

# HEALTH CONDITION AND WORK PERFORMANCE OF SECURITY GUARDS IN CITY OF MATI

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## ABSTRACT

*The purpose of this study was to determine the significant relationship of health conditions and work performance of Security Guard in the City of Mati. The study employed the quantitative research design using descriptive method of survey. ANOVA was used in identifying the significant difference when analyzed according to the socio-demographic profile of the respondents.*

*The research respondents were obtained using complete enumeration sampling technique. Thus, there were 207 total numbers of respondents in this study. The health conditions and work performance of security guards in City of Mati were determined according to physical activity, heathy diet, task performance, interpersonal performance, organizational performance and adaptive performance which were rated by the respondents as always. Hence, this signified that health conditions and work performance of security guards in City of Mati were observed most of times. Moreover, the significant relationship of health condition and work performance of security guard in City of Mati as perceived by the respondents and as analyzed across their socio-demographic profile revealed a statistically significant difference at 0.05 level of significance.*

**Keyword:** *Health Condition, Work Performance, Security Guards, City of Mati*

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## 1. Introduction

In developing countries, like Afghanistan, where most of the companies were amenable to pay for the safety of the consumers and their businesses acted as a first line against criminals, which produces the desired result work performance (Rochlin, 2015). However, here in Philippines, most of the salaries received from companies and agencies per hour were just Php44.44, which affected their work performance and health conditions of the security guards (Payscale, 2018).

In this study, the researchers aimed to address the security guards, which represented a professional category that was still understudied in the occupational health field. They were professionals responsible for guaranteeing the security and the physical integrity of employees, workers and visitors, in public institutions, like universities. Furthermore, due to these specificities, the security guards were required to be constantly alert and respond

immediately at any circumstance that threatened the security of the place they submit themselves to work on for (Godinho, et. Al, 2016).

In addition, security personnel were public servants who were given the task to alarm the effects problem of health and work performance in concern with environmental issues, thus, requiring the importance of work ability outcomes was deemed necessary.

Henceforth, this research sought to address the security guards by representing them through this study to the occupational health field. Health conditions and lifestyle habits of the security guards, through this study, would be identified, particularly their quality of life and work ability. This would also recommend alternative actions to reduce, control, and prevent the possibilities of low performance due to the health conditions. Security services, which have been an important sector in developed countries, had been set in our country in order to reduce the burden of the police and to meet the demand for the safety of life and property (Bakir and Colak, 2005).

Moreover, this research study could also contribute to the conception development in measures aimed at sustaining the health conditions and work performance, prioritizing the monitoring and control of occupational stress with emphasis on the lifestyle health conditions, consequently, improving the promotion, and the protection of the health of the security. Since this kind of job has never been easy as security guards tended to spare the whole time by securing the surroundings as well as lives and properties in the specific post that they assigned to, the researchers specifically aimed to determine the health and work performance of security guards in the City of Mati to contribute and provide solution regarding this problem. This implied that the evaluation of the work ability would include different factors contributing to the security guards ability to perform so as to be able to recommend on the need to keep performing well to improve performance for the better.

## **2. Material and Methods**

### **2.1 Research Locale and Duration**

The study was conducted specifically at the respective offices of the Minsas Agency, Provincial Civil Security Unit and Security Unit in the City of Mati, Davao oriental. The City of Mati in Davao Oriental was a coastal component city in the province. The capital of mati was situated at approximately 6 58' North, 126 13' East, in the island of Mindanao. Elevation at these coordinates was estimated at 77.8 meters or 255.2 feet above mean sea level.

City of Mati was the lone city in the province of Davao Oriental and served as the capital of the province. The city has a land area of 588.63 square kilometers or 227.27 square miles, which constituted 10.36% of Davao Oriental's total area. Its population, as determined by 2015 Census of Population was 141, 141. This represented 25.25% of the total population of the province, or 2.88% of the overall population of the Davao Region. Furthermore, the City of Mati in Davao Oriental has 26 barangays (Bersales, 2019).

### **2.2 Research Design**

This study utilized a descriptive correlation research design, quantitative in records that emphasized objective measurement and employment of statistical analysis and treatment the information gathered through the questionnaire during the survey. This specifically used the descriptive type of research, which involved gathering data that described events and organized, tabulated, depicted, and described the data collection (Glass & Hopkins, 2003). Hence, this method was appropriate in determining the health conditions and work performance of security guards in the City of Mati.

