Randwick International of Education and Linguistics Science (RIELS) Journal
Vol. 4, No. 4, December 2023 | Page 954-964 |
https://www.randwickresearch.com/index.php/rielsj

Dedication Beyond Years: An Investigation of Aging Military Reservist Volunteers in Training

DOI: *https://doi.org/10.47175/rielsj.v4i4.857*

| Rachel L. Saladaga |

Saint Michael College of Caraga, Atupant St. Brgy. 4, Nasipit, Agusan del Norte, Philippines

26rlsaladaga@gmail.com

ABSTRACT

This study explores the impact of aging on the physical and cognitive capabilities, as well as the motivational factors, of military reservist volunteers in Agusan del Norte, Philippines. The objective is to assess how these factors affect the performance and motivation of aging reservists. Employing a descriptive correlational research design, the study examines the relationships among variables influencing reservists' effectiveness. The findings indicate a moderate decline in aging reservists' physical attributes, including strength, agility, and flexibility, and a similar trend in cognitive functions like memory and decision-making. However, these reservists effectively adapt their practices to mitigate aging impacts. Motivation is influenced significantly by both intrinsic factors, such as career advancement, and extrinsic factors, like the sense of comradeship, with the latter exerting a slightly greater influence. The study recommends that the Department of National Defense and the Armed Forces of the Philippines adopt adaptive training programs and cognitive enhancement workshops for aging reservists. Additionally, the Technical Education and Skills Development Authority and other educational bodies should develop veteran-focused programs and educational incentives to support career advancement and lifelong learning. The Department of Social Welfare and Development can further support aging reservists through community development projects, leveraging their experience and fostering a sense of purpose and community engagement.

KEYWORDS

Aging reservists; military volunteers; physical capabilities, cognitive functions; motivational factors; educational programs descriptive correlational research; Philippines

INTRODUCTION

In recent years, the dynamics of military service have undergone significant transformations, adapting to evolving global challenges and demographic shifts. Among these changes is the increasing reliance on military reservist volunteers, including many aging individuals. Military personnel's physical and cognitive capabilities have always been paramount to their operational effectiveness (McClung et al., 2023; Brunye et al., 2020; Jensel et al., 2020). However, as reservists age, these capabilities can undergo significant changes, impacting their performance and the roles they are able to fulfill (Angulo et al., 2020).

In addition, motivational factors play a critical role in the engagement and retention of reservist personnel (Weaver, 2016; Lordings, 2013). Understanding what drives older reservists to continue their service and how their motivations might differ from their younger

counterparts is crucial for developing strategies to maintain a robust and effective reservist force (Stammers & Chappel, 2017; Redmond et al., 2015).

A significant gap in the current research landscape is the lack of longitudinal studies focusing on aging military reservists. While cross-sectional studies provide valuable snapshots of physical, cognitive, and motivational factors at a single point in time, they fall short of tracking how these factors evolve as reservists age (Wang et al., 2017). Longitudinal studies are essential to understanding the progression of physical capabilities and cognitive functions over time, especially in relation to military duties and responsibilities. Additionally, there is a need to examine how motivational factors might change as reservists encounter different life stages and military experiences. Such longitudinal research would offer a more dynamic and nuanced understanding of the aging process in a military context, which is vital for developing effective long-term strategies for recruiting, training, and retaining aging reservists (Cozza et al., 2018).

This study delves into the impact of physical, cognitive, and motivational factors among aging military reservist volunteers. The outcomes of this study are expected to have significant implications for military policy and practice, particularly in the areas of training, deployment, and support systems for aging reservists. By shedding light on the interplay between physical, cognitive, and motivational factors, this research seeks to contribute to developing more inclusive and effective strategies for leveraging the valuable skills and experiences of aging military personnel.

LITERATURE REVIEW

The study was anchored on Baltes's (1987) lifespan developmental theory. This theory posits that development is a lifelong process, and individuals continue to evolve through a complex interplay of physical, cognitive, and socio-emotional factors across their lifespan.

Physical Development

Explore how physical aging impacts the training experiences of military reservists, and how these individuals adapt to maintain a high level of physical competence. This could also encompass an examination of the training regimens and how they are tailored to meet the changing physical capabilities of aging reservists.

