



Assessment on the Level of Job Stress of the Police Officers during Pandemic in Tagum City

Glezie F. Parcon^{1*}, Amparo L. Besgas², Rica Almazan³, JullieLibres⁴, Justin Jay Olbes⁵

^{1*,2,3,4,5}Department of Criminal Justice Education, University of Mindanao-Tagum College, Philippines

Email: ²amparo.besagas@umindanao.edu.ph, ³almazanrica23@gmail.com,
⁴j.libres.120532.tc@umindanao.edu.ph, ⁵olbesjustin@gmail.com
Corresponding Email: ^{1*}glezie.parcon@umindanao.edu.ph

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Abstract: Law enforcement is frequently considered a challenging profession. Given that police officers are constantly under stress this study was conducted. This study sought to assess job stress of police officers in Tagum City. The study employed a quantitative design which involved 200 police officers. Results show that job stress of police officers reached a descriptive level of high ($x=4.09$). This is based on the following indicators: Emotional wellbeing ($x=4.19$), Physical health ($x=4.06$), Job performance ($x=4.00$) All of which garnered a descriptive level of high. From these results, an intervention program was made.

Keywords: Job Stress, Job Performance, Law Enforcers, Pandemic.

1. INTRODUCTION

The field of law enforcement is a demanding profession. However, as the COVID-19 Pandemic hit the challenges within the field exponentially. Given the current situation, job related stress increased on the end of police officers. Thus significantly affecting their duties [1].

Several studies were able to document the adverse effects of stress on police officers. One study identified that the long working hours, are the potential stressors that the police officers. This may result to their burnout[2]. Another study found that as job stressors increases this also increases the risk of mental health morbidities. This may endanger public safety[3]. Moreover, occupational stress hinders job efficacy in the environmental workplace



and overall work satisfaction and job turnover were strongly predicted by organizational fit. [4]

The urgency of the study is anchored on the need to evaluate job stress as experienced by police officers of Tagum City. A previous study explored stress of police officers [5]. However, the scope of the previous study was the entire region of Davao del Norte. The study is distinct since it will focus only on police officers in Tagum city. Moreover, the present circumstances of the pandemic make it more crucial to study job stress of police officers. The study also hopes to provide a contribution of existing knowledge in the field of law enforcement and job stress. Hence, this study was initiated by the researchers.

2. METHODOLOGY

The study is quantitative by design. A quantitative design was used since the study involved gathering numerical data that would undergo statistical treatment. The study sought to assess the level of job stress of police officers during pandemic in Tagum City. 200 active Police Officers of PNP Station in Tagum City were selected as participants. This follows the acceptable sample size for quantitative studies [6]. Other studies opted to go beyond the acceptable sample size [7-9]. Such was the case for this study.

The research instrument used is a revised Quality of Work Life Questionnaire developed by the researchers from the National Institute of Occupational Safety and Health (NIOSH) and the Institute for Social Research at the University of Michigan as this test is used to assess job-related stresses to measure job-related stresses.

3. RESULT AND DISCUSSION

a. Assessment of the level of Job Stress of Police Officers in Tagum City

Table 1 shows the assessment of the level of job stress of Police officers in Tagum City. Results show that all mean scores got a high descriptive level with a corresponding overall mean ($x=4.09$). Moreover, all indicators (Employees Emotional well-being $x=4.19$, Physical health 4.06 and Job Performance 4.0) received a high descriptive level. This implies that the level of Job stress of the police officers in Tagum City is much evident. Similarly, job stress for police officers increased and can be attributed to COVID-related demands. Police officers were required to follow social distancing protocols which meant that police had to avoid extended contact with their family [10]. The reduced interaction with family members resulted to stress and some symptoms of depression [11].

Table 1. Assessment of the level of Job Stress of Police Officers in Tagum City

| Indicators | X | SD | Descriptive Level |
|--------------------------------|----------|-----------|--------------------------|
| Employees Emotional well-being | 4.19 | 0.36 | High |
| Physical Health | 4.06 | 0.39 | High |
| Job Performance | 4.00 | 0.43 | High |



| | | | |
|---------|------|------|------|
| Overall | 4.09 | 0.34 | High |
|---------|------|------|------|

Among the three Indicators, the Employees emotional well-being got the highest mean ($x=4.19$), followed by Physical Health ($x=4.06$) and Job Performance got the lowest Mean (4.0). Police officers must not be given over workloads, pressure, and stressors that will affect their emotional health, physical health, and job performance, and that may lead to their poor performances in their respective workplace and relationship to their workmates. Previous studies show that overextended work hour affected police officers in both physical and psychological health. This may even endanger not just the police but also the larger public [12].

4. CONCLUSION

Result revealed that the overall mean score of Job Stress of Police Officers in Tagum City with high, this means that Job stress may affect emotional health, physical health and even job performance of every police officers particularly during pandemic. Thus, good, or negative workplace qualities results in various cognitive and behavioural effects such as worker motivation and job satisfaction.

Recommendations

Given the results of the study, the following recommendations were made:

1. An intervention program can be designed to address the high levels of job stress. The program should be anchored on the three areas (Employees Emotional well-being, Physical Health and Job Performance). Moreover, the program should be evaluated by experts in the field to ensure the validity of the intervention program.
2. Future studies can be conducted to explore the limitations of this study. Future researchers may investigate other variables related to police officers and job stress. Aside from other variables, other designs may be used to contribute the rich knowledge of law enforcement and job stress.

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