### **2.3 Sources of Data**

The researchers used an adapted-modified questionnaire from the study of Koopmans (2014) in the collection of information, which served as the primary data. It was subjected to validation by the panel of experts wherein all their suggestions and recommendations were given importance and included in the instrument to fit its content to the objectives of the study. The first part determined the socio-demographic profile of respondents which included the age, sex, civil status, educational attainment and type of security agency. The second part used the five-point likert scale which determined the level of health condition of security guard in City of Mati in terms of physical activity and healthy diet. Furthermore, the third part used a five-point likert scale to determine the level of work performance of security guard in City of Mati in terms or task performance, interpersonal performance, organizational performance and adaptive performance. Moreover, in determining the significant relationship of the health condition and work performance of the security guard in the City of Mati, ANOVA was used. Below was the five-point likert scale.

### 2.3.1 Five-point Likert Scale Rating

The use of a five-point likert scale was to allow the individual to express how much they agree or disagree to a particular statement. Each of the five responses would have a numerical value that would be used to measure the said response through the corresponding descriptive interpretation.

Scale Rating	Descriptive Equivalent	Descriptive Interpretation
5	Always	This means that the statement on the work performance of security guard is observed at all times.
4	Oftentimes	This means that the statement on the work performance of security guard is observed most of the times.
3	Sometimes	This means that the statement on the work performance of security guard is observed sometimes.
2	Rarely	This means that the statement on the work performance of security guard is observed rarely.
1	Never	This means that the statement on the work performance of security guard is not observed at all times.

### 2.4 Research Sampling

In this study, the researchers utilized the sample random sampling technique for the sampling procedure. The respondents of the study were determined using the Slovin's Formula. The computed sample size was the total number of 207 respondents of security guards in the City of Mati determined coming from the difference security agencies, whether public or private institution. To get the sample size, the Slovin's Formula was used, where  $n = N / (1 + Ne^2)$ . It was computed as  $n$  was equal to  $N$  over  $(1 + Ne^2)$  whereas:  $n$  was equal to the sample size, while  $N$  was to the total population and  $e$  was to the error margin or margin of error.

### 2.5 Data Gathering Procedure

In gathering the data for this study, the researchers employed the following procedures. First, the researchers sent a letter of request asking permission to conduct the study addressed to the respective heads of the different agencies. Upon the approval of the letter, the researchers conducted a survey by distributing the questionnaire throughout the identified security guards from the different agencies based on the sample size derived through the Slovin's formula and personally administered the survey. In retrieving the accomplished questionnaire, the researchers guaranteed that all required data were supplied. Guided by a statistician, the data were analyzed, treated with accurate statistical tools, presented in frequency and percentage distribution tables. After the researchers obtained the results of the survey with the help of the statistician, the results were analyzed and interpreted with respect to the research questions to ensure that the study measured what it intended to measure and serve what it ought to serve.

### 2.6 Analysis of Data

This part of the chapter discussed the statistical methods used for the analysis on the data in order to meet the objectives presented in the preceding chapters.

The first objective was to determine the socio- demographic profile of the respondents wherein frequency or percentage distribution was used to describe the respondents.

The second objective was to determine the level of health condition of security guard in the City of Mati. Mean was employed in this particular objective and the results were presented through tables and analyzed through percentage to know the distribution of the respondents by their profiles and the responses.

### Range of Mean Rating Scale for Health Condition

#### Range of Adjectival

Means	Rating	Descriptive Interpretation
4.50-5.00	Very High	This means that the statement on the health condition of security guard is observed at all times.

3.50-4.49	High	This means that the statement on the health condition of security guard is observed most of the times.
2.50-3.49	Moderate	This means that the statement on the health condition of security guard is observed sometimes.
1.50-2.49	Low	This means that the statement on the health condition of security guard is observed rarely.
1.50-2.49	Very Low	This means that the statement on the health condition of security guard is not observed at all times.

The third objectives was to determine the level of work performance of the security guards in the City of Mati which used another set of mean ranges and which results were presented through tables and analyzed through percentage to know the distribution of the respondents by their profiles and the responses.