Cognitive Development

Investigate the cognitive aspects of training and service among aging reservists, exploring how experience and knowledge accumulation over the years impact their training and service delivery. This might include looking at decision-making, problem-solving, and other cognitive processes involved in military training and operations.

Socio-emotional Development

Delve into the motivational underpinnings propelling the continued service of aging reservists. Explore the socio-emotional factors, such as a sense of duty, camaraderie, or personal and communal resilience that may influence their dedication and adaptability in the face of physical and cognitive changes.

Objective of the Study

The main purpose of the study was to assess the impact of physical and cognitive capabilities alongside motivational factors of aging military reservist volunteers in Agusan del Norte, Philippines.

RESEARCH METHODS

Research design

This study employed a descriptive correlational research design to explore and understand the relationships among variables associated with the effectiveness of antenatal education programs in improving maternal and neonatal health outcomes. The primary objective of descriptive correlational research is to understand the patterns of relationships among variables and provide a comprehensive summary of the collected data. According to Creswell and Creswell (2017), descriptive correlational research is commonly employed in quantitative studies to describe relationships between variables, and it is essential to select suitable statistical techniques for analyzing and interpreting the data.

Sample and Setting

The quantitative segment of the study encompassed a total of 50 military reservist volunteers. This sample size was considered adequate to provide meaningful insight into the impact of physical, cognitive, and motivational factors on the training performance and sustained service commitment among the reservists. This stratified sampling approach was pivotal as it ensured a balanced representation across the age spectrum, integral to unraveling the age-centric dynamics under investigation.

The delineation of age groups allowed for a nuanced exploration and comparison of how aging interacts with physical and cognitive capabilities and motivational factors in the context of military training and service commitment.

The study was conducted in Agusan del Norte, Philippines, a locale that hosts military installations and reservist training programs catering to a broad age range of volunteers. The setting provided a real-world environment where reservists' training performance and service commitment could be observed and analyzed amidst the contextual factors inherent to their service locale. With its military infrastructure, Agusan del Norte offered a pertinent environment to delve into the experiences of military reservist volunteers across different age groups, examining how they navigate the exigencies of military training regimens.

Research Instrument

To ensure the reliability and validity of the data collected, the researcher employed a range of validated research instruments. These tools underwent pilot testing before the full-scale study to assess their effectiveness in capturing the intended data and to make any necessary adjustments. The investigation into motivational dynamics was facilitated using validated scales to measure intrinsic and extrinsic motivation among the volunteers. Scales such as the Intrinsic Motivation Inventory (IMI) and the Work Extrinsic and Intrinsic Motivation Scale (WEIMS) were employed to delve into the motivational factors that drive these individuals.

Data Gathering Procedure

The data-gathering journey for the study necessitated a sequential, meticulous approach that began with securing approval from the pertinent military or institutional authorities. This initial step involved submitting a comprehensive research proposal delineating the study's objectives, methodology, and significance to ensure the research aligned with established guidelines and standards. Following approval, an ethical review was conducted by an Institutional Review Board (IRB) or an analogous ethics committee to ascertain the ethical standing of the research, especially given the involvement of human subjects. This scrutiny aimed to evaluate the potential risks, benefits, and ethical implications of the study, focusing on safeguarding the rights and well-being of the participants.

With ethical clearance obtained, the next critical step was to obtain informed consent from the prospective participants. This involved thoroughly explaining the study's objectives, procedures, potential risks, and benefits to the participants, ensuring they understood their participation. The provision of a consent form for participants to sign signified their voluntary agreement to partake in the study, establishing a foundation of trust and transparency.

Upon securing consent, the data-gathering phase commenced with administering the demographic questionnaire, followed by the physical and cognitive assessments. Adhering to standardized protocols and guidelines during these assessments was crucial for ensuring consistency and accuracy in data collection. Transitioning to evaluating motivational factors and sustained service commitment, the study leveraged validated scales, tailored questionnaires, or interviews to delve into these dimensions. Throughout this phase, maintaining open communication with the participants was essential to address any concerns and ensure a smooth data collection process. This structured, ethical, and transparent approach to the data-gathering procedures significantly contributed to the integrity and success of the study, providing invaluable insights into the training performance and service commitment of aging military reservist volunteers.

