational attainment, and years currently staying in the city.

Considering the sex of the respondents, it can be seen that their acculturation level in the workplace has no significant difference in terms of role clarity (U=10772, p-value=0.472 >0.05), self-efficacy (U=10326, p-value=0.198 >0.05), and social acceptance (U=10030, p-value=0.072>0.05). like age, race, and tradition, a person's sexual orientation could affect an employee's job dissatisfaction (King et al., 2016).

Age has a significant difference in terms of role clarity (H= 8.67, p-value=0.034<0.05) and social acceptance (H=8.92, p-value=0.030<0.05) but has no significant difference in self-efficacy (H=4.49, p-value=0.213>0.05) because not all workers are of the same age; some of them are young, and some are old. Anderson (2013) explains that it is what he calls an 'organizational reality' that is often described by workers as difficult or dissatisfying because workers that aren't in the same age group might not understand what the younger or older employee implies in the workplace and can be considered as constraints.

Respondents' civil status does not have a significant difference in terms of their role clarity (H=1.31, p-value= 0.727>0.05), self-efficacy (H=7.30, p-value=0.063>0.05), and social acceptance (H=3.50, p-value=0.321> 0.05); providing support in strengthening emotional bonds can improve and lessen stress and burnout among employees (Wang & Wang, 2020). In terms of respondents' monthly income, it has no significant difference in terms of role clarity (H=13.3, p-value=0.066> 0.05) but has a significant difference in self-efficacy (H=29.3, p-value= <0.001<0.05) since self-efficacy has the potential to give a positive influence on an employee in terms of their job satisfaction.

Educational attainment of the respondents has a significant relationship in terms of role clarity (H=36.3,p=<0.001<0.05), self-efficacy (H=14.8,p=0.011<0.05), and social acceptance (H=16.7, p-value=0.005<0.05), those behaviors may result to greater levels of stress and job satisfaction, as Johnston et al. (2014) imply that it can be caused by differing social acceptability among employees.

Respondents' number of years staying in the city has a significant difference between their experiences in terms of self-efficacy(H=10.69, p-value=0.014<0.05), social acceptance(H=9.54,p=0.023<0.05) but has no significant difference in role clarity (H=7.1, p-value=0.069>0.05), the employees who were staying longer in the city may have a lot of experiences than those who stayed in the short period of time; may it be in day-to-day lives or the workplace. De Clerq et al. (2018) state that employees' work conditions, experiences, and personal capacity could have the greatest incremental value. This social phenomenon necessitates a better understanding of the dynamics and implications (Hughes et al, 2019) in the workplace.

4.4 Determinants of the Migrants' Acculturation

Table 4: Ordinal regression analysis of determinants of migrant worker's level of acculturation

Predictor	Estimate	SE	Z	P	Odds ratio
Sex:					
Female-Male	-0.26583	0.274	-0.9690	0.333	0.7666
Age:					
29-39 years old – 18-28 years old	-0.00751	0.332	-0.0226	0.982	0.9925
40-50 years old – 18-28 years old	0.69797	0.509	1.3711	0.170	2.0097
51-60 years old – 18-28 years old	-2.91946	1.137	-2.5679	0.010	0.0540
Civil Status:					
Single - Married	0.15520	0.324	0.4790	0.632	1.1679
Widowed/Separated – Married	-0.33011	0.775	-0.4260	0.670	0.7188
Monthly Income:					
9,520 - 19,040 PHP - <9,520 PHP	0.92426	0.682	1.3550	0.175	2.5200
19,041 – 38, 080 PHP - <9,520 PHP	1.68212	0.717	2.3464	0.019	5.3770
38,081 – 66,640 PHP - <9,520 PHP	1.45150	0.848	1.7122	0.087	4.2695
Educational Attainment:					
High School Graduate – Elementary Graduate	-1.51784	0.669	-2.2705	0.023	0.2192
College Graduate – Elementary Graduate	-0.64002	0.674	-0.9495	0.342	0.5272
Master's Degree Holder – Elementary Graduate	0.38839	1.063	0.3653	0.715	1.4746
Years of Stay in the City:					
11-30 years – 1-10 years	0.61043	0.333	1.8341	0.067	1.8412
21-30 years – 1-10 years	2.02337	0.722	2.8026	0.005	7.5637
31-40 years – 1-10 years	2.97709	1.342	2.2198	0.026	19.6306

Omnibus likelihood ratio tests revealed that age (X^2 = 14.117, p-value=0.003<0.05), years of stay in the city (X^2 = 13.865, p=0.003), educational attainment (X^2 = 11.232, p-value=0.011<0.05), and monthly income (X^2 = 8.169, p-value=0.043<0.05) were all significant determinants of acculturation.

