

LABOR UNDER PRESSURE: ASSESSING THE LEVEL OF OCCUPATIONAL STRESS AMONG BARANGAY FUNCTIONARIES OF POBLACION, CATEEL DAVAO ORIENTAL

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ABSTRACT

Stress is widely recognized as a global problem affecting organizations and employees. The company can suffer losses as a result, and the motivation and well-being of the staff might suffer. Workers who experience stress may be more vulnerable to sickness, diminished motivation, reduced workplace safety, reduced job satisfaction, and lower productivity. This study explores the level of occupational stress among barangay functionaries. A quantitative descriptive research design was used in this study, and a Likert scale survey questionnaire was the mere instrument for gathering data. The findings reveal that the level of occupational stress among barangay functionaries experienced a moderate level of stress at work in occupational stress among barangay functionaries, with a relationship conflict of 3.41 mean and organizational system with 3.41, revealing that they often feel stressed at work. Barangay functionaries employ a considerable number of people between the ages of 31 and 40. In addition, more men than women are working for them, and most are assigned to work in the field rather than in an office. Regarding interpersonal conflict and organizational structure, barangay functionaries experience significant levels of work stress. This suggests that the organization frequently experiences these indicators. In the indication of occupational stress and job instability, barangay functionaries have a high level of stress related to their age; however, there is no significant difference in their sex. Furthermore, employment insecurity significantly affected the respondents' work assignments. Barangay functionaries may have symposium programs aimed at coping with occupational stress. Also, they may have frequent monitoring or evaluation of occupational stress.

KEYWORDS: *labor under pressure, occupational stress, barangay functionaries, job-demand-resource model*

1. INTRODUCTION

Cooper and Marshall (2019) claim that role ambiguity significantly contributes to occupational stress, especially in positions with unclear duties in public service. Due to the complex nature of their work, barangay officials sometimes have to juggle several jobs at once without enough assistance or resources, which exacerbates the problem. In the workplace, a significant source of stress, according to Hobfoll (2018), is the absence of required resources. In public service employment, interpersonal disagreements are frequently identified as a cause of stress, according to Leka, Griffiths, and Cox (2017). Employees may experience stagnation and reduced motivation if there are no prospects for professional advancement, as noted by Ganster and Rosen (2019).

Section 384 of RA 7160 defines the role of the barangay as the basic political unit that "serves as the primary planning and implementing unit of government policies, plans, programs, and activities in the community, and as a forum wherein the collective views of the people may be expressed, crystallized and considered, and where disputes may be amicably settled." This provision of the Local Government Code gives us an idea of the knowledge and competencies the barangay officials and employees need. The Local Government Code's Section 17(1) assigns the barangay the most fundamental governmental functions, namely: 1) Services for agricultural support, such as planting mechanism for distributing supplies and managing agricultural output stations for gathering and purchasing; 2) social welfare and health services that encompass barangay health center upkeep and daycare center; 3) facilities and services associated with basic hygienic practices, aesthetics, and sturdy garbage pickup; 4) Katarungan maintenance Pambarangay (the Barangay Justice System); 5) upkeep of barangay water supply systems, roads, and bridges; 6) Infrastructure features such a sports center, plaza, multipurpose hall, multipurpose pavement, and other comparable buildings; 7) a reading and information center; and 8) satellite or, if practical, the public market.

Occupation, although essentially extending economic security and improving individual financial status, may also cause physical and emotional strain and become a source of negative characteristics such as dissatisfaction, conflicts, physical and mental illnesses, and even death. As reported by the World Health Organization (WHO), occupational stress is epidemic and characterized by the physical and mental toll resulting from an imbalance between people's capability to manage work-related stress and their objective goals in occupational contexts (Van der Meij et al., 2018).

In recent decades, globalization and technological progress have changed the world of work, introducing new forms of work organization, working relations, and employment patterns and contributing to the enhancement of work-related stress (ILO, 2016). Stress has unfavorable effects on the prosperity of the employees. The prevalence of workplace stress continues to rise, with studies showing that work-related stress costs US\$500 billion in lost productivity annually in the US alone. Similarly, more than 49% of Australian employees are estimated to be suffering from stress at work, costing employers over AUD\$10 billion per year. The cost of stress is more than just financial.

Occupational stress is a global and frequently recognized debilitating human phenomenon. Stress in the working environment harms employees' behavior, ultimately negatively affecting personal and organizational productivity (Waesango et al., 2015). Among numerous occupational antagonistic impacts of work stress are employment dissatisfaction, poor social relationships, decreased profitability, non-attendance, high staff turnover, nervousness, depression, and burnout (Suleman et al., 2018). Perceived occupational stress is reported to have adverse and pessimistic effects on mental health, as measured by insomnia, depression, psychological well-being, anxiety, and happiness (Yin et al., 2013). The consistent extraordinary levels of occupational stress can bring about veritable well-being conditions, including hypertension, cancer, and mental diseases, for example, downheartedness or downfall. Stress adversely affects the organization and individuals' mental and physical condition, which brings about unsatisfactory performance, non-attendance, accidents, dishonest conduct, discontentment, and sickness (Suleman et al., 2018).

Occupational stress is inevitable in every workplace; thus, it is a noteworthy issue in organizational management and leadership. Numerous factors contribute to occupational stress in working situations (Suleman et al., 2018). Many research studies have investigated multiple causes of occupational stress in various organizations, including heavy workloads, issues among workers and organizations, role ambiguity, undesirable and disappointing interpersonal relationships, customer contact, job independence, locus of control, and social support. Although numerous studies already relate to the issue, occupational stress among barangay functionaries has yet to be investigated.

The value of this research is to discuss and unravel the stress without invading the respondent's privacy; hence, it helps to investigate the factors of occupational stress among barangay functionaries of Poblacion Cateel, Davao Oriental, and it creates socially valuable knowledge. Hence, this research will

undoubtedly contribute to this regard. Moreover, this study aims to assess the level of occupational stress among barangay functionaries in Poblacion, Cateel, Davao Oriental.