Data Analysis

Frequency and percentage- It was used to determine the profile of the aging military reservist volunteers.

Weighted Mean- It was used to determine the extent of the impacts of aging military reservists' physical and cognitive capabilities and motivations.

Descriptive statistics- These descriptive statistics, such as mean, median, and standard deviation, assess the levels of memory, problem-solving, and decision-making abilities.

Pearson R Correlation- The correlation analysis between age and physical performance metrics determined if there is a relationship between the profile of the respondents and physical and cognitive capabilities.

RESULTS AND DISCUSSION

Table 1. Summary on Extent of the Impacts of the Physical Capabilities of Aging Military Reservist

Indicators	Weighted Mean	Verbal Description	Verbal Interpretation
Physical Performance Metrics	2.65	Agree	Moderate Extent
Training Performance Metrics	2.69	Agree	Moderate Extent
Average Weighted Mean	**2.67**	**Agree**	**Moderate Extent**

Table 1 shows a summarized view of the overall impacts of aging on the physical capabilities of military reservist volunteers, with a focus on two key areas: Physical Performance Metrics and Training Performance Metrics.

Physical Performance Metrics have an average weighted mean of 2.65, which falls into the " Agree " category and "Moderate Extent." This indicates that there is a moderate level of agreement among the aging reservists that their physical performance has been affected by aging. This encompasses factors like strength, agility, flexibility, and the need for recovery time.

Training Performance Metrics show a slightly higher average weighted mean of 2.69, with a verbal description of "Agree" and a verbal interpretation of "Moderate Extent." This suggests a similar moderate consensus on the impact of aging on the reservists' ability to perform in training, which includes learning and mastering new routines, recovery time, and adapting training intensity.

The Average Weighted Mean for both categories is 2.67, which aligns with the verbal description "Agree" and the interpretation "Moderate Extent." This consolidates the findings from both categories, indicating that aging moderately affects physical and training performance. It reflects a recognition from the reservists that, while there are noticeable impacts of aging on their capabilities, these impacts are not overwhelming and can be managed with appropriate measures.

This summary shows that the reservists perceive a consistent pattern of moderate impact across different aspects of their physical and training performances due to aging. It underscores a shared understanding that while their capabilities are affected, they are not critically impaired and continue to adapt to maintain operational effectiveness (McClung et al., 2023).

Table 2. Summary on Extent of the Impacts of the Cognitive Capabilities of Aging Military Reservist Volunteers

Indicators	Weighted Mean	Verbal Description	Verbal Interpretation
Memory	2.72	Agree	Moderate Extent
Problem – Solving	2.86	Agree	Moderate Extent
Decision Making	2.94	Agree	Moderate Extent
Average Weighted Mean	**2.84**	**Agree**	**Moderate Extent**

Table 2 reveals a summarized view of the impacts of aging on the cognitive capabilities of military reservist volunteers, explicitly focusing on memory, problem-solving, and decision-making.

Memory has a weighted mean of 2.72, with the respondents agreeing to a moderate extent that their memory capabilities have been impacted by aging. This might refer to the effort required to remember training-related tasks or the increased frequency of forgetting names and details.

Problem-solving shows a higher weighted mean of 2.86, indicating that there is a slightly stronger agreement among the reservists that their problem-solving abilities have been affected by aging. This could reflect an increased challenge in solving complex problems or taking longer to devise strategies.

Decision Making has the highest weighted mean of 2.94, suggesting that the respondents feel the most impact of aging in this area, though still to a moderate extent. This could include aspects like the speed of making critical decisions or the confidence in one's decision-making process.

The Average Weighted Mean across all cognitive indicators is 2.84, which aligns with a verbal agreement of "Agree" and a verbal interpretation of "Moderate Extent." This average weighted mean indicates a consensus that there is a noticeable impact on cognitive functions due to aging among the military reservist volunteers, with the greatest impact perceived in decision-making.

