

WORK TASK MOTIVATION OF BARANGAY POLICE

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ABSTRACT

The function of Barangay Police Officers (BPOs) is vital in guaranteeing community safety and security. However, comprehending their motivation is crucial for organizational efficiency. This study examines the demographic features and motivational elements that influence the job duties. The goal is to provide insights that may be used to develop strategies for improving performance and well-being.

Analyzing the demographic profile reveals a majority of the respondents are male, married officers, primarily aged between 36 and 50, with a high school education and shorter tenure. Assessing work task motivation shows generally high level across intrinsic and extrinsic dimensions. Additionally, investigating disparities by sex, civil status, education, age, and tenure suggests minimal impact on motivation levels.

These findings provide insights into factors influencing Barangay Police Officer's motivation, emphasizing the need to address motivational dynamics within law enforcement agencies to promote effectiveness and well-being.

Keywords:

Work Task Motivation, Barangay Police Officer, Motivation

INTRODUCTION

The role of a Barangay Police Officer is undeniably one of the most challenging yet vital positions, entrusted with ensuring the safety and security of citizens within a specific community. They stand at the forefront of ensuring peace and order within every barangay across the country (Aydinan, 2021). In today's society, comprehending the intricacies of motivation within the workforce, particularly among public servants like barangay police officers, is essential for bolstering organizational efficacy and service provision. This study delves into the demographic composition and motivational factors driving the work tasks of barangay police officers, seeking to unveil nuanced insights that can inform strategies aimed at enhancing their performance and overall well-being.

Barangay Police Officers serve as the front line of defense in local communities, facing diverse challenges ranging from crime prevention and resolution to community engagement and disaster response. Understanding the demographic profile of these officers, including factors such as age, gender, educational background, and years of service, provides a foundational understanding of the context in which they operate (Orenze et al, 2021).

Furthermore, examining the level of work task motivation among Barangay Police Officers is crucial for understanding what drives their dedication and commitment to their duties. Motivation plays a pivotal role in shaping behavior and performance, influencing factors such as job satisfaction, productivity, and job retention. The importance of employee satisfaction and work motivation is increasingly recognized across various organizations (Ali & Anwar, 2021). By exploring the various motivational factors that influence barangay police officers, such as intrinsic rewards, extrinsic incentives, and organizational support, this research aims to shed light on how to foster a more conducive work environment conducive to high performance and job satisfaction.

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Moreover, this study seeks to investigate whether there are significant disparities in the level of work task motivation among barangay police officers when segmented by factors such as sex, civil status, age, educational attainment, and years of service. Understanding these differences can provide valuable insights into the unique challenges and needs faced by different demographic groups within the barangay police force, informing targeted interventions and policies aimed at promoting equity and inclusivity in governance (Garcia et al, 2023).

OBJECTIVES

This study aims to determine the level of work task motivation among Barangay Police officers within the government entities of Davao City. This also aims to determine if there is a significant difference between Work Task Motivation indicators namely: 1) Intrinsic Motivation, 2) Identified Regulation, 3) Introjected Regulation, 4) External Regulation, and 5) Amotivation when they are analyzed by sex, civil status, education, age, and years in service.

METHODOLOGY

This research constitutes a comparative analysis, a methodical examination that directly compares two or more things to identify their similarities and differences (Jean Kaluza, 2023). The primary aim of the study is to ascertain significant differences in motivation levels among barangay police officers based on their socio-demographic profiles. Data for this study were gathered through an adaptive questionnaire adapted from "The Work Tasks Motivation Scale for Teachers (WTMST)" developed by Claude Fernet et al. from the University of Western Sydney. The study involved 60 barangay police officers selected from urban and rural areas of Davao City, as well as barangays in Tagum City and Island Garden City of Samal.

The questionnaire comprised two distinct sections. The first section captured fundamental socio-demographic characteristics, including age, gender, marital status, educational attainment, and length of service. The second section consisted of 15 questions related to five indicators: Intrinsic Motivation, Identified Regulation, Introjected Regulation, External Regulation, and Amotivation.

Data analysis was performed using SPSS Statistics, involving frequency assessments and proportions to delineate the socio-demographic attributes of the respondents. To investigate the influence of age and educational attainment on motivation levels, a one-way analysis of variance (ANOVA) was conducted (Dincă et al., 2021). The ANOVA test helped determine if there were statistically significant differences among two or more independent variables. Additionally, a T-test was utilized to assess disparities between variables such as sex, marital status, and years of service. The independent samples t-test was employed to compare proportions between two distinct groups and identify any statistically significant differences between them.

