

Police Stress, Spirituality and Individual Work Performance of Commissioned Officers in Davao Region

Brenda P. Prato¹ and Nestor C. Nabe²

^{1,2}University of Mindanao

Abstract— This study explored the relationship between police stress, spirituality and individual work performance among Davao Region. This study utilized a quantitative designed that involved 217 police commissioned officers. The statistical tools used mean and Pearson r. Police Stress revealed an overall mean of ($x=3.25$), spirituality got an overall mean score ($x=4.32$) and individual work performance obtained an overall mean ($x=4.20$). Using Pearson-r it indicated a non-significance between police stress and individual work performance however it revealed a significant relationship between spirituality and individual work performance. Results show that police stress.

Keywords— Criminal Justice, Police Stress, Spirituality, Individual Work Performance, Philippines

INTRODUCTION

Individual work performance defined as “employee behaviours or actions that are relevant of the goals of the organization”, it is an important outcome measure in studies in the workplace.

Employees’ performance matters much to the survival and competitiveness of any organization.

The vision and mission of an organization can be achieved only through employees who are willing to exert effort and extra effort to carry out their duties and responsibilities assigned to them. (Abun et.al, 2021).

Performance is affected by different factors at work place. Employees’ work performance is a crucial aspect in the survival of the organizations. Some organizations’ outputs have dwindled as a result of job performance of employees, in some cases leading to high turnover (Tembur, 2017; Apoi & Latip, 2019).

Studying individual work performance among the police personnel is essential since they implement policing which considered to be a high-stress profession that can greatly affect the officer’s well-being as well as their performance.

Stress can impact an officer’s decision- making and response to critical response incidents.

High levels of stress may lead to poor judgement and impulsivity that leads to poor performance of every

police officers which can directly affect the public safety (Phillips-Wren & Adya, 2020).

Spirituality in the workplace plays a major role in providing a new lens through which employees assign meaning to day-to-day work experiences.

For instance, spirituality provides a positive effect on employee outcomes by increasing the meaningfulness accrued from work and perceived control over goal accomplishment, suggesting that spirituality performs a role as a personal resource with motivational potential and leads to high work engagement and job performance.

Employees with a higher spirituality tend to have the well-being and a better quality of life since they have higher levels of hope, optimism, gratitude, and compassion. (Moon et.al, 2018).

This study aims to determine the significance of police stress and spirituality on individual work performance among police commissioned officers in Davao Region.

Specifically, this study seek to answer the following questions: First, to determine the level of police stress, spirituality and individual work performance of police commissioned officers in Davao region and second, to determine the significance of the relationship between exogenous variable and endogenous variable.

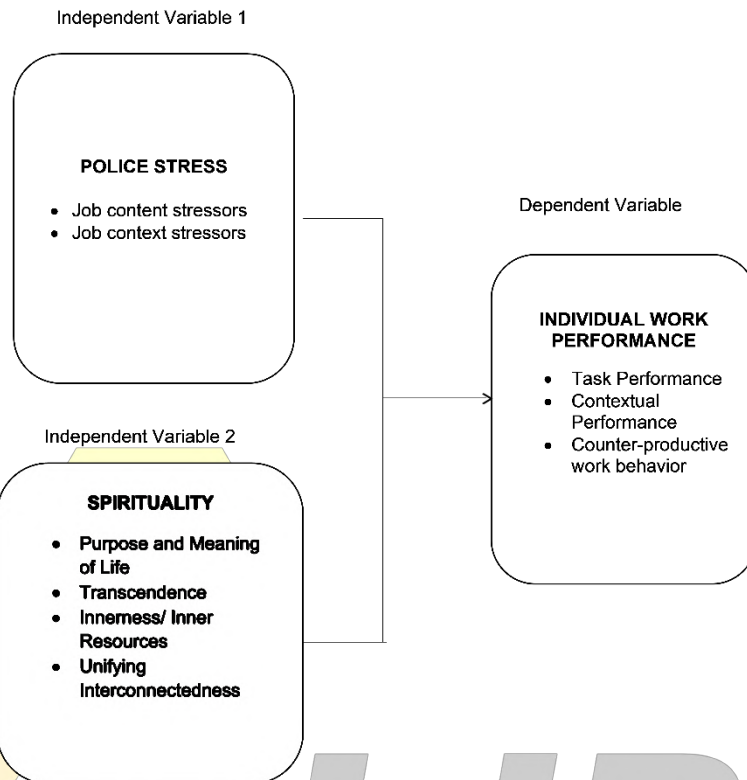


Figure 1. Conceptual Framework of the Study

METHODS

The respondents of this study were police commissioned officers in Davao region; a total of 217 commissioned police officers were the respondents of this study since the total population of the commissioned officers in Davao region is 493 as of December 2023. The number of respondents was based on the Rao soft sampling calculator. According to VanVoorhis and Morgan (2007), sample sizes around 200 can be sufficient for many types of quantitative research, particularly when working with smaller or limited populations.