This indicates that while reservists recognize the moderate effects of aging on their cognitive abilities, they continue to function effectively, possibly by adapting their

approaches or relying more on collaborative efforts. Despite the challenges posed by aging, they still retain a moderate level of cognitive capability to perform their duties (Angulo et al., 2020).

Table 3. The Level of Motivational Factors of the Aging Military Reservist Volunteers in terms of Intrinsic Motivation

Indicators	Weighted Mean	Verbal Description	Verbal Interpretation
Financial Compensation	2.64	Agree	Moderately High Level
Educational Compensation	3.18	Agree	Moderately High Level
Career Advancement	3.20	Agree	Moderately High Level
Average Weighted Mean	**3.01**	**Agree**	**Moderately High Level**

Table 3 evaluates the level of motivational factors of aging military reservist volunteers in terms of intrinsic motivation, focusing on financial compensation, educational benefits, and career advancement.

Financial Compensation has a weighted mean of 2.64, with a verbal description of "Agree" and a verbal interpretation of "Moderately High Level." This suggests that financial incentives significantly motivate aging reservists, though not the highest among the factors considered.

Educational Compensation shows a higher weighted mean of 3.18, indicating a stronger agreement among the reservists that educational opportunities provided as compensation are a substantial motivating factor for their service.

Career Advancement has a slightly higher weighted mean of 3.20, suggesting that the opportunity for career advancement is perceived as a very important motivator, possibly reflecting aspirations for growth or higher positions within the military reserves.

The Average Weighted Mean for these motivational factors is 3.01, aligning with a verbal agreement of "Agree" and a verbal interpretation of "Moderately High Level." This average indicates that these intrinsic motivational factors are quite significant in the respondents' decision to continue their service as they age.

This points out that aging military reservist volunteers find a moderately high level of motivation from financial and educational compensation and career advancement opportunities. These factors likely provide a meaningful incentive for their continued service and may be critical considerations for retention strategies within the military reserves. According to Settersten et al. (2018), academics might provide relevant interdisciplinary studies on the long-term effects of military service on later-life health and well-being, including motivation and retention.

Table 4. The Level of Motivational Factors of the Aging Military Reservist Volunteers in Terms of Extrinsic Motivation

Indicators	Weighted Mean	Verbal Description	Verbal Interpretation
Sense of Duty	3.44	Agree	Moderately High Level
Personal Growth	3.36	Agree	Moderately High Level
Comradeship	3.55	Strongly Agree	High Level
Average Weighted Mean	**3.45**	**Agree**	**Moderately High Level**

Table 4 addresses the extrinsic motivational factors influencing aging military reservist volunteers, focusing on their sense of duty, personal growth, and comradeship. Sense of Duty has a weighted mean of 3.44, with a verbal description of "Agree" and an interpretation of "Moderately High Level." This reflects a strong sense of commitment to their roles and responsibilities as reservists, suggesting that the sense of duty is a powerful motivator that resonates with their service ethos.

Personal Growth carries a weighted mean of 3.36, with a verbal description of "Agree" and an interpretation of "Moderately High Level." This indicates that the respondents value the opportunity for personal development and self-improvement provided by their service, which motivates them beyond mere financial or tangible rewards.

Comradeship has the highest weighted mean of 3.55, with a verbal description of "Strongly Agree" and a verbal interpretation of "High Level." This suggests that the bond between fellow servicemen and women is the strongest extrinsic motivator for the reservists, highlighting the importance of social connections and the shared experience of military service.

The Average Weighted Mean for these factors is 3.45, with a general agreement of "Agree" and an interpretation of "Moderately High Level." This suggests that while all the listed factors significantly motivate the reservists, the sense of belonging and shared purpose represented by comradeship is incredibly influential.

The data underscores that extrinsic motivational factors, particularly those that foster a sense of belonging and personal development, are critical in motivating aging reservists to continue their service. These factors are essential to consider in efforts to maintain morale and encourage the continued engagement of aging personnel in the reserves (Stammers & Chappel, 2017).