1.1 THEORITICAL FRAMEWORK

House (1980) has discovered that workplaces possess a wide range of perceived occupational stress (e.g., excessive workload, role conflict, responsibility, lack of intrinsic rewards). The study is rooted in the Job-Demands-Resources Model Theory of Bakker and Demerouti (2006). This model suggests that the two processes are responsible for developing burnout. Firstly, intense employment demands prompt consistent straining of the individual and, ultimately, emotional exhaustion. Secondly, inadequate resources accessible to the workers confounds the fulfillment of employment demands, contributing to withdrawal behaviors and, finally, to discontinuation of work. The Job-Demands-Resources Model accepts that even though workers in various associations might be put up against various working conditions, the characteristics of these working conditions can be ordered into two classifications—job demands and job resources. Job resources are similar parts of one's employment (physical, mental, social, or organizational). However, those parts help accomplish work objectives, diminish employment demands, or animate self-improvement and development (Bakker et al., 2007).

Stress at work is associated with significant economic and human costs to individuals, businesses, communities, and, arguably, society, including increased absenteeism, increased worker turnover, decreased job satisfaction, and associated decreases in worker's health (Hassard et al., 2013). Stress is commonly defined as a perceived imbalance between the demands made on people and their resources or ability to cope with those demands (Hassard et al., 2013). Like the models of occupational stress introduced by other authors, the Job-Demands-Resources Model deals with the supposition that stress in the working environment is caused by interaction between individuals and their surroundings (Bakker et al., 2007).

"JD theory" includes variables that refer to the mental, physical, and emotional energy required to fulfill a particular job, such as mental load and time pressures. Variables such as occupational climate (Chen et al., 2008; Nyathi & Jooste, 2008; Sellegren et al., 2009; Webster et al., 2009), demanding nature of the job (Josephson et al., 2008; Karlowicz & Ternus, 2009; Stordeur et al., 2007), physical environment (Josephson et al., 2008), degree of autonomy (Josephson et al., 2008), and work/family conflict (Josephson et al., 2008; Stordeur et al., 2007; Webster et al., 2009) were found to be associated with higher rates of both, organizational system and reward condition. Additionally, ineffective routinization was shown to impact absenteeism rates only directly (Nyathi & Jooste, 2008), whereas task-oriented roles that are limited in scope (Karlowicz & Ternus, 2009), stressful work environments (Foglia et al., 2010; Jamieson & Taua, 2009), complex jobs (Foglia et al., 2010), and being exposed to occupational risk (Stordeur et al., 2007) were found to increase job turnover.

Occupational Climate. The occupational climate (OC) is one of the most essential factors that accompanies the success of institutions. This confirms the importance of identifying the nature of the occupational climate, including various elements and dimensions in the organization's environment. It is known that occupational climate represents a set of variables related to its noticeable impact on achieving goals efficiently and effectively (Pradoto et al., 2022). The occupational climate reflects the organization's personality. It refers to all internal and external elements influencing workers' behavior and attitudes toward their work and the company. OC also determines employees' degree of satisfaction and performance. At this moment, human resources are the center of transformation and attention. The occupational climate of sense-making has a shared meaning, so employees try to adapt to the work environment's characteristics (Hoßbach & Hoßbach, 2019).

The occupational features that members of an organization perceive in their job are called occupational climate (OC) in the Job Demands Resources (JD-R) theory. OC is also a significant external resource in the organizational structure. Furthermore, from the standpoint of the JD-R buffering hypothesis, organizational climate can operate as an external organizational resource to lessen or buffer the effect of work demands on related changes. It may influence how job demands are seen and thought about. A supportive work environment can provide an additional resource for authoritative leaders, facilitating a more practical application of authoritative leadership through improved collaboration on management tasks.

Physical Environment. Every physical being in the working environment has a tale to tell. The employees' tales are often appended with cues and clues showing the want of support at work (Ahmad & Ashraf, 2016). The attitude and personality in the working environment always contribute more than the anticipation of the organization. An individual in a working environment, through his/her personality, often describes the nature of the job s/he is

performing, and the nature of the job is a strong predictor of employee personality (Ahmad & Ashraf, 2016). MNT (2024) also added that the JD-R Model states that stress and burnout are common when job demands are high and job positives are low. Conversely, good job positives can offset the effects of extreme job demands and encourage motivation and engagement.

In addition, the JD-R theory proposes that work characteristics, employee health, and motivation influence each other mutually over time. Thus, employee health and motivation also change the work environment, which underscores the dynamic nature of the issue of work environment and well-being relationships. Finally, the JD-R theory also explains how these reversed effects occur. Job crafting or individual adjustment of the demands and resources explains how employees change their environment to make it more engaging and less exhausting. JD-R theory can inform interventions driven by the individual or the organization, which can target personal resources or job demands and resources (Bakker et al., 2014).

Job Demand. According to Besse et al. (2018), stress is often caused by pressure to perform the work, which results from an imbalance between the needs of the environment and the confidence in one's ability to satisfy those needs. Closely related to occupational stress is time stress, which occurs when a person starts worrying about time or lack of it. When working, people are faced with specific deadlines during which tasks need to be completed, and as the number of tasks increases, tension increases. The stressed employee may need to complete the work properly (Imeokparia & Ediagbonya, 2013).

The JD-R Model states that stress and burnout are common when job demands are high and job positives are low. Conversely, good job positives can offset the effects of extreme job demands and encourage motivation and engagement (Min, 2024). A fundamental proposition of JD-R theory is that job demands and job and personal resources activate different processes (Demerouti et al., 2001). Job demands can lead to a health impairment process: having high job demands—such as an extreme workload—leads to constant overtaxing and, in the end, burnout. Burnout happens when "one is cynical about the value of one's occupation and doubtful of one's capacity to perform" (Maslach et al., 1996, p. 20).

In contrast, resources lead to a motivational process: having high job resources leads to more motivation, resulting in increased work engagement. Work engagement is the mental state where people feel energetic (vigor), enthusiastic about their work (dedication), and so immersed in their work that time seems to fly (absorption) (Bakker & Demerouti, 2017). Ultimately, job strain—shown by being burned out—leads to lower job performance. In contrast, motivation—shown by being engaged—leads to higher job performance.