This study used stratified random sampling technique, wherein only the available and willing police commissioned officers of the mentioned police organizations were the respondents of this study. This technique is commonly employed when analyzing data from various subgroups or strata, enabling researchers to efficiently obtain a sample population that accurately represents the entire population under study (Nguyen et.al, 2021).

The study was conducted in Davao Region, which consists of one (1) Police Regional Office, five (5) Provincial Police Offices namely Davao Norte Police

Provincial Office, Davao de Oro Police Provincial Office, Davao Oriental Police Provincial Office, Davao Sur Police Provincial Office and Davao Occidental Police Provincial Office, and one (1) City Police Office—the Davao City Police Office.

The study employed non-experimental quantitative research using correlational technique. A correlational design is a statistical test used to determine the tendency or pattern for two (or more) variables or sets of data to vary consistently (Creswell, 2012). A correlational study is a type of research design where a researcher seeks to understand what kind of relationships are naturally occurring between one variable to another (Seeram, 2019).

During the first phase, the researcher asked permission to conduct the study from the Police Regional Office XI (PRO XI). After getting the approval, the researcher proceeded to the different Police Provincial offices and conducted survey on the police commissioned officers. The administration of the survey was conducted through personal and via online with the use of google form. All information about the study and the instruction on how to answer the questionnaires were incorporated in the

instrument for guidance. Collation and tabulation of data was done after retrieving all the filed-out questionnaires. Data scrubbing was performed to eliminate the impacts of outliers during the analysis. After which, the data was sent to a credible statistician for analysis and interpretation.

RESULTS AND DISCUSSION

Based on respondents’ responses to the level of stress, spirituality and individual work performance, the facts and conclusions presented in this chapter are based on their responses. This is the order of the discussions on the aforementioned subject: level of police stress; level

of spirituality; level of individual work performance; the significance of the relationship between police stress, spirituality and individual work performance of the Police Commission Officers in Davao Region.

Level of Police Stress

The level of Police Stress of Police Commissioned Officers is illustrated in Table 1.

The general mean score on Police Stress is 3.25 with a standard deviation of 0.75, described as moderate. This implies that stress among Police Commissioned officers in Davao Region is moderately manifested.

Table 1. Level of Police Stress

Indicators	SD	Mean	Descriptive Level
Job Content Stressors	0.78	3.34	Moderate
Job Context stressors	0.85	3.15	Moderate
Over-all	0.75	3.25	Moderate

This is supported by Cheung and Li (2023), the nature of police work is inherently stressful, officers are managing to cope effective, preventing stress from reaching debilitating levels. In addition, Dawson (2019) emphasizes that organizational and operational stressors do affect officers, but they are trained and expected to manage these stressors while fulfilling their responsibilities. Hence, police work is stressful, however they were trained and prepared to face every stressful situation in order to carry out their function.

Level of Spirituality

Table 2 shows the level of Spirituality of police commissioned officers. The overall mean rating of 4.32 with a standard deviation of 0.42 is very high, this means that the spirituality is very much manifested among the police commissioned officer in Davao Region. Purpose and Meaning of Life got the highest mean of 4.62 while Transcendence got the lowest mean of 4.13 with the standard deviation of 0.61 and with a descriptive equivalent of high.

Table 2. Level of Spirituality

Indicators	SD	Mean	Descriptive Level
Purpose and Meaning of Life	0.46	4.62	Very High
Transcendence	0.61	4.13	High
Innerness	0.58	4.25	Very High
Unifying	0.55	4.27	Very High
Interconnectedness	0.42	4.32	Very High
Over-all			

Spirituality in the workplace fosters a sense of purpose, integrity, and emotional well-being, which can be particularly beneficial in high-stress professions like law enforcement. Officers who embrace spirituality often exhibit improved job satisfaction, resilience, and overall performance.

spirituality in fostering a healthy work-life balance and a greater sense of self-awareness among officers.

It is evident as Robinson (2019) states that officers who integrated spirituality into their lives experienced better stress management, improved job performance, and enhanced decision-making. It emphasizes the role of

Strong Spiritual foundation can help officers cope with the challenges and stresses of their job, thereby enhancing their performance and overall well-being (Chirico et.al, 2023)

Level of Individual Work Performance

Individual work performance among police officers is crucial for several reasons, including the effectiveness

of law enforcement, officer well-being, and public safety.

Presented in Table 3 is the level of individual work performance of Police Commissioned Officers in Davao Region. The over-all mean rating of 4.20 with the standard deviation of 0.47 falls into a very high descriptive equivalent. This means that the individual work performance among the Police Commissioned Officers in Davao region is very much manifested. Task

performance got the highest mean of 4.33 with a standard deviation of 0.55 and a descriptive equivalent of very high while Counter-productive behavior got the lowest mean of 1.98 with a standard deviation of 0.60 and with a descriptive equivalent of low. However, to ensure the consistency of the positive results in individual work performance, the normalized score for counter-productive behavior which is 4.15 was used to calculate the overall mean for this variable.