Table 5. The Level of Motivational Factors of the Aging Military Reservist Volunteers

Indicators	Weighted Mean	Verbal Description	Verbal Interpretation
Intrinsic Motivation	3.01	Agree	Moderately High Level
Extrinsic Motivation	3.45	Agree	Moderately High Level
Average Weighted Mean	**3.23**	**Agree**	**Moderately High Level**

Table 5 compares intrinsic and extrinsic motivational factors for aging military reservist volunteers, summarizing the overall motivation levels. Intrinsic Motivation has a weighted mean of 3.01, with the respondents agreeing that there is a "Moderately High Level" of intrinsic motivation. Intrinsic motivation refers to doing something because it is inherently interesting or enjoyable. In this context, it may relate to personal fulfillment, a sense of achievement, or alignment with personal values that the reservists derive from their service.

Extrinsic Motivation shows a higher weighted mean of 3.45, also agreed upon as a "Moderately High Level" of motivation. Extrinsic motivation involves completing a task or engaging in an activity because of external factors or rewards, such as pay, benefits, recognition, or camaraderie.

The Average Weighted Mean across intrinsic and extrinsic motivational factors is 3.23, with a consensus of "Agree" and an interpretation of "Moderately High Level." This suggests that internal and external motivational factors significantly motivate aging reservists, with external factors having a slightly higher influence overall.

The data indicates that while intrinsic factors are essential, extrinsic factors, particularly those related to social connections and recognition, have a greater influence on the reservists' motivation to continue serving. This comprehensive view of motivation emphasizes the need

for a balanced approach to supporting aging reservists, recognizing, and nurturing their personal and professional aspirations and contributions (Redmond et al., 2015).

Table 6. Test on Relationship between the Profile of the Aging Military Reservist Volunteers and their Physical Capabilities

Variable 1	Variable 2	Correlation Coefficient	p-value	Decision	Interpretation
Age	Physical Capabilities	-.050	.753	Accept H_o	There is no significant relationship between the profile of aging military reservist volunteers and their physical capabilities.
Gender		.147	.348	Accept H_o	
Marital Status		.259	.094	Accept H_o	
Educational Attainment		.149	.340	Accept H_o	
Length of Service		.101	.519	Accept H_o	
Rank		-.071	.651	Accept H_o	

Table 6 shows the correlation between the profile of aging military reservist volunteers and their physical capabilities. The correlation between age and physical capabilities has a correlational coefficient of -.050 (negatively moderate correlation) with a significance of .753 (p-value > 0.05), whereas gender and physical capabilities has a correlational coefficient of .147 (negligible correlation) with a significance of .348 (p-value >0.05), the marital status and physical capabilities has a correlational coefficient of .259 (low correlation) with a significance of .094 (p-value >0.05), as to educational attainment and physical capabilities has a correlational coefficient of .149 (negligible correlation) with a significance of .340 (p-value >0.05), whereas the length of service and physical capabilities has a correlational coefficient of .101 (negligible correlation) with a significance of .519 (p-value >0.05), rank and physical capabilities has a correlational coefficient of -.071 (negatively high correlation) with a significance of .651 (p-value >0.05).

Since all of the correlations of the profile of aging military reservist volunteers and their physical capabilities have a p-value greater than the significance of $\propto = 0.05$ which accept the null hypothesis, therefore, there is no significant relationship between profile of aging military reservist volunteers and their physical capabilities.

Table 7. Test on Relationship between the Profile of the Aging Military Reservist Volunteers and their Cognitive Abilities

Variable 1	Variable 2	Correlation Coefficient	p-value	Decision	Interpretation
Age	Cognitive Abilities	-.240	.121	Accept H_o	There is no significant relationship between profile of aging military reservist volunteers and their cognitive abilities.
Gender		.092	.559	Accept H_o	
Marital Status		.102	.515	Accept H_o	
Educational Attainment		.166	.287	Accept H_o	
Length of Service		-.052	.741	Accept H_o	
Rank		-.370	.015	Accept H_o	

Table 7 shows the correlation between the profile of aging military reservist volunteers and their cognitive abilities. The correlation between age and cognitive abilities has a correlational coefficient of -.240 (negatively low correlation) with a significance of .121 (p-value > 0.05), whereas gender and cognitive abilities has a correlational coefficient of .092 (very high correlation) with a significance of .559 (p-value >0.05), the marital status and cognitive abilities has a correlational coefficient of .102 (negligible correlation) with a significance of .515 (p-value >0.05), as to educational attainment and cognitive abilities has a correlational coefficient of .166 (negligible correlation) with a significance of .287 (p-value >0.05), whereas the length of service and cognitive abilities has a correlational coefficient of -.052 (negatively moderate correlation) with a significance of .741 (p-value >0.05), rank and cognitive abilities has a correlational coefficient of -.370 (negatively low correlation) with a significance of .015 (p-value >0.05).