### Range of Mean Rating Scale for Work Performance

#### Range of Adjectival

Means	Rating	Descriptive Interpretation
4.50-5.00	Very High	This means that the statement on the work performance of security guard is observed at all times.
3.50-4.49	High	This means that the statement on the work performance of security guard is observed most of the times.
2.50-3.49	Moderate	This means that the statement on the work performance of security guard is observed sometimes.
1.50-2.49	Low	This means that the statement on the work performance of security guard is observed rarely.
1.00-1.49	Very Low	This means that the statement on the work performance of security guard is not observed at all times.

To meet the last objective which was to determine the significant relationship between health conditions and work performance of the security guards in the City of Mati, the researchers used the ANOVA test with 0.05 level significant (p-critical value).

## 3. Result and Discussion

### 3.1 Socio-Demographic Profile of the Respondents

This section presented the socio-demographic profile of the respondents which included the age, sex, civil status, educational attainment and the types of security agency. The researchers used tables for the reader to easily detect the distribution of the security guards as subject of the study.

#### 3.1.1 Age

Table 1 on the succeeding page showed the frequency and percentage distribution of the respondents in terms of age. As shown on the table, most of the respondents' age fell under the bracket of 30-35 which had the highest frequency of 53 or 25.60% of the total sample size, while the bracket of 54 and above has the lowest frequency of 5 or 2.40% of the total number of respondents.

The distribution of the respondents in terms of their age, the bracket of 30-35 which was considered as the middle age emanated as the highest percentage for the reason that this age, the health condition of a person was very active in daily works: they were at the stage when their bones were at their strongest and densest. One could keep calcium and vitamin D intake high to keep one's bones healthier and longer though eventually, they would start to weaken. Ageing could seem like a scary prospect, but a wealth of scientific studies have found that youth was not all it has cracked up to be. There were plenty of cases in which human beings peaked well into middle and old age. Teenagers, for instance, might have vitality on their side, but older people were generally more psychologically stable (Weller et. al, 2007).

Table 1. Age Frequency and Percentage Distribution

Age	Frequency	Percentage
18-23	13	6.30
24-29	32	15.50
30-35	53	25.60
36-41	20	9.70
42-47	45	21.70
48-53	39	18.80
54 and above	5	2.40
<b>Total</b>	<b>207</b>	<b>100.00</b>

### 3.1.2 Sex

Table 2 on the succeeding page manifested the frequency and percentage distribution of the respondents in terms of sex. The males outnumbered the females with the highest frequency count of 196 or 94.70% of the total number of respondents as compared to females with the frequency of 11 or 49.10% only out of the 207 total number of respondents. It was not new, however, that women were much less likely to be hired for jobs than man, especially on to jobs which require great physique and strength.

Table 2. Sex Frequency and Percentage Distribution

Sex	Frequency	Percentage
Male	196	94.70
Female	11	5.30
<b>Total</b>	<b>207</b>	<b>100.00</b>

Similar study by Gerdeman (2017) stated that employers favored hiring men not because they prejudiced against women, but because they have the perception that men performed better or average at certain tasks, according to the research paper entitled "Why are women discriminated against in hiring decisions?" (Gerdeman, 2017).

Another study that was congruent to the result presented herein was that of Hands (2016) which stated that males were reported as more physically active than females, regardless of age or measure. Often, these differences result in females being identified as under active and at risk of long-term poor health outcomes (Hands et al, 2016).

### 3.1.3 Civil Status

Meanwhile, presented in Table 3 of the following page was the frequency and percentage distribution of the respondents in terms of civil status. Most of them were married with the highest frequency count of 175 or 84.50% of the 2017 respondents while the rest were single and separated.

As indicated with that kind of cost living that the current generation has to put up with, it made sense that every married couple should be responsible with it. Financial independence was the ability to earn one's own living since nowadays, it has been very important to be financially independent (Evans, 2015).

Table 3. Civil Status Frequency and Percentage Distribution

Civil Status	Frequency	Percentage
Single	30	14.50
Married	175	84.50
Separated	2	1.00
<b>Total</b>	<b>207</b>	<b>100.00</b>

### 3.1.4 Educational Attainment

Table 4 below showed the frequency and percentage distribution of the respondents in terms of educational attainment. Most of the respondents were High School level which held the highest frequency count of 89 or 43% of the total number of respondents while the least was from the Graduate Study level with a frequency count of 1 or 0.50%.

