

**ABSTRACT**

Name of Institution: De La Salle University-Dasmariñas

Address: Dasmariñas, Cavite 4115

TITLE: Emotional Intelligence and Stress: Their Implication to the Job Performance of Law Enforcers of General Mariano Alvarez Police Station

AUTHORS/PROponents: Anne Venus A. Alcala, Ailyn V. Aliangan, Jona Aisha O. Roxas

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OBJECTIVES OF THE STUDY:

GENERAL:

To determine the relationship of Emotional Intelligence and stress to job performance among active PNP law enforcers of General Mariano Alvarez Police Station

SPECIFIC:

- 1) To determine the overall level of emotional intelligence of active PNP law enforcers of General Mariano Alvarez Police Station
- 2) To determine the overall level of stress of active PNP law enforcers of General Mariano Alvarez Police Station
- 3) To determine the overall level of job performance of active PNP law enforcers of GMA Police Station



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- 4) To know if there is a significant relationship between job performance and Emotional Intelligence of active PNP law enforcers of General Mariano Alvarez Police Station
- 5) To know if there is a significant relationship between job performance and stress of active PNP law enforcers of General Mariano Alvarez Police Station

SCOPE AND COVERAGE:

The study focused on the whole population of the active PNP law enforcers of General Mariano Alvarez Police Station. The respondents were composed of 27 active PNP law enforcers—26 males and 1 female.

METHODOLOGY:

The study made use of the Descriptive-Correlational method. The standardized test Emotional Competence Inventory or ECI, the PNP Evaluation System, and the self-made test Stress Test were used to measure the EQ, Job Performance, and the Stress levels of the respondents respectively. The statistical tools utilized were the Mean, Pearson Product Moment Coefficient of Correlation, T-test, and Standard Deviation.

MAJOR FINDINGS:

- 1) The overall level of Emotional Intelligence of the active PNP had a mean score of 3.40 and the standard deviation of 3.71.



- 2) The overall level of stress of the active PNP had a mean score of 2.1 and the standard deviation of 2.16.
- 3) The overall level of Job Performance of the active PNP had a mean score of 3.4 and the standard deviation of 3.5.
- 4) With a computed r of 0.51, the relationship between Emotional Intelligence and Job Performance was low positive correlation. The computed value of t , which is 3.004, is greater than the tabular value of t , which is 2.052 based on the .05 level of significance.
- 5) With a computed r of -0.08, the relationship between Stress and Job Performance was low negative correlation. The computed value of t , which is -0.411, is less than the tabular value of t , which is 2.052 based on the .05 level of significance.

CONCLUSIONS:

- 1) The active PNP law enforcers of General Mariano Alvarez Police Station's overall level of emotional intelligence is on the average.
- 2) The active PNP law enforcers of General Mariano Alvarez Police Station's overall level of stress is mild.
- 3) The active PNP law enforcers of General Mariano Alvarez Police Station's overall level of job performance is satisfactory.
- 4) There is a significant relationship between emotional intelligence and job performance of active PNP law enforcers of General Mariano Alvarez Police Station.



- 5) There is no significant relationship between stress and job performance of active PNP law enforcers of General Mariano Alvarez Police Station.

RECOMMENDATIONS:

Policemen. They must understand the causes and effects of stress on the job and to allow for open acknowledgement and discussion of the subject.

Police administration. They must develop programs that will target their stress levels and identify ways to manage them and also to sharpen and develop the key competencies and capabilities of its employees to achieve maximum efficiency. In addition, this study will serve as a tool in hiring competitive policemen.

Readers. They must have better understanding of ones' own feeling, empathy for the feeling of others, and manage emotion in a way to enhance living.

Future researchers. Researchers interested to do similar study should explore more about emotional intelligence, stress, and job performance and its underlying factors that affect each, increase the number of respondents and make a comparative study between the policemen of Manila and Cavite.