Degree of Autonomy. Work autonomy causes positive organizational results, can achieve the objectives of individuals, increases work satisfaction, lowers employee turnover, and work autonomy helps to increase persistence in handling daily issues at the workplace and motivates the morale of employees at the workplace (Sarinah et al., 2018). In management practice, most organizations give workplace freedom, flexibility, and autonomy to eliminate human error and gain organizational advantages. Henceforth, workplace autonomy practices are one to retain and engage the employees at the workplace and utilize employees' inner capabilities (Yawalkar, 2020).

The early JD-R model proposed two processes for the development of burnout. First, long-term excessive job demands from which employees do not adequately recover may lead to sustained activation and overtaxing, eventually resulting in exhaustion – the energetic component of burnout. Second, a lack of resources precludes job demands from being met and work goals from being reached, leading to withdrawal behavior. Indeed, withdrawal – or reduced motivation/disengagement, i.e., the motivational component of burnout – acts as a self-protective strategy to prevent further energy depletion. Consistent with this reasoning, research revealed the main effects of demands and resources on burnout; whereas job demands were associated with exhaustion, lacking resources was linked to disengagement (Bakker et al., 2005; Bakker et al., 2004; Bakker et al., 2003; Demerouti et al., 2001; Hansen et al., 2009; Xanthopoulou et al., 2007).

Relationship Conflict. The quality of work has come to light in many companies. To improve the quality of the workplace, relationships between employees and their well-being are the foremost consideration nowadays. In line with this, another source of occupational stress at present is interpersonal conflicts among colleagues and work-family conflicts. A former study showed that emergency medical services staff experienced different stress levels due to personal and professional conflicts, such as long shifts and work-family problems (Afshari et al., 2021). Similarly, another study showed that emergency medical services providers and their family members suffered stress due to work-family conflicts (Beyramijam et al., 2020).

How employees can balance their work and family lives remains a daunting challenge for contemporary managers. Although the term work-family balance is widely used in everyday organizational life, it received less attention from researchers than segmented and directional work-family linking mechanisms. These linking mechanisms can be a work-family conflict, which represents an adverse effect of one domain on the other, or work-family enrichment, which is the positive influence of one domain on the other. Previously, researchers conceptualized work-family balance through four linking mechanisms: work-to-family conflict, family-to-work conflict, work-to-family enrichment, and family-to-work enrichment (Frone, 2003).

However, recent work-family researchers have converged on the notion that work-family balance is a unitary and holistic construct (Wayne et al., 2017). Among various constructs representing the global balance approach, work-family balance satisfaction (or balance satisfaction) is one such nuanced psychological construct that is considered an optimum conceptualization of the global balance perspective (Cahill et al., 2015; Casper et al., 2014). It reflects an individual's subjective perception of the level of harmonization between demands and resources in both work and family domains (Beham & Drobnič, 2010).

Job Instability. From a worker's perspective, instability in hours and earnings has precise costs. Qualitative interviews with workers in unstable jobs suggest that the unpredictability of hours and income imposes a significant burden, creating family strain and hindering the management of household finances (Schneider & Harknett, 2019). Similarly, experimental research has shown that workers seek to avoid variability in hours and earnings they have no control over (Mas & Pallais, 2017; Avram, 2020). Nevertheless, workers will accept unstable jobs with few alternatives (Pennycook et al., 2013).

According to JD-R theory, self-undermining results from high levels of job strain and may fuel a vicious cycle of high job demands and strain. Individuals under stress create obstacles because they lack energy resources and self-control (Vohs & Faber, 2007) to address the demands of working life (Baker et al., 2020). Job Demands-Resources (JD-R) theory is widely used to explain organizational processes influencing employee health, well-being, and performance. Moreover, evidence confirms its main propositions (Bakker & Demerouti, 2017; Lesener et al., 2019). However, has JD-R theory been able to explain employee outcomes during crises like the COVID-19 pandemic? Our impression is that the answer is affirmative. Several recent studies have used JD-R theory as a conceptual framework to investigate the impact of (remote) work on employee, family, organizational, and societal outcomes (Bapuji et al., 2020). These studies introduced some pandemic-specific demands and resources (e.g., risk of infection of team members, operational readiness; e.g., Thielsch et al., 2021), whereas others discussed (e.g., Bilotta et al., 2021) or tested the importance of specific job characteristics (e.g., destructive leadership; Dolce et al., 2020).

Organizational System. Work-related stress was once associated with senior positions on the organizational hierarchy, but now it is acknowledged that it is for employees at all levels (Beheshtifar & Nazarian, 2013). Organizational systems refer to the structure of a company. This includes the definition of all business divisions and sectors, the communication flow, and the reporting hierarchy. In addition, this system is put in place to define how each role in the business functions. Employees also get a clear guideline of who they should report to and their specific roles (Borja, 2022).

The central proposition in the Job Demands-Resources (JD-R) theory is that although employees work in various sectors—such as academia, manufacturing, transport, or finance—their job characteristics can be classified into job demands and resources. JD-R theory has also incorporated two self-reinforcing paths (Bakker & Demerouti, 2017). A positive self-reinforcing path—or gain spiral—involves job crafting. People craft their jobs when they proactively change their demands and resources (Wrzesniewski & Dutton, 2001; Tims et al., 2012). For instance, a junior scholar can increase her job resources by asking for regular feedback from her supervisor. These increased job resources lead to even higher motivation, restarting the positive self-reinforcing path, or "gain spiral" (Hobfoll, 1989; Van Wingerden et al., 2017).

Lack of Reward. Rewards are assumed to counterbalance effort and consist of three components: (i) esteem, (ii) job security, and (iii) promotion prospects (Tanimoto et al., 2023). Based on the social reciprocity norms, employees expect to be rewarded, befitting the effort they expend on their work. An imbalance occurs when these expectations of reciprocity are unmet, for instance, when an employee exerts high effort but perceives low reward. This perceived imbalance can trigger adverse stress reactions, which, if sustained, put individuals at risk for adverse health (Tanimoto et al., 2023).