Table 4. Educational Attainment Frequency and Percentage Distribution

<b>Educational Attainment</b>	<b>Frequency</b>	<b>Percentage</b>
Elementary level	9	4.30
Elementary Graduate	11	5.30
High School Level	89	43.00
High School Graduate	28	28.00
College Level	32	15.50
College Graduate	7	3.40
Graduate Study	7	0.50
<b>Total</b>	<b>207</b>	<b>100.00</b>

These indicated that most of the security guards in the City of Mati were high school level. Security guard employment was increasing up to 14% by 2018, which was higher than average. Becoming a security guard could be a thrilling, exciting and rewarding job. But before one would apply, there were few steps one should take to make sure that one was eligible and one of it was the educational attainment, at least high school education was preferred but not the only level that was always required (Costa, 2018).

### 3.1.5 Type of Security

Table 5 below showed the frequency and percentage distribution of the respondents in terms of educational attainment. Most of the respondents were from CCSU with the highest frequency count of 75 or 36.20% of the total number of respondents while the least was from the PCSU with the frequency count of 59 or 28.50% of the 207 respondents.

Table 5. Frequency and Percentage Distribution of Agency of Security Guards

<b>Agency</b>	<b>Frequency</b>	<b>Percentage</b>
MINSAS	73	35.30
PCSU	59	28.50
CCSU	75	36.20
<b>Total</b>	<b>207</b>	<b>100.00</b>

## 3.2 The Level of Health Conditions of Security Guards in the City of Mati

This section presented the level of health conditions of security guards in the City of Mati in terms of physical activity and healthy diet. After the data were statistically analyzed, the researchers used tables for the reader to easily cognize the results of the study.

### 3.2.1 Physical Activity

Table 6 below showed the level of Health Condition of Security Guards in terms of physical activity. The overall mean rating in terms of physical activity was 4.62, which descriptively rated as very high. This meant that the respondents were mindful about their physical activity.

Table 6. Level of Health Condition of Security Guards in Terms of Physical Activity

<b>Statement</b>	<b>Mean</b>	<b>Descriptive Equivalent</b>
1. Have walk exercise either before or after working hours.	4.68	Very high
2. Have sports activities in a week such basketball, volleyball, bicycle driving and other similar activities.	4.81	Very high
3. Have a household work either before or after work such as gardening and other similar activities.	4.60	Very high
4. Go to the physical fitness gym once in a week.	4.46	Very high
5. Do your exercise regularly.	4.52	Very high
<b>Over-all Mean</b>	<b>4.62</b>	<b>Very High</b>

As shown, it revealed that the statement on having sports activities in a week such as basketball, volleyball, bicycle driving and other similar activities had the highest mean of 4.81 with a descriptive equivalent of very high, while the lowest mean rating was on the statement that the security guards went to the physical fitness gym once in a week with the mean rating of 4.46. This meant that the health condition of security guard was observed at all times in terms of their physical activity and they were aware of their health condition on what ways to maintain their good health.

Doing an exercise could improve one's health and reduce the risk of developing several diseases such as the two types of diabetes, cancer and cardiovascular diseases. Physical activity and exercise could have immediate and long-term health benefits like having stronger bones, muscles and joints and lower risks of developing osteoporosis. Most importantly, regular activity could improve one's quality of life. Furthermore, with regular exercise, there were many benefits other than just weight loss or staying in shape. Exercise helped improve work productivity. Being productive and alert at work could help tone to get job done faster and even made more eligible for a promotion. One way that exercise could help boost productivity at work was through alertness (Boehlke, 2017).

Moreover, one could enjoy a good career in this industry, but should also consider one's physical health. The physical fitness of security guards has been the most important factor to consider because they needed to deal with the various security threats and challenges (Cassell, 2011).

### 3.2.2 Healthy Diet

Table 7 of the succeeding page showed the level of health condition of the security guards in terms of healthy diet. The overall mean rating in terms of healthy diet was 4.58, which descriptively rated as very high. This meant that the respondents were mindful about their healthy diet.

As shown, it revealed that the statement about cooking and bringing one's own food at work rather than buying into any food stall has the highest mean rating of 4.63 which has an equivalent descriptive rating of very high. Meanwhile, the lowest mean rating was on the statement that security guards ate fruits for the day whether before, during or after work with the mean of 4.46. This meant that the health condition of security guard was observed at all times in terms of their healthy diet and they were aware of their health condition on what ways to maintain their good health.