RESULTS AND DISCUSSION

The demographic characteristics of the participants are detailed in Table 1. It is notable that the majority of respondents, accounting for 86.67%, are male, indicating a prevailing masculine dominance in peace maintenance efforts. This finding raises concerns, particularly regarding the perpetuation of a masculine police culture within law enforcement (Aydinan, 2021).

Furthermore, the marital status of 76.67% of the participants confirms their capability to fulfill duties and responsibilities within their barangay, as they are likely to view the community as an extension of their own family (Aydinan, 2021).

Regarding age distribution, approximately 46.67% of participants fall within the age range of 36 and 50 years, suggesting a predominance of mature individuals capable of effectively fulfilling community obligations (Sumad-On, 2020).

However, educational attainment among barangay police respondents reveals that 51.67% attended high school, 33.33% attended primary school, and only 15% have completed college. This aligns with research indicating the

significance of education in influencing employees' self-efficacy, which, in turn, impacts task motivation (Abun et al., 2021; Trautner & Schwinger, 2020). Higher levels of self-efficacy are associated with increased motivation and task accomplishment.

It is evident from the aforementioned table that a significant proportion of the participants, specifically 73.33%, possess a tenure of 5 years or less in their respective positions. During the interview, a barangay police officer indicated that replacing the Barangay Captain after the election results in the replacement of certain incumbent barangay enforcers who do not support the elected Barangay Chairman.

Indicator	Frequency	Percent
Sex		
Male	52	86.67%
Female	8	13.33%
Total	60	100.00%
Civil Status		
Single	14	23.33%
Married	46	76.67%
Total	60	100.00%
Education		
Elementary	19	31.67%
High School	28	46.67%
College	13	21.67%
Total	60	100.00%
Age		
Below 35	20	33.33%
36-50	31	51.67%
51 Above	9	15.00%
Total	60	100.00%
Years In Service		
Below 5yrs	44	73.33%
Above 6yrs	16	26.67%
Total	60	100.00%

Table 1: Demographic Profile of Respondents

Presented in Table 2 the level of work task motivation. Participants scored an average of 4.44 on intrinsic motivation, indicating a notably high level. This suggests that the innovation among public servants often stems from their inner interests, enjoyment of job assignments, and consideration of others' viewpoints (Aydinan, 2021).

Similarly, respondents exhibited high identified regulation, albeit slightly lower, with a mean of 4.39. This implies that their motivation is somewhat internal and based on conscious values and personal significance, as noted by Ackerman (2018). Drew (2023) further supports this, suggesting that barangay police officers are driven by task completion for the positive emotions it elicits.

Introjected regulation, while relatively high, was slightly lower than intrinsic and identified regulation, with a mean of 3.69. This suggests that some respondents engage in tasks to avoid feelings of insult or guilt, as proposed by Gajenderan et al. (2023).

External regulation, although also relatively high, recorded a mean of 3.87, slightly lower than introjected regulation. This indicates that respondents are motivated by external rewards or fear of punishment, aligning with Ackerman's (2018) characterization of externally regulated motivation.

On the other hand, respondents scored notably lower on amotivation, with a mean of 2.34, suggesting a generally low level of disinterest. However, there was considerable variability in responses, indicating differing levels of confidence and expectation regarding task outcomes, as highlighted by Gajenderan et al. (2023).

The overall mean score across all types of motivation is 3.75, which falls within the "High" descriptive level, suggesting that, on average, participants exhibit a relatively high level of motivation across all categories

Indicator	Standard Deviation	Mean	Descriptive Level
Intrinsic Motivation	0.47	4.44	High
Identified Regulation	0.50	4.39	High
Introjected Regulation	0.78	3.69	High
External Regulation	0.61	3.87	High
Amotivation	0.77	2.34	Low
Overall	0.63	3.75	High

Table 2. Level of Work Task Motivation

Table 3 presents the analysis on the significant difference of the level of work task motivation among barangay police, categorized by sex. Male and female officers demonstrate similar levels of intrinsic motivation (mean scores: 4.423 and 4.584, respectively), with a non-significant variation between sexes (T-Value = 0.897, $p = 0.373$). A past study by Naz et al. (2020) found no significant gender difference in intrinsic motivation. Likewise, no significant difference is found in identified regulation, introjected regulation, external regulation, and amotivation between genders, as indicated by t-test. This supports Banerjee and Halder's (2021) conclusion that there's no significant difference in amotivation between genders. Overall motivation also shows no significant disparity (T-Value = 0.145, $p = 0.885$), indicating comparable motivation levels across genders among barangay police officers.