Table 3. Level of Individual Work Performance

Indicators	SD	Mean	Descriptive Level
Task Performance	0.55	4.33	Very High
Contextual Performance	0.58	4.14	High
Counter-Productive Performance	0.60	1.98	Low
Over-all	0.47	4.21	Very High

Empowering leadership significantly impacts the conscientiousness and task performance of police officers.

When officers feel empowered, they are more likely to perform their duties with higher motivation and efficiency. Empowerment leads to better individual performance and workgroup effectiveness, which is critical for achieving the goals of police departments. (Hassan et.al, 2018)

Great leadership fosters an environment where police officers are motivated to perform at their best, contributing to overall mission accomplishment. The principle of having the right personnel in the right roles is essential for maximizing performance and achieving the organizational vision.

Significance between Police stress, Spirituality and Individual Work Performance

The result of this particular item, was obtained through correlation analysis, the correlation is reflected in table 4. It is shown in Table 4 that there is no significance in relationship with police stress and individual work performance with the r-value of 0.085 and a p-value of 0.209 ($p > .05$). Thus, accepting the hypothesis stating that there is no significant relationship between police stress and individual work performance.

However, Spirituality was significantly related to individual work performance with the r – value of 0.071 and a p-value of 0.003 ($p < .05$). This therefore rejects the hypothesis stating that there is no significant relationship between spirituality and individual work performance.

Table 4. Significance between Police Stress, Spirituality and Individual Work Performance

Variable	Individual Work Performance			
	r value	p- value	Sig. Level	Decision
Police Stress	0.085	.209*	No-significant	Accept Ho
Spirituality	0.071	.003*	Significant	Reject Ho

The findings of the study between police stress and individual work performance is congruent with the statements of Cheung and Li (2023) who claims that stress does not significantly affect the performance of police officers.

Furthermore, Segovia (2022) states that police work is inherently stressful, the impacts of this stress on performance can be mitigated through effective wellness programs and organizational support. It

emphasizes that perceived level of stress does not always translate directly to decreased performance.

On the relationship between spirituality and individual work performance, studies have shown a positive correlation between spirituality and individual work performance among police officers. Spirituality often provides with a sense of purpose, resilience and ethical grounding, which can enhance their work performance. For instance, Basinska and Daderman (2019) claim that police officers who incorporate spirituality into their lives tend to have higher levels of job engagement and lower levels of burnout. This correlation is attributed to the ability of spirituality to foster a positive outlook and personal resilience, crucial for managing the demands of police work.

The findings of this study strengthened the claims of Jaffar et.al (2018), they stated that spirituality plays a significant role in enhancing work engagement among police officer.

CONCLUSION AND RECOMMENDATION

The study investigated the levels of police stress, spirituality and individual work performance of Police Commissioned officers in Davao region. The findings indicate that the police commissioned officers experienced stress at moderate level which means that stress is moderately manifested by the respondents.

The moderate rating of police stress among the police commissioned officers suggests that there is need to mitigate the level of stress among the police officers. Addressing the moderate levels of stress experienced by police officers requires a comprehensive and multifaceted approach.

By enhancing training programs, improving the work environment, promoting work-life balance, providing access to mental health resources, fostering a positive organizational culture, conducting regular stress assessments, and developing physical fitness and wellness programs, law enforcement agencies can effectively manage and reduce stress among their officers. These recommendations aim to create a supportive and resilient workforce capable of handling the demands of their critical roles.

In terms of spirituality, the police commissioned officers exhibited a very high level of spirituality which means that spirituality is much integrated into their lives.

The very high rating of Spirituality, to further maintain this level, the organization may continue to implement Spiritual Development programs that support and enhance the spiritual well-being of the police officers. Mindfulness, meditation and other spiritual exercise can be taught to help manage stress and improve resilience, furthermore, creating a work environment that supports the spiritual needs of officers is encouraged. Open discussions about spirituality and provide resources and spaces for spiritual practice within the workplace

Likewise, individual work performance among the police commissioned officers obtained a very high rating, which means that police commissioned officers in Davao region displays a good quality on their work performance. This should be maintained by providing training on personal development, productivity habits and emotional well-being which includes various coping mechanisms and stress management techniques.

In terms on the relationship between independent variables and dependent variables, result of the study revealed a no-significance on police stress and individual work performance aligning on the research conducted by Cheung and Li (2023) and Segovia (2022). This indicates that while police work is inherently stressful, this stress does not directly translate to decrease the performance of the police officers, and its impact can be mitigated through effective wellness programs, organizational support and individual coping mechanisms.

Conversely, spirituality and individual work performance shows a positive correlation. This finding underscores the importance of fostering spirituality among police officers as higher levels of spirituality are associated with better work performance. This aligns with the insights of Jaffar et.al (2018) indicating that higher spiritual intelligence is linked to increased work engagement and better job performance.

The results of this study suggest that while police stress is moderate, the very high levels of spirituality and individual work performance among police commissioned officers are significant positive factors that likely contribute to their overall well-being and job effectiveness.

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