Table 7. Level of Health Condition of Security Guards in Terms of Healthy Diet

Statement	Mean	Descriptive Equivalent
1. Eat vegetable in a meal for the day during work	4.62	Very high
2. Drink plenty of waters in a day, at least 8 glasses a day	4.59	Very high
3. Eat fruits for the day either before during and after work	4.46	High
4. Eat healthy snacks during break time on work.	4.57	Very high
5. Cook and bring your own food at work rather than buying into any food stall	4.63	Very high
<b>Over-all Mean</b>	<b>4.58</b>	<b>Very High</b>

The food choices for each day affected one's health and how one felt during the day, or will feel tomorrow, and in the future. Good nutrition has been an important part of a healthy lifestyle. Combined with physical activity, one's diet could help him or her to reach and maintain a healthy weight, reduce one's risk of chronic diseases like heart disease and cancer, and promote one's overall health. By taking steps to eat healthy. One will be on the way to getting the nutrients that one's body needed to stay healthy, active, and strong (Walker, 2017).

Meanwhile, eating a healthy diet to make sure that one's brain has the fuel it needed meant more energy and increased productivity at work. Eating certain healthy foods like fatty fish and leafy green veggies might help prevent Alzheimer's or dementia. Simple healthy food choices like choosing water over soda, could also help lose weight and control appetite (Garcia, et. al., 2015).

Moreover, being a security officer might not require a college degree, and most of the training happened on the job, but it does not indicate a lack of requirements. One of the most significant prerequisites for security officers was physical fitness, both for winning the job initially and then keeping it, achieving this was through eating healthy foods. Hence, it should be a routine to eat healthy food. As the cliché goes, "one was what one ate" (Lofton, 2018).

**3.2.3 Table 8. Summary of Health Conditions.**

<b>Health Conditions</b>	<b>Mean</b>	<b>Descriptively Equivalent</b>
Physical Activity	4.62	Very High
Health Condition	4.58	Very High
<b>Over-all Mean</b>	<b>4.60</b>	<b>Very High</b>

It is widely known that being in work was good for people's health and well-being, but it should also be recognized that a healthy workforce was beneficial to employer too. Eating healthy foods and doing exercise to have a healthy body and to build strong immune system prevented and could prevent illnesses. Hence, having a healthy diet and physical activity regardless of working hours improved the work performance of the workers to do their job well.

**3.3 The level of work performance of security guards in City of Mati**

This section presented the level of work performance of security guards in City of Mati in terms of task performance, interpersonal and adaptive performance. After the data were statistically analyzed, the researchers used tables for the reader to easily interpret the results of the study.

**3.3.1 Task Performance**

Table 8 below showed the level of work performance of security guards in terms of task performance. The overall mean rating in terms of task performance was 4.14, which had an equivalent descriptive rating of very high. This meant that the respondents were mindful about their task performance.

As shown, it revealed that the statement on showing quality of work has the highest mean rating of 4.83 with a descriptive rating of very high, while the lowest mean rating was to the statement that the security guards were showing working efficiently as well as planning and organizing work with the mean rating of 4.71. This meant that the work performance of security guard, particularly in terms of task performance, was observed at all times especially on how well they did their job for a high effectiveness level.

Table 9. Level of Work Performance of Security Guards in Terms of Task Performance

<b>Statement</b>	<b>Mean</b>	<b>Descriptive Equivalent</b>
1. Shows quality of work	4.83	Very high
2. Plan and organize work	4.71	Very high
3. Sets priorities on work	4.72	Very high
4. Being result-oriented	4.74	Very high
5. Shows working efficiently	4.71	Very high
<b>Over-all Mean</b>	<b>4.74</b>	<b>Very High</b>

Task performance has been a distinct dimension of behavior at work that could contribute independently to effectiveness outcome for organization. It assessed the organization whether a person performed a job well. Security guards were often the first person encountered by a visitor when entering a facility. For that reason, it was important that guards were well-trained and motivated to perform their duties to the best of their abilities. To consistently train guards to do the job they could, organizations developed an evaluation program to measure a guard's task performance in a variety of showing their interest at their works and illuminate any areas that required improvement (Penso, 2010).

It is also important among security guards the showing of high quality of their job because it helped them become more productive: it reduced the time allotted for setting priorities, encouraged them or the consumer to make use of the art of delegation, guide them in managing their task, they could decide which tasks needed to be done the soonest possible time, and which should be prioritized (Exforsys, 2010).