Indicator	Male	Female	T-Value	P-Value	Decision of H_0
Intrinsic Motivation	4.423	4.584	0.897	0.373	Accept
Identified Regulation	4.359	4.626	1.407	0.165	Accept
Introjected Regulation	3.692	3.709	0.055	0.956	Accept
External Regulation	3.872	3.833	0.171	0.865	Accept
Amotivation	2.385	2.083	1.038	0.303	Accept
Overall	3.746	3.766	0.145	0.885	Accept

Table 3 Significant Difference in the Level of Work Task Motivation of Barangay Police when grouped by Sex

Table 4 scrutinizes on the significant difference of work task motivation among Barangay Police officers based on their civil status (married or single). Intrinsic Motivation scores slightly higher for females (4.584) compared to males (4.423), although this difference is not statistically significant (T-Value = 0.897, P-Value = 0.373), resulting in the acceptance of the null hypothesis. Similarly, Identified Regulation, Introjected Regulation, External Regulation, Amotivation, and the Overall motivation scores show no significant differences between males and females, with P-Values of 0.165, 0.956, 0.865, 0.303, and 0.885, respectively, leading to the acceptance of the null hypothesis for all indicators. Overall, the data suggests that there are no significant gender differences in all levels.

Overall, the data suggest that marital status does not significantly impact work task motivation among Barangay Police officers. Such findings agree with Igbafe and Ogonor (2019) that marital status does not significantly influence work motivation. Despite minor differences in mean scores across indicators, these variations lack statistical significance.

Consequently, the null hypothesis—that marital status has no significant effect on work task motivation—is accepted across all indicators, affirming that officers' motivation levels remain largely unaffected by their civil status.

Indicator	Single	Married	T-Value	P-Value	Decision of H ₀
Intrinsic Motivation	4.500	4.428	0.500	0.619	Accept
Identified Regulation	4.406	4.391	0.099	0.922	Accept
Introjected Regulation	3.619	3.718	0.412	0.682	Accept
External Regulation	3.976	3.834	0.766	0.447	Accept
Amotivation	2.476	2.304	0.729	0.469	Accept
Overall	3.796	3.735	0.555	0.581	Accept

Table 4 Significant Difference in the Level of Work Task Motivation of Barangay Police when grouped by Civil Status

Table 5 presents an analysis on the significant difference motivational factors across elementary, high school, and college levels of education. While intrinsic motivation and identified regulation do not show significant differences among the three levels, introjected regulation exhibits a notable increase from elementary to college, with the null hypothesis rejected due to a significant F-value (4.629) and low p-value (0.014). External regulation also sees an increase from elementary to college but does not reach statistical significance. However, overall motivational levels differ significantly among the education levels, with the null hypothesis rejected based on an F-value of 3.797 and a p-value of 0.028. This suggests that motivational dynamics vary across different stages of education, particularly with regard to introjected regulation.

As a result, the use of motivation as a measure of the problems indicates that the differences are statistically significant, as evidenced by the F-Value of 3.797 and the P-Value of 0.028. Since the outcome is significant, such findings agree with Salapuddin (2023) study that educational attainment significantly affect work motivation. This suggests that motivational dynamics vary across different stages of education.