Specifically, migrant workers aged 51-60 years were significantly more likely to have lower levels of acculturation (β=-2.91949, p-value=0.010<0.05) when compared to migrant workers aged 18-28 years because younger individuals may be more adaptable and open to change compared to older workers. Also, elderly migrants may have undergone a more extensive period of cultural engagement in their native societies before their relocation, potentially impacting their views towards adaptability and their receptiveness to change. Similarly, migrant workers who had stayed between 21-30 years in the city (β=2.02337, p-value=0.005<0.05) and migrant workers

who stayed between 31-40 years in the city (β=2.97709, p-value=0.026<0.05) were significantly more likely to have higher levels of acculturation compared to migrant workers who only stayed in the city between 1-10 years given that staying in a city for an extended period allows individuals to accumulate a diverse range of experiences, both positive and challenging. These experiences contribute to a more comprehensive understanding of the local culture and help shape attitudes and behaviors. Interestingly, migrant workers who completed high school were significantly less likely (β=-1.51784, p-value=0.023<0.05) to have higher levels of acculturation compared to elementary graduate workers, given the fact that engaging with diverse viewpoints and backgrounds is a hallmark of higher education, especially at global institutions. These experiences broaden students' horizons and cultivate cultural understanding. Concerning monthly income, migrant workers who earn between 19,041- 38,080 Philippine pesos tend to significantly have higher levels of acculturation (β=1.68212, p-value=0.019<0.05) compared to migrant workers who earn less than 9,520 Philippine pesos considering that high earners may have social networks that are more diverse in terms of cultural backgrounds. Interacting with people from various cultures, both professionally and personally, provides ongoing opportunities for acculturation.

Data collected shows that sex (X^2=0.924, p-value=0.336>0.05), and civil status (X^2=0.184, p-value=0.668>0.05) with p-values greater than 0.05, are insignificant contributors defining Acculturation.

Considering the above-mentioned results, some studies claimed that educational attainment is the common determinant of Acculturation; Clendon & Walker (2012) also stated that age and educational attainment are consistently observed concerning acculturation.

V. CONCLUSION AND RECOMMENDATIONS

The study focused on internal migrant workers in the Philippines, predominantly young, single females with a college education, residing in urban areas for 1-10 years and earning a monthly income of 19,041-38,080 PHP. Their overall level of acculturation regarding role clarity, self-efficacy, and social acceptance was very high. Analyzing the relationship between acculturation and demographic profile revealed that age and years in the city are weak but significantly associated with role clarity. Monthly income and educational attainment had moderate associations. They were significant for self-efficacy, while monthly income, educational attainment, and years in the city showed weak but significant associations with social acceptance.

Furthermore, certain demographic profiles demonstrated significant distinctions in acculturation levels: age for role clarity and social acceptance, monthly income for self-efficacy and social acceptance, educational attainment for role clarity, self-efficacy, and social acceptance, and years in the city for self-efficacy and social acceptance. The determinants of acculturation were explored, highlighting that sex, civil status, and monthly income were unlikely to be significant determinants. In contrast, age, educational attainment, and years in the city were more likely to influence migrants' acculturation levels based on statistical significance.

The recommendations emphasize the need for employers to facilitate communication among migrant employees to enhance their integration into new workplaces. At the same time, companies should actively foster a migrant-friendly environment for improved interaction. Local governments are encouraged to develop policies and conduct seminars to assist internal migrants in adapting to urban life and understanding the dynamics of urban

employment. Future research should focus on specific areas within Metro Manila, individual companies, and job titles, employing alternative data collection methods and statistical treatments to identify predictors or significant explanatory variables in acculturation studies.

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