**3.3.2 Interpersonal Performance**

Table 9 on the succeeding page showed the level of work performance of security guards in terms of interpersonal performance. The overall mean rating in terms of interpersonal performance was 4.66, which was descriptively rated as very high. This meant that the respondents have been mindful about their interpersonal performance.

As shown, it was revealed that the statement on collaborating with others to be very productive had the highest mean rating of 4.71 which descriptively meant very high. Meanwhile, the lowest mean rating was 4.60 which



was about the statement on communicating effectively such as adequately expressing ideas and intentions. This meant that on the work performance of security guard in terms of interpersonal performance was observed at all times especially on how to interact with others properly and on how to get along with others while getting the job done.

*Table 10. Level of Work Performance of Security Guards in Terms of Interpersonal Performance*

<b>Statement</b>	<b>Mean</b>	<b>Descriptive Equivalent</b>
1. Taking initiative on work	4.67	Very high
2. Accept and learn from feedback	4.65	Very high
3. Cooperate with others co-workers and superiors.	4.65	Very high
4. Communicate effectively such as adequately expressing ideas and intentions.	4.60	Very high
5. Collaborate with others to be very productive.	4.71	Very high
<b>Over-all Mean</b>	<b>4.66</b>	<b>Very High</b>

There were certain skillsets that were crucial for professionals to be able to exercise in their work environment. Regardless of one's industry, interpersonal skills (such as being able to communicate) were important because they helped employees develop and foster strong working relationships with each other and with their clients, it contributed to increase team and organizational productivity and created an overall positive work environment. An employee must have interpersonal skills for every professional in the workplace like exercising self-awareness, being cognizant of nonverbal communication, being respectful of others, showing empathy and understanding, being a clear communicator, engaging in active listening, behaving appropriately and being receptive to feedback (Goleman, 2018).

Moreover, a good security guard knew how to communicate effectively both verbally and in their writing skills. Clearly, courteous communication could be the deciding factor in handling tricky situations effectively. Communication also allowed the security officers to carefully and accurately having a good relationship with their co-employee, with consumers and even with their superiors (Dyson, 2013).

### 3.3.3 Organizational Performance

Table 11 below showed the level of the performance of security guards in terms or organizational performance. The overall mean rating in terms of organizational performance was 4.57, which was descriptively rated as very high. This meant that the respondents were mindful about organizational performance.

As shown, it was revealed that the statement on showing responsibility on to his or her work has the highest mean rating of 4.65 which has a descriptive rating of very high, while the lowest mean rating was 4.50 which was about the statement on being able to make solutions on difficult problems, This meant that the work performance of security guard in terms of organizational performance was observed at all times particularly on how to perform their functions to achieve a successful outcome, regardless of unexpected challenges during their work to make their organization efficient.

*Table 11. Level of Work Performance of Security Guards in Terms of Organizational Performance*

<b>Statement</b>	<b>Mean</b>	<b>Descriptive Equivalent</b>
1. Showing responsibility on his/her work	4.65	Very high
2. Being customer oriented	4.60	Very high
3. Being able to make solutions on difficult problems	4.50	Very high
4. Accept challenging work tasks	4.57	Very high
5. Doing more than expected from the work given.	4.51	Very high
<b>Over-all Mean</b>	<b>4.57</b>	<b>Very High</b>

The truth of no matter what size your business was, no matter how many employees you employed, organizational performance was a concern even if you were the only person in the business. You could jump to the other end and imagine that you have built a substantial business using a franchise model and you have to 100s of franchisees and 1000s of their employees. You would want every one of those franchisees and their employees to be fully committed to the business. This was where high-performance organization made the difference between a great business and mediocre business (James, 2016).

In addition, security organizations set goals and objectives that would enable them to build a profitable long-term business. To achieve that they must be ready to whatever unfamiliar situations they encountered. They were also

capable of delivering quality service. Although the security industry covered a broad spectrum of activities from personal and physical security to information security, they did not complain for their many duties, they set goals and objectives for successful organizational performance (Linton, 2017).

### 3.3.4 Adaptive Performance

Table 11 on the succeeding page showed the level of work performance of security guards in terms of adaptive performance. The overall mean rating in terms of organizational performance was 4.20, which was descriptively rated as oftentimes. This meant that the respondents frequently mindful about organizational performance.