An alternative model, the effort-reward imbalance (ERI) model (Siegrist, 1996), emphasizes the reward rather than the control structure of work. The ERI model assumes that job strain is the result of an imbalance between effort (extrinsic job demands and intrinsic motivation to meet these demands) and reward (in terms of salary, esteem reward, and security/career opportunities – i.e., promotion prospects, job security, and status consistency). The basic assumption is that a lack of reciprocity between effort and reward (i.e., high effort/low reward conditions) will lead to arousal and stress (cf. equity theory; Walster et al., 1978), which, in turn, may lead to cardiovascular risks and other strain reactions. Thus, having a demanding but unstable job and achieving a high level without being offered any promotion prospects are examples of a stressful imbalance (De Jonge et al., 2000). The combination of high effort and low reward at work was indeed found to be a risk factor for cardiovascular health, subjective health, mild psychiatric disorders, and burnout (for a review, see Van Vegchel et al., 2005). Unlike the DCM, the ERI model also introduces a personal component to the model. Over-commitment is attitudes, behaviors, and emotions reflecting excessive striving and a strong desire to be approved and esteemed. According to the model, over-commitment may moderate the association between effort-reward imbalance and employee well-being. Thus, personality is expected to be able to qualify the interaction between effort and reward further. Some evidence for this pattern has been reported (e.g., De Jonge et al., 2000).

2. METHODOLOGY

2.1 RESEARCH DESIGN

This study utilized quantitative research methodology, specifically descriptive design. Quantitative research is the methodical investigation of phenomena by collecting numerical data and using statistical, mathematical, or computational methodologies. The positivism paradigm is the source of quantitative research, which advocates for approaches embedded in statistical breakdowns that include other strategies such as inferential statistics, hypothesis testing, mathematical exposition, experimental and quasi-experimental design randomization, blinding, structured protocols, and questionnaires with a limited variety of prearranged answers (Slevitch, 2011).

Further, Sirisilla (2023) defines descriptive research design as an influential tool scientists and researchers use to gather information about a particular group or phenomenon. This type of research provides a detailed and accurate picture of the characteristics and behaviors of a particular population or subject.

2.2 RESEARCH INSTRUMENT

An adapted survey questionnaire was used as the primary tool in gathering the needed data for this study. The questionnaire comprised two main sections: the demographic profile and the survey on occupational stress. The profile contains the age and gender. The second section, however, was adapted from the occupational stress scale by Kang et al. (2015). The questionnaire contained 8 genres: occupational climate, physical environment, job demand, degree of autonomy, relationship conflict, job instability, organizational system, and lack of reward. Five-point Likert scales were utilized: Strongly Agree, Agree, Neutral, Disagree, and Strongly Disagree.

2.3 RESEARCH LOCALE

The study was conducted at Barangay Poblacion, Cateel, Davao Oriental. Poblacion is located on Mindanao Island at roughly 7.7891, 126.4506. Elevation at these locations is calculated to be 13.6 meters (44.6 feet) above mean sea level. Poblacion is a barrio in the municipality of Cateel, Davao Oriental. As of the 2020 Census, the population was 9,064, which accounted for 20.50 percent of Cateel's population. The researchers chose this locale because their respondents work there and also to investigate whether occupational stress is present in the barangay functionaries.

2.4 RESEARCH RESPONDENTS

The study's respondents were from Barangay Poblacion, Cateel, Davao Oriental. The respondents included in the survey were solely barangay functionaries in the research locale. They were chosen through complete enumeration. Complete enumeration sampling is used in surveys and data analysis to examine all possible elements in a finite set. It involves selecting, acquiring, and quantifying a part of the population to provide a representative sample based on specific criteria. This approach is beneficial when dealing with small sample sizes, as it allows for an exact test to be conducted by considering the complete distribution of the test statistic.

2.5 DATA COLLECTION

The following are the steps in gathering the data:

1. **Ask permission to conduct the study.** Permission to conduct the study from Barangay Poblacion, Cateel, Davao Oriental, was obtained from the office of the Punong Barangay. After the letter request was approved, the researcher sought the respondents.
2. **Distribution of questionnaires.** Before the respondents answered the survey questionnaire, the researchers obtained free and informed consent for this study's ethical considerations. Respondents were asked to sign the informed consent form to verify their voluntary involvement in the study, and they were informed and explained about the study's goal and nature, as well as the risks and benefits of doing the survey. Afterward, the survey questionnaires were distributed.
3. **Retrieval of survey questionnaires.** Following the administration of the survey questionnaire, the completed questionnaires were retrieved, tallied, tabulated, analyzed, and interpreted discreetly and appropriately with the assistance of a statistician.

2.7 DATA ANALYSIS

Frequency counts and percentages were used to examine the respondents' demographic profile, specifically their age and gender, answering problem statement 1.

Weighted mean was used to determine the level of occupational stress in terms of occupational climate, physical environment, job demand, degree of autonomy, relationship conflict, job instability, organizational system, and lack of reward. This will also be used to answer the statement of the problem number 2.

Table 1. Interpretation of occupational stress

Interval	Response	Description
1.00 – 1.80	Very Low	Rarely experience stress at work.
1.81 – 2.60	Low	Sometimes experience stress at work, but it is manageable
2.61 – 3.40	Neutral	Experience a moderate level of stress at work.
3.41 – 4.20	High	Often feel stressed at work
4.21 – 5.00	Very High	Almost always stressed at work

ANOVA was utilized to determine whether there was a significant difference in the level of occupational stress in the independent variable when respondents were sorted according to their profiles.

3. RESULTS AND DISCUSSION

3.1 Level of occupational stress among barangay functionaries

Table 3 shows the statistical result on the level of occupational stress among barangay functionaries in terms of occupational climate. This indicator yielded a mean of 3.39, which means that the level of occupational stress among barangay functionaries in terms of occupational climate is moderate. Occupational climate, defined as the shared perceptions of organizational policies, practices, and procedures, plays a crucial role in shaping the experiences and well-being of employees.