Since all of the correlations of the profile of aging military reservist volunteers and their cognitive abilities have a p-value greater than the significance of $\propto = 0.05$ which accept the null hypothesis, therefore, there is no significant relationship between profile of aging military reservist volunteers and their cognitive abilities.

Table 8. Test on Relationship between the Profile of the Respondents and the Motivational Factors of Aging Military Reservist Volunteers

Variable 1	Variable 2	Correlation Coefficient	p-value	Decision	Interpretation
Age	Motivational Factors of Aging Military Reservist Volunteers	-.099	.528	Accept H_o	There is no significant relationship between the profile of the respondents and the motivational factors of the military reservist volunteers
Gender		-.336	.028	Accept H_o	
Marital Status		-.127	.419	Accept H_o	
Educational Attainment		-.002	.990	Accept H_o	
Length of Service		.049	.754	Accept H_o	
Rank		-.127	.419	Accept H_o	

Table 8 shows the correlation between the profile of the respondents and the motivational factors of aging military reservist volunteers. The correlation between age and the motivational factors of aging military reservist volunteers has a correlational coefficient of -.099 (negatively very high correlation) with a significance of .528 (p-value > 0.05), whereas gender and the motivational factors of aging military reservist volunteers has a correlational coefficient of -.336 (negatively low correlation) with a significance of .028 (p-value >0.05), the marital status and the motivational factors of aging military reservist volunteers has a correlational coefficient of -.127 (negatively negligible correlation) with a significance of .419 (p-value >0.05), as to educational attainment and the motivational factors of aging military reservist volunteers has a correlational coefficient of -.002 (negatively negligible correlation) with a significance of .990 (p-value >0.05), whereas the length of service and the motivational factors of aging military reservist volunteers has a correlational coefficient of .049 (positively moderate correlation) with a significance of .754 (p-value >0.05), rank and the motivational factors of aging military reservist volunteers has a correlational coefficient of -.127 (negatively negligible correlation) with a significance of .419 (p-value >0.05).

Since all of the correlations of the profile of the respondents and the motivational factors of the military reservist volunteers have a p-value greater than the significance of $\propto = 0.05$ which accept the null hypothesis, therefore, there is no significant relationship between the profile of the respondents and the motivational factors of the military reservist volunteers.

CONCLUSION

The findings reveal that aging reservists experience a moderate decline in physical attributes and training performance, affecting strength, agility, flexibility, and recovery times. Despite these changes, they continue to perform effectively by adapting their practices, suggesting that targeted support systems could further assist in mitigating the impacts of aging.

In addition, cognitive functions such as memory, problem-solving, and decision-making also show moderate aging effects. Decision-making is notably impacted, with aging reservists experiencing decreased speed and confidence. Emphasis on cognitive support and collaborative approaches may be essential to help preserve cognitive performance in operational tasks.

Moreover, intrinsic motivators like financial and educational benefits and career advancement opportunities significantly influence reservist motivation, with career advancement being particularly motivating. Extrinsic motivators, especially the sense of comradeship, are also pivotal, indicating the importance of social bonds and a shared sense of purpose in motivating reservists to continue their service. Furthermore, reservists display a moderately high level of motivation, with extrinsic factors exerting a slightly greater influence than intrinsic factors. This suggests the necessity of policies that foster both types of motivation to maintain the engagement and retention of aging military reservists.

RECOMMENDATIONS

Based on the data gathered, it was recommended that the Department of National Defense (DND) and the Armed Forces of the Philippines (AFP) be advised to adopt a proactive approach to support their aging reservist volunteers. Implementing adaptive physical training programs is crucial, with regimens tailored to accommodate older reservists' changing strength, agility, and flexibility needs while providing adequate recovery times. Additionally, updating training methodologies to incorporate age-appropriate learning strategies will ensure that training remains effective and considerate of the aging process. Furthermore, introducing cognitive enhancement workshops focused on memory retention, problem-solving, and decision-making can address the moderate cognitive challenges aging reservists face, aiding them in maintaining operational readiness.