As shown, it revealed that the statement on showing resiliency such as coping up with stress, difficult situations and adversities had the highest mean rating of 4.31 or an equivalent descriptive rating of very high while the lowest mean rating was 4.14 which referred to the statement on dealing with uncertain and unpredictable work situations. This meant that the work performance of security guard in terms of adaptive performance was observed at frequent times on how to adjust to and understand the changes on the job or how they would be able to manage those unpredictable work situations.

Table 12. Level of Work Performance of Security Guards in Terms of Adaptive Performance

Statement	Mean	Descriptive Equivalent
1. Showing resiliency such as coping with stress, difficult situations and adversities.	4.31	High
2. Extend working hours if needed.	4.15	High
3. Keeping job skills up-to date.	4.22	High
4. Dealing with uncertain and unpredictable work situations.	4.14	High
5. Adjusting work goals when necessary	4.18	High
<b>Over-all Mean</b>	<b>4.20</b>	<b>High</b>

An employee who was versatile was valued and given importance in the success of an organization. Employers sought employees with high adaptability, due to the positive outcomes that followed such an excellent work performance, work attitude, and ability to handle stress. Employees, who displayed high adaptive performance in an organization, tended to have more advantages in career opportunities unlike employees who were not adaptable to changes. An employee should be able to focus on what was occurring in the organization such as organizational change (Pulakos, 2000).

Security guards hired through security guard companies are ultimately adaptive. Their company will make sure that they are being used in the most effective way possible and will pair you with the right guard for the right job (Elvick, 2009).

Table 13. Summary of Work Performance

Work Performance	Mean	Descriptive Equivalent
Interpersonal Performance	4.74	Very High
Task Performance	4.66	Very High
Organizational Performance	4.57	Very High
Adaptive Performance	4.20	High
<b>Total</b>	<b>4.55</b>	<b>Very High</b>

Work performance of a worker evaluated or measured the capability of a person on how they were dedicated to their job. The human resource department will usually manage the assessment, but job performance was a hugely important process to the entire success of the company one worked for Having a good performance at work build trust not only to the company but also to the consumer and every people, one socialized with. Thus, if one was satisfied to his or her work performance, one would never be worried of what might be the income it could give to the healthy lifestyle.

### 3.4 Relationship between health condition and work performance

This section presented significant relationship between health condition and work performance of security guards in City of Mati.

Table 14 below presented the significant relationship between health condition and work performance as perceived by the respondents. As shown, the group meant that there was a statistically significant difference since the significant values as perceived by the respondents were less than 0.05 level of significance.

Table 14. Analysis on the Relationship between Health Conditions and Work Performance

Work Performance	Health Conditions			
	Physical Activity		Health Eating	
	p-value	Descriptive Equivalent	p-value	Descriptive Equivalent
Task Performance	0.000	Significant	0.000	Significant
Interpersonal Performance	0.000	Significant	0.000	Significant
Organizational Performance	0.000	Significant	0.007	Significant
Adaptive Performance	0.004	Significant	0.047	Significant

This was interpreted that there was a sufficient evidence to reject the null hypothesis. Hence, there was a significant relationship on health condition and work performance of the security guards in the City of Mati. Moreover, this implied that whenever security personnel suffered illnesses and sickness, their performance was affected: conversely, whenever the security personnel have good health condition, there would be an exemplary job performance.

Health workers productivity and performance could decrease due to poorly planned workplace. If you were working a low-quality job that actively stressed you out, there was a good chance that your sleep cycle was being negatively affected. Bad health condition was linked to poor performance less productivity, and a lack of alertness, which could have even prove to be dangerous in some job fields (Rodriguez, 2017)

In addition, work was important to most of us on many levels. Doing a job we enjoyed and finding it satisfying could provide a meaningful focus for our lives, as well as bringing an income. Work related problems could affect our physical, emotional and mental health.

## 4. Conclusion

The respondents rated the validated survey questionnaire based on their own lifestyle as security guards, particularly responding to statements that concerned their health condition and work performance. The majority rated themselves as very high, which meant that the health condition of security guard was observed at all times as most especially in their field, they needed a good resistance. Likewise, in terms of their work performance, the majority rated themselves as very high, which meant that the health condition of security guard was observed at all times, as well. This further implied that had a very good resistance most especially their field.

Therefore, based on their ratings on the survey questionnaire, there was a significant relationship between health condition and work performance of security guard in the City of Mati, at 0.05 level of significance.

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