Indicator	Elementary	High School	College	F-Value	P-Value	Decision of H ₀
Intrinsic Motivation	4.484	4.387	4.556	0.540	0.586	Accept
Identified Regulation	4.467	4.290	4.593	1.600	0.211	Accept
Introjected Regulation	3.434	3.678	4.332	4.629	0.014	Reject
External Regulation	3.851	3.807	4.112	0.889	0.417	Accept
Amotivation	2.167	2.387	2.592	1.059	0.354	Accept
Overall	3.681	3.710	4.037	3.797	0.028	Reject

Table 5 Significant Difference in the Level of Work Task Motivation of Barangay Police when grouped by Educational Attainment

In Table 6 shows the statistical analysis on the significant difference motivational indicators across different age groups reveals that there are no significant differences in intrinsic motivation, identified regulation, introjected regulation, external regulation, amotivation, or overall motivation among individuals below 35, those aged between 36 and 50, and those aged 51 and above. This implies that motivational factors related to academic pursuits and self-regulation remain relatively consistent across age groups, suggesting potential stability or uniformity in motivational

patterns regardless of age within the studied population. However, Ennis, Hess, and Smith (2013) found that older individuals demonstrated higher levels of responsibility across all levels of objective task difficulty. This increase in effort was also mirrored in their subjective judgments of difficulty. At increasing levels of task difficulty, older adults showed more disengagement compared to younger adults. This could be because older persons need to put in more effort to do well.

Indicator	Below 35	36-50	51 Above	F-Value	P-Value	Decision of H ₀
Intrinsic Motivation	4.474	4.441	4.410	0.072	0.931	Accept
Identified Regulation	4.440	4.404	4.308	0.268	0.766	Accept
Introjected Regulation	3.947	3.619	3.488	1.615	0.208	Accept
External Regulation	4.053	3.857	3.617	2.064	0.136	Accept
Amotivation	2.386	2.405	2.154	0.507	0.605	Accept
Overall	3.860	3.745	3.595	2.217	0.118	Accept

Table 6 Significant Difference in the Level of Work Task Motivation of Barangay Police when grouped by Age

Table 7 compares the significant difference motivational indicators of individuals with less than 5 years of experience (Below 5yrs) to those with over 6 years of experience (Above 6yrs) across different indicators of motivation. Intrinsic Motivation scores slightly higher for those with less experience (4.516) compared to those with more experience (4.250), although this difference is not statistically significant (T-Value = 1.981, P-Value = 0.052), leading to an acceptance of the null hypothesis. Similarly, Identified Regulation and Introjected Regulation show no significant differences between the two groups, with P-Values of 0.569 and 0.364, respectively, resulting in the acceptance of the null hypothesis. However, External Regulation scores significantly lower for individuals with more experience (3.501) compared to those with less experience (4.000), with a T-Value of 2.998 and a P-Value of 0.004, leading to a rejection of the null hypothesis. Finally, Amotivation displays no significant difference between the two groups, with a P-Value of 0.567, resulting in the acceptance of the null hypothesis.

Overall, the data suggests that there is a significant difference between the number of years in service and the work task motivation of a barangay police, this is contrary of the study of Janardhanan and Raghavan (2018), found that long-tenured employees in organizations sometimes exhibit lower performance levels as they become less motivated with age, in contrast to younger or newer employees who are typically more energetic, enthusiastic, and eager about their profession and the potential rewards it offers for their increasing effort.

Indicator	Below 5yrs	Above 6yrs	T-Value	P-Value	Decision of H ₀
Intrinsic Motivation	4.516	4.250	1.981	0.052	Accept
Identified Regulation	4.417	4.333	0.573	0.569	Accept
Introjected Regulation	3.750	3.541	0.915	0.364	Accept
External Regulation	4.000	3.501	2.998	0.004	Reject
Amotivation	2.379	2.249	0.575	0.567	Accept
Overall	3.812	3.575	2.360	0.022	Reject

Table 7 Significant Difference in the Level of Work Task Motivation of Barangay Police when grouped by Number of Years in Service

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CONCLUSION

In conclusion, this study addressed three main aspects concerning the work task motivation of barangay police officers. Firstly, an analysis of the demographic profile of the respondents revealed a predominance of male officers, married individuals, and respondents aged between 36 and 50 years. Moreover, a significant proportion of officers had a high school education, and most had a tenure of 5 years or less in their positions. Secondly, an examination of the level of work task motivation among barangay police officers indicated a generally high level of motivation across various dimensions, including intrinsic motivation, identified regulation, introjected regulation, external regulation, and amotivation. Lastly, the study investigated the presence of significant differences in work task motivation based on various demographic factors. Findings suggest that, despite some minor variations, factors such as sex, civil status, educational attainment, age, and years of service do not significantly impact the motivation levels of barangay police officers. Overall, these results provide valuable insights into the factors influencing the motivation of barangay police officers and underscore the importance of understanding and addressing motivational dynamics within law enforcement agencies.

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