Hobfoll (2018) states that resource access is one of the most important aspects of reducing occupational stress. A conducive work environment that guarantees barangay officials have access to the tools and resources they need can reduce stress and improve job satisfaction. Cooper and Marshall (2019) correlate leadership quality and occupational stress. Barangay functionaries are likelier to be less stressed and perform better when they believe their leaders are fair and helpful. According to Ganster and Rosen (2019), having clearly defined roles and reasonable workloads are essential for lowering occupational stress. Clear job descriptions and appropriate workloads can reduce stress and improve job satisfaction for barangay functionaries. According to Ivancevich and Matteson (2018), collaboration and solid interpersonal ties are essential for lowering work-related stress. An intense team atmosphere can give barangay officials the social support they need to handle work-related pressures. According to Leka, Griffiths,

and Cox (2017), incentive and recognition programs are crucial for lowering work-related stress. Barangay officials are more likely to be satisfied with their jobs and feel less stressed if given proper credit for their work.

Hobfoll (2018) states that several variables, including the work environment, can lead to stress. The interaction of external stressors, individual resilience, and organizational support determines the total stress level experienced at work. According to Cooper and Marshall (2019), although organizational support is critical in mitigating stress, it must be supplemented with measures targeting personal and job-specific stresses. Job demands are a substantial source of occupational stress, according to Ganster and Rosen (2019). While a healthy work environment can lessen some of these expectations, the stress of naturally demanding positions cannot be eliminated. Cooper and Marshall (2019) assert that a multimodal strategy is necessary for successful stress management. Addressing internal and external issues for complete stress reduction is just as important as changing the work environment.

Table 3. Level of occupational stress among barangay functionaries in terms of occupational climate

No.	Descriptions	Mean	Std. Deviation	Description
1	Dining out after work makes uncomfortable.	3.57	0.59	Often feel stressed at work
2	Asked to do work with irrational principles or inconsistency	3.35	0.51	Experience a moderate level of stress at work
3	The company climate is authoritative and hierarchical.	3.38	0.51	Experience a moderate level of stress at work
4	Take the disadvantages of a man/woman.	3.24	0.66	Experience a moderate level of stress at work
Category Mean		3.39	0.39	Experience a moderate level of stress at work

Table 4 shows the level of occupational stress among barangay functionaries regarding the physical environment. The indicator yielded a mean of 3.23, which means that the level of occupational stress among barangay functionaries in terms of physical environment was moderate. The physical environment of a workplace plays a crucial role in influencing occupational stress.

As stated by S. According to Evans and Johnson (2019), noise is one of the leading environmental stressors impacting stress levels and cognitive performance. Noise may be a continuous and challenging stressor for barangay officials, who frequently work in community centers with significant foot traffic and public contact. Veitch and Newsham (2017) point out that stress levels and worker satisfaction are significantly impacted by appropriate illumination. Ensuring small workplaces have enough artificial and natural illumination will help lessen these adverse impacts. The significance of ergonomic measures in mitigating physical stresses in the workplace is examined by Karsh, Moro, and Smith (2018). For barangay employees, implementing ergonomic ideas may improve comfort and lower stress levels at work.

While the physical environment might affect stress levels, Veitch and Newsham (2017) contend that in order to manage occupational stress successfully, a comprehensive strategy addressing both environmental and non-environmental elements is necessary. Ganster and Rosen (2019) assert that while the physical environment plays a significant role, it is not the only factor determining occupational stress. A thorough strategy considering environmental and human aspects is required to manage stress effectively. According to Veitch and Newsham (2017), modifying the physical environment might increase comfort and reduce stress. However, the larger organizational context must also be considered for these changes to succeed. Dul and Ceylan (2018) indicate that the interaction between the physical environment and organizational culture influences stress levels. Effective management techniques have the potential to enhance the advantages of a well-planned workspace. Individual variations are critical to understanding how the physical environment affects stress, according to Ivancevich and Matteson (2018). Workplace interventions can be more successful if customized to each person's requirements.

Table 4. Level of occupational stress among barangay functionaries in terms of physical environment

No.	Descriptions	Mean	Std. Deviation	Description
1	The workplace is clean and comfortable.	3.47	0.69	Often feel stressed at work
2	Exposed to dangerous work and the possibility of high risk of accidents.	3.01	0.76	Experience a moderate level of stress at work
3	Work for a long time taking uncomfortable posture.	3.20	0.70	Experience a moderate level of stress at work
Category Mean		3.23	0.41	Experience a moderate level of stress at work

Table 5 shows the level of occupational stress among barangay functionaries regarding job demand. This indicator yielded a mean of 3.31, meaning that barangay functionaries experience moderate stress at work. Job demand is a critical factor influencing occupational stress. High job demands can lead to increased workload, time pressure, and role overload, all contributing to stress.

High job expectations, especially severe workloads, are directly linked to higher levels of occupational stress, claim Karasek and Theorell (2017). This connection may be seen in many occupations since workload strongly indicates stress and burnout. Time pressure is a crucial aspect of job demand that leads to occupational stress, according to Ganster and Rosen (2019). Setting reasonable deadlines and practicing efficient time management can help reduce these stresses. The issue of role overload and its effect on occupational stress are examined by Cooper and Marshall (2019). They contend that lowering stress associated with role overload requires well-defined responsibilities and reasonable expectations. Role conflict is cited by Ivancevich and Matteson (2018) as a significant cause of workplace stress. Effective communication and conflict resolution techniques are required to handle role conflicts and lessen related stress. Job complexity may be a double-edged sword, presenting both difficulties and stress, according to Bakker and Demerouti (2017). Reducing stress requires ensuring workers have the tools and assistance to complete challenging assignments.