In addition, the Technical Education and Skills Development Authority (TESDA) can contribute to these efforts by developing career-advancement courses that cater to the reservists' aspirations for growth, acknowledging that career progression is a significant motivator. Moreover, offering educational incentives through scholarships or grants can empower reservists to pursue further education, thus enhancing their service capabilities.

For the Commission on Higher Education (CHED) and State Universities and Colleges (SUCs), there is an opportunity to design veteran-focused educational programs that specifically cater to the needs of aging reservists. These programs should emphasize personal and professional development and facilitate the recognition of prior learning, allowing reservists to translate their military experiences into academic credit.

The Department of Education (DepEd) should aim to recognize the value of military training and experiences by incorporating them into the educational curricula. This acknowledgment not only validates the experiences of reservists but also enriches the learning environment with diverse perspectives.

The Department of Social Welfare and Development (DSWD) can enhance the well-being of aging reservists by integrating them into community development projects. Such initiatives can leverage the reservists' sense of duty and desire for camaraderie, thus fostering a sense of purpose and community engagement.

Moreover, across all educational sectors, there should be a strong push for lifelong learning, advocating for policies emphasizing the importance of ongoing personal growth. Additionally, creating environments that encourage social interaction among aging learners will capitalize on the high motivational value of comradeship, further enhancing their educational and service experience.

REFERENCES

Angulo, J., El Assar, M., Álvarez-Bustos, A., & Rodríguez-Mañas, L. (2020). Physical activity and exercise: Strategies to manage frailty. Redox biology, 35, 101513.

Baltes, P. B. (1987). Theoretical propositions of life-span developmental psychology: On the dynamics between growth and decline. Developmental psychology, 23(5), 611.

Brunyé, T. T., Brou, R., Doty, T. J., Gregory, F. D., Hussey, E. K., Lieberman, H. R., & Yu, A. B. (2020). A review of US Army research contributing to cognitive enhancement in military contexts. *Journal of Cognitive Enhancement, 4*, 453-468.

Cozza, S. J., Knobloch, L. K., Gewirtz, A. H., DeVoe, E. R., Gorman, L. A., Flake, E. M., & Lerner, R. M. (2018). Lessons learned and future recommendations for conducting research with military children and families. A battle plan for supporting military families: Lessons for the leaders of tomorrow, 265-287.

Jensen, A. E., Bernards, J. R., Jameson, J. T., Johnson, D. C., & Kelly, K. R. (2020). The benefit of mental skills training on performance and stress response in military personnel. Frontiers in psychology, 10, 2964.

Lording, J. K. (2013). Paid volunteers-investigating retention of Army Reservists (Doctoral dissertation).

McClung, J. P., Beckner, M. E., & Farina, E. K. (2023). Assessing the physiological basis for resilience in military personnel. Stress and Health, 39(S1), 33-39.

Redmond, S. A., Wilcox, S. L., Campbell, S., Kim, A., Finney, K., Barr, K., & Hassan, A. M. (2015). A brief introduction to the military workplace culture. Work, 50(1), 9-20.

Settersten Jr, R. A., ALDwIN, C. M., & Spiro III, A. (2018). Aging veterans and long-term outcomes of military service: Implications for practice and policy.

Stammers, T., & Chappel, J. (2017). An Analysis of Christopher R. Browning's Ordinary Men: Reserve Police Battalion 101 and the Final Solution in Poland. CRC Press.

Wang, M., Beal, D. J., Chan, D., Newman, D. A., Vancouver, J. B., & Vandenberg, R. J. (2017). Longitudinal research: A panel discussion on conceptual issues, research design, and statistical techniques. Work, Aging and Retirement, 3(1), 1-24.

Weaver, M. W. (2016). Minority Reserve Officer Training Corps Officer Candidate Recruitment and Retention: A Gap Analysis (Doctoral dissertation, University of Southern California).