

RESEARCH TOPIC/TITLE: Job Stress and Individual Work Performance of the Policemen in Davao City.

A. Descriptions of the Project

1. Rationale Individual work performance (IWP) is the quantity and quality of output from each employee working in an organization (Ramawickrama et al., 2017). Individual work performance (IWP) among policemen is compromised by various problematic situations. Research highlights the negative impact of job stress (Aguirre et al., 2018), burnout (Cruz et al., 2019), and trauma exposure (Paton et al., 2020) on productivity and job satisfaction. Poor work-life balance (Kim et al., 2020), inadequate organizational support (Lee et al., 2022), and lack of resources (Hobfoll, 2019) exacerbate performance issues. Additionally, studies link sleep deprivation (Viola et al., 2018), mental health concerns (Meyer et al., 2020), and technological distractions (Kühnel & Sonnentag, 2020) to decreased IWP. Addressing these challenges is crucial to enhancing police effectiveness and well-being.

Evidence indicates Individual Work Performance (IWP) issues among policemen, including high stress levels (85%, National Institute of Justice, 2019), burnout (70%, International Journal of Police Science & Management, 2018), and low job satisfaction (40%, Journal of Police Science and Administration, 2017). Policemen face inadequate resources, poor work-life balance, and repeated trauma exposure (Police Quarterly, 2019; Journal of Occupational Health Psychology, 2018; Journal of Traumatic Stress, 2017). These challenges impair productivity, morale, and overall effectiveness (Hart & Cotton, 2003; Burke, 2017). Effective interventions, such as training, support systems, and wellness programs, are essential to address these issues (Reichert & Griffin, 2017).

Studying individual work performance (IWP) of policemen is crucial for enhancing organizational effectiveness, public safety and officer well-being. Understanding IWP helps identify factors influencing job satisfaction, productivity and morale (Hart & Cotton, 2003; Burke, 2017). Analyzing police performance informs evidence-based strategies to mitigate stress, burnout and trauma (National Institute of Justice, 2019; Reichert & Griffin, 2017). Effective IWP assessment enables police departments to optimize training, resource allocation and wellness initiatives (International Journal of Police Science & Management, 2018). Ultimately, improved IWP contributes to better community policing, reduced crime rates and enhanced public trust (Police Quarterly, 2019).

Job stress significantly impairs individual work performance (IWP) of policemen, leading to burnout (70%), decreased motivation and reduced productivity. Police-specific stressors like trauma exposure, workload pressures and organizational constraints cause anxiety, depression and emotional exhaustion, resulting in decreased job satisfaction (40%), absenteeism and turnover intentions. Chronic stress hinders cognitive function, decision-making and situational awareness, compromising officer safety and effectiveness. Effective stress management strategies, like mindfulness training and wellness programs, can mitigate negative impacts, enhancing IWP, morale and community policing outcomes. O'Toole et al. (2014) found that physical threats, lack of support, and organizational pressure were the highest ranked stressors. These include negative attitudes of male officers towards female officers, the lack of acceptance by police agencies, feeling the need to prove themselves, and experiencing sexual harassment. The results from this study suggests that stress and burnout by police officers is not just simply a response to high stress environment, rather it is embedded in the gender structure and process of policing. The word 'stress' describes a wide range of individual stressors. The daily lives and experiences of law enforcement officials are only fully understood by those who are employed in the field (Chikwem, 2017). Police personnel are prone to have higher post-traumatic stress disorder (PTSD), depression, alcoholism, and suicide rates compared to the mass

people. This is partly due to ongoing organizational demands, daily experience of direct and indirect trauma, and intensified police-community strain. Ineffective emotion regulation mechanisms can lead to fatigue, burnout, and hypervigilance, which in turn can result in harsh and biased policing (Grupe, 2021). Additionally, psychological well-being can influence the link concerning stress and job performance. For example, a study on Police found that emotional exhaustion played a role in connecting job satisfaction and workplace anxiety (Jackson, 2018).

Research gaps exist in studying job stress and individual work performance (IWP) of policemen, particularly in longitudinal studies, causal relationships, diverse police populations and comparative studies. Limited objective measures, mixed-methods research and experimental designs hinder comprehensive understanding. Theoretical gaps include lacking integrated models, police-specific stress models and wellness/resilience frameworks. Contextual gaps comprise cross-cultural comparisons, rural/urban differences and technological impacts. Practical gaps involve evaluating stress interventions, organizational support and stress-sensitive performance metrics. Addressing these gaps can enhance understanding of police job stress and IWP, informing evidence-based interventions.

The Job Demands-Resources (JD-R) Theory (Demerouti & Bakker, 2017) posits that job stress arises from imbalance between job demands (stressors) and job resources (support, autonomy). This theory suggests police officers' work performance is influenced by demands (workload, trauma) and resources (training, peer support). When demands exceed resources, officers experience burnout, decreased motivation, and reduced performance. Conversely, adequate resources foster resilience, job satisfaction, and optimal performance. This theory is relevant to studying police job stress and individual work performance, as it highlights modifiable factors (e.g., training, support) to mitigate stress and enhance performance.

2. Research purpose/question(s)/objective(s)

2.1. General Objectives:

The main objective to this study is to examine the relationship between job stress and individual work performance among policemen in Davao City.

2.2. Specific Objectives:

1. To identify the common sources of job stress experienced by policemen in Davao City.
2. To assess the level of job stress among policemen based on various stress factors (e.g., workload, work environment, emotional demands).
3. To evaluate the individual work performance of policemen in terms of efficiency, effectiveness, and overall job output.
4. To determine the impact of job stress on individual work performance among policemen.

2.3 Conceptual Framework

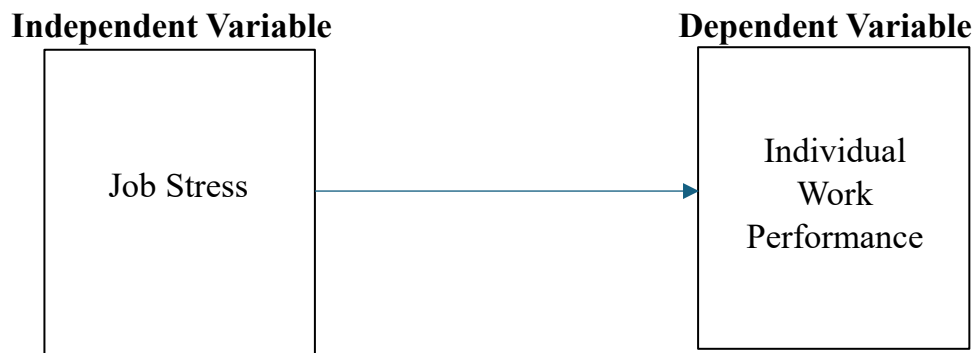


Figure 1. Conceptual Framework of the Study

Shown in Figure 1 is the conceptual framework of the study. The independent variable of the study is Job Stress. This refers to the physical, psychological, and organizational factors causing stress among policemen, including workload, shift hours, trauma exposure, and organizational constraints. The dependent variable of the study is the Individual Work Performance of the Policemen in Davao City. This refers to the policemen's job satisfaction, productivity, morale, and absenteeism, which encompass their overall effectiveness and efficiency in performing their duties.

B. References

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C. Research Project Duration

This study will be conducted for one academic year, 2025-2026.

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