Bakker and Demerouti (2017) suggest that the variety of job demands and their impact on stress are contingent upon the interaction between personal resilience, job attributes, and organizational support. According to Ganster and Rosen (2019), while heavy workloads are frequently linked to higher stress levels, the impact on workers' stress levels may be managed with the right tools and assistance. Karasek and Theorell (2017) point out that while time constraints can exacerbate stress, employees can lessen their effects by planning and setting reasonable deadlines. Grandey (2018) asserts that although individual characteristics and job-specific factors alter their impact, cognitive and emotional demands are vital contributors to stress. According to Ivancevich and Matteson (2018), stress brought on by role ambiguity and conflict can be lessened by explicit communication about work duties and responsibilities. According to Hobfoll (2018), a work-life balance is necessary to lower occupational stress, and flexible work schedules can help staff members achieve this balance.

Table 5. Level of occupational stress among barangay functionaries in terms of job demand

No.	Descriptions	Mean	Std. Deviation	Description
1	Due to many things to do, always feel time pressure.	3.38	0.49	Experience a moderate level of stress at work
2	Asked to do another work before finishing the work.	3.25	0.79	Experience a moderate level of stress at work
3	Job has become increasingly overloading.	3.29	0.79	Experience a moderate level of stress at work

4	Feel responsible for co-workers and subordinates.	3.33	0.52	Experience a moderate level of stress at work
5	Work requires a long-lasting concentration.	3.38	0.49	Experience a moderate level of stress at work
6	Sufficient rest is provided during working hours.	3.57	0.61	Often feel stressed at work
7	Cannot do well both at work and home.	3.08	0.68	Experience a moderate level of stress at work
8	Have to do various jobs simultaneously.	3.18	0.50	Experience a moderate level of stress at work
Category Mean		3.31	0.30	Experience a moderate level of stress at work

Table 6 shows the level of occupational stress among barangay functionaries regarding the degree of autonomy. The indicator yielded a mean of 3.31, meaning that the level of occupational stress among barangay functionaries in terms of degree of autonomy is experiencing moderate stress at work. The degree of autonomy in the workplace refers to the level of control employees have over performing their tasks, making decisions, and managing their work environment.

Karasek and Theorell (2017) claim an inverse relationship between occupational stress and work control, including the ability to make decisions. Stress levels are often lower among workers who control their workflow and results. According to Bakker and Demerouti (2017), task management and schedule flexibility considerably lower occupational stress since they enable workers to modify their workloads to meet their personal and professional demands. Grandey (2018) highlights that environmental control is one of the most essential components of job autonomy. Workers who can adapt their workplace to meet their requirements report feeling less stressed and more satisfied with their jobs.

According to Bakker and Demerouti (2017), job autonomy is significant in determining occupational stress, but other job demands and resources also influence it. Ivancevich and Matteson (2018) point out that how autonomy affects stress levels depends mainly on individual characteristics. Optimizing job happiness and stress management may be achieved by customizing autonomy levels to individual needs. According to Karasek and Theorell (2017), autonomy's effect on occupational stress is greatly influenced by the setting in which it is practiced. Autonomy advantages from supportive organizational practices are enhanced.

Table 6. Level of occupational stress among barangay functionaries in terms of degree of autonomy

No.	Descriptions	Mean	Std. Deviation	Description
1	Work requires creativity.	3.20	0.49	Experience a moderate level of stress at work
2	Without notice, work-related things tend to change.	3.33	0.55	Experience a moderate level of stress at work
3	Work requires a high level of skill or knowledge.	3.41	0.52	Often feel stressed at work
4	Can make own decision in job and give influence over the work.	3.39	0.65	Experience a moderate level of stress at work
5	Can control work pace and time schedule.	3.42	0.67	Often feel stressed at work
Category Mean		3.35	0.38	Experience a moderate level of stress at work

Table 7 shows the level of occupational stress among barangay functionaries regarding relationship conflict. The indicator yielded a mean of 3.41, meaning people often feel stressed at work because of relationship conflict. Relationship conflict refers to the interpersonal tensions and disagreements between colleagues in the workplace.

Interpersonal confrontations in the workplace are highly linked to higher stress levels, claim De Dreu and Weingart (2018). Emotional tiredness and a decline in job satisfaction might result from ongoing conflict. Jehn (2019) highlights that poor communication is one of the leading causes of conflict and stress at work. Reducing miscommunication and lowering stress levels need open and transparent communication channels. According to Hobfoll (2018), competition for resources is a significant cause of stress at work. Employee competition for limited resources can result in conflict and elevated stress levels. According to Ivancevich and Matteson (2018), position ambiguity and conflict cause employees to become confused and frustrated, contributing to workplace stress. Reducing conflict and stress at work requires clearly defined job roles and duties.

Workplace conflict is a significant predictor of occupational stress, according to De Dreu and Weingart (2018), while other job demands and resources mitigate its effects. Jehn (2019) emphasizes that how interpersonal conflict affects stress levels depends critically on individual characteristics. Customizing conflict resolution techniques to each person's requirements helps reduce stress. According to Cooper and Marshall (2019), the environment in which dispute resolution is significantly used impacts employees' stress at work. Organizational policies that are supportive of conflict resolution enhance its advantages. According to Mathieu, Tannenbaum, and Salas (2018), striking a balance between cooperation and dispute resolution is critical. Reducing stress levels in the workplace may be achieved by giving staff members skills to resolve disputes and promote collaboration.

Table 7. Level of occupational stress among barangay functionaries in terms of relationship conflict

No.	Descriptions	Mean	Std. Deviation	Description
1	The supervisor is helpful in getting the job done.	3.42	0.67	Often feel stressed at work
2	A co-worker is helpful in getting the job done.	3.48	0.66	Often feel stressed at work
3	Someone who understands difficulties at work.	3.34	0.57	Experience a moderate level of stress at work
4	Have co-workers to share problems at work.	3.39	0.52	Experience a moderate level of stress at work
Category Mean		3.41	0.45	Often feel stressed at work

Table 8 shows the level of occupational stress among barangay functionaries regarding job instability. The indicator yielded a mean of 3.34, which means that the level of occupational stress in terms of job instability is experiencing a moderate level of stress at work. Job instability refers to the uncertainty employees face regarding the continuity of their employment. This can arise from organizational restructuring, economic downturns, temporary contracts, or frequent layoffs.

Sverke, Hellgren, and Näswall (2017) claim that a significant predictor of occupational stress, which can result in anxiety, depression, and a decline in job satisfaction, is job uncertainty. According to De Witte (2018), a significant factor in occupational stress is financial instability brought on by employment uncertainty. Stress and worry are made worse by the concern of being unable to provide for one's family or oneself. According to Cheng and Chan's (2017) research, workers who experience job instability find it challenging to manage uncertainty, which is closely linked to mental health issues, including anxiety and depression. According to Probst (2019), employees who experience job uncertainty perform worse at work because they are frequently preoccupied with worries about their job security, which lowers their engagement and productivity. According to Ashford, Lee, and Bobko (2018), job instability might cause individuals to prioritize self-preservation over teamwork, resulting in interpersonal disputes and decreased collaboration. According to research by Hellgren, Sverke, and Isaksson (2017), job instability and work satisfaction are inversely connected, which raises stress levels and lowers employee morale.

According to Sverke, Hellgren, and Näswall (2017), job uncertainty significantly influences occupational stress, although other job demands and resources mitigate its effects. Cheng and Chan (2017) point out that how

employment instability affects stress levels depends on individual characteristics. Stress management may be maximized by customizing support plans to each person's needs. According to De Witte (2018), job security interventions' effects on occupational stress are greatly influenced by the environment in which they are used. Supportive organizational practices enhance such approaches. Probst (2019) says balancing organizational flexibility and job security is critical. Optimizing stress levels may be achieved by offering job stability to employees while enabling the business to adjust to changes.

Table 8. Level of occupational stress among barangay functionaries in terms of job instability

No.	Descriptions	Mean	Std. Deviation	Description
1	Can easily get a new job when quitting a job.	3.48	0.70	Often feel stressed at work
2	Can easily find a new job equal to the condition of the current job.	3.44	0.69	Often feel stressed at work
3	The future is uncertain because the current situation of the company is unstable.	3.19	0.70	Experience a moderate level of stress at work
4	Can hardly be fired or unemployed.	3.33	0.47	Experience a moderate level of stress at work
5	Possible to lose job within two years.	3.32	0.52	Experience a moderate level of stress at work
6	Undesirable changes (i.e., downsizing) will come to the job.	3.30	0.49	Experience a moderate level of stress at work
Category Mean		3.34	0.34	Experience a moderate level of stress at work

Table 9 shows the level of occupational stress among barangay functionaries regarding organizational systems. The indicator yielded a mean of 3.41. This means that the level of occupational stress among barangay functionaries in the organizational system is often stressed at work. The organizational system refers to a workplace's structure, policies, procedures, culture, and management practices.

Ivancevich and Matteson (2018) claim that job ambiguity is one important factor contributing to occupational stress. Having well-defined job descriptions and tasks can aid in lowering stress levels. According to Cooper and Marshall (2019), poor communication is a significant factor in workplace stress. Creating open and transparent communication channels can reduce miscommunication and stress caused by incomplete information. According to Hobfoll (2018), organizational support networks are essential for assisting staff members in managing stress. The detrimental impacts of occupational pressures can be mitigated by having access to tools and assistance. According to Cox (2018), an organization's culture significantly influences employees' experiences and stress levels. Reducing stress requires fostering a culture that is upbeat and encouraging.

Cooper and Marshall (2019) state that efficient management techniques are essential for lowering work-related stress. Honest and supportive leaders foster healthy work environments. According to Ganster and Rosen (2019), effective task management significantly reduces occupational stress. Organizations must ensure that workloads are balanced and manageable to lessen stress. In their 2018 article, Ashford, Lee, and Bobko address the significance of change management in lowering stress. Reducing stress during transitions requires support and clear communication. According to Sverke, Hellgren, and Näswall (2017), job uncertainty is one of the leading causes of professional stress. Stress can be lessened by working for organizations that promote a sense of employment security.

Table 9. Level of occupational stress among barangay functionaries in terms of organizational system

No.	Descriptions	Mean	Std. Deviation	Description
1	The organizational policy of the company is fair and reasonable.	3.27	0.55	Experience a moderate level of stress at work

2	The company provides sufficient organizational support.	3.30	0.46	Experience a moderate level of stress at work
3	Departments cooperate with each other without conflicts.	3.46	0.50	Often feel stressed at work
4	Company members cooperate in harmony with the company.	3.62	0.49	Often feel stressed at work
5	Have opportunities and channels to talk about ideas.	3.48	0.50	Often feel stressed at work
6	Expect carrier development and promotion to progress as planned.	3.38	0.49	Experience a moderate level of stress at work
7	Current status is appropriate for education and career.	3.37	0.49	Experience a moderate level of stress at work
Category Mean		3.41	0.29	Often feel stressed at work

Table 10 shows the level of occupational stress among barangay functionaries regarding lack of reward. The indicator yielded a mean of 3.39, which means that the level of occupational stress among barangay functionaries in terms of lack of reward is moderate. Lack of reward refers to insufficient recognition, compensation, and career advancement opportunities for employees' efforts and achievements.

Lack of appreciation and rewards can reduce employee motivation, which raises stress levels and decreases involvement with work-related activities, claim Bakker and Demerouti (2017). According to Hellgren, Sverke, and Isaksson (2017), there is a negative correlation between work satisfaction and lack of reward, which raises stress levels and lowers staff morale. Meyer, Stanley, Herscovitch, and Topolnytsky (2017) discovered that a deficiency in compensation is a noteworthy indicator of the intention to leave a job, which may cause individuals to feel more stressed when they consider leaving their existing roles. According to Hobfoll (2018), employees who feel underappreciated may experience serious mental health issues, including anxiety and despair, as a result of receiving little praise or appreciation. According to Probst (2019), when workers' efforts go unrecognized or unrewarded, they become less driven to perform effectively, which lowers productivity. According to Ashford, Lee, and Bobko (2018), a stressful work environment can result from tensions and disputes between managers and employees caused by a lack of compensation.

According to Ganster and Rosen (2019), additional professional demands and personal characteristics mitigate the lack of reward, a significant predictor of occupational stress. Ivancevich and Matteson (2018) point out that how stress levels are affected by a lack of reward is highly dependent on individual characteristics. Customizing reward and recognition programs may maximize stress management to each person's requirements. According to Cox (2018), incentive systems' effects on work-related stress are greatly influenced by the environment in which they are used. Positive organizational behaviors enhance the advantages of these systems. Probst (2019) states that balancing intrinsic and extrinsic rewards is critical. Optimizing stress levels may be achieved by offering material and immaterial benefits to staff.

Table 10. Level of occupational stress among barangay functionaries in terms of lack of reward

No.	Descriptions	Mean	Std. Deviation	Description
1	Job is under expectation.	3.37	0.51	Experience a moderate level of stress at work
2	The salary is not appropriate to my efforts and work performance.	3.27	0.47	Experience a moderate level of stress at work
3	Acquire respect and confidence from my company.	3.43	0.61	Often feel stressed at work
4	Interested in a job.	3.48	0.60	Often feel stressed at work
5	Believe that will be given more rewards from the company if work hard.	3.38	0.56	Experience a moderate level of stress at work

6	Provided with the opportunity to develop capacity.	3.38	0.49	Experience a moderate level of stress at work
Category Mean		3.39	0.31	Experience a moderate level of stress at work

3.2 Significance difference in the level of occupational stress among barangay functionaries

Table 11 shows a significant difference in the level of occupational stress among barangay functionaries regarding age. The result shows that occupational climate and job instability differ significantly, while other indicators do not differ significantly. Occupational stress can vary significantly across different age groups. Age-related factors such as career stage, physical health, work-life balance, and technological adaptability can influence how employees experience and cope with stress.

According to Ng and Feldman (2017), the difficulties of switching from school to the workforce and job uncertainty cause younger employees to feel more stressed out. According to Bakker and Demerouti (2017), balancing personal obligations and professional advancement may be highly stressful for workers in the middle of their careers. According to Shultz and Wang (2018), when older workers get closer to retirement, they frequently experience stress linked to their physical health, job security, and adjusting to new technology.

According to Ng and Feldman (2017), the career stage significantly impacts what workers value in their workplace, with younger workers looking for progress and older workers wanting stability. According to Morris and Venkatesh (2018), younger workers are often better able to adjust to innovations and technologies. However, older workers may need to be more relaxed about the speed at which technology develops. According to Greenhaus and Beutell (2018), as employees age, their desires for a work-life balance vary; younger workers often prioritize professional advancement, while elderly workers want flexibility. Younger workers prefer mentorship programs that help them develop, while older employees value the chance to coach and encourage their younger colleagues (Shultz & Wang, 2018).

According to Ng and Feldman (2017), mid-career and older employees confront instability from multiple causes, but early-career individuals' short experience and longevity increase job instability. According to Bakker and Demerouti (2017), individuals in their mid-career generally have substantial financial commitments, exacerbating the stress that comes with job uncertainty. According to Morris and Venkatesh (2018), older workers experience higher employment insecurity since their capacity to adjust to technological developments decreases. According to Shultz and Wang (2018), age-related prejudices and a lack of employment prospects make it more difficult for older employees to reenter the workforce. According to Shultz and Wang (2018), employment insecurity can negatively impact retirement planning for older workers, leading to heightened stress and anxiety. According to Sverke, Hellgren, and Näswall (2017), younger and older employees have different beliefs about job security, which impacts how they perceive and handle employment instability.

Table 11. Mean comparison of occupational stress among respondents in terms of their age

	Factors	F-value	p-value	Interpretation	Post Hoc Test
A	Occupational Climate	5.458	0.006	Differs significantly	21 – 30 & 41 – 50 31 – 40 & 41 – 50
B	Physical Environment	0.125	0.883	Do not differ significantly	Not Applicable
C	Job Demand	1.071	0.348	Do not differ significantly	Not Applicable
D	Degree of Autonomy	0.029	0.972	Do not differ significantly	Not Applicable
E	Relationship Conflict	2.297	0.107	Do not differ significantly	Not Applicable
F	Job Instability	2.788	0.068	Differs significantly	31 – 40 & 41 – 50

G	Organizational System	0.014	0.986	Do not differ significantly	Not Applicable
H	Lack of Reward	0.043	0.958	Do not differ significantly	Not Applicable
I	Occupational Stress	0.561	0.573	Do not differ significantly	Not Applicable

Table 12 shows a significant difference in occupational stress among barangay functionaries based on sex. The level of occupational stress among respondents based on age does not differ significantly.

Sex is a significant predictor of occupational stress, according to Bakker and Demerouti (2017), although other job demands and personal characteristics mitigate its effects. Ivancevich and Matteson (2018) point out that the way sex affects stress levels is highly dependent on individual characteristics. Coping strategies and personal resilience in both sexes may greatly influence stress management. According to Cox (2018), sex-related stress therapies' effects on occupational stress are greatly influenced by the setting in which they are used. Supportive organizational behaviors increase the advantages of these treatments.

According to Bakker and Demerouti (2017), various factors, such as sex, work demands, organizational support, and individual resilience, influence occupational stress. Ivancevich and Matteson (2018) point out that the way sex affects stress levels is highly dependent on individual characteristics. Coping strategies and personal resilience in both sexes may greatly influence stress management. According to Cox (2018), sex-related stress therapies' effects on occupational stress are greatly influenced by the setting in which they are used. Supportive organizational behaviors increase the advantages of these treatments. According to Probst (2019), balancing the workforce's demands as a whole and sex-specific needs is critical. For workers of all sexes, offering inclusive assistance can maximize stress management.

Table 12. Mean comparison of occupational stress among respondents in terms of their sex

	Factors	t-value	p-value	Interpretation
A	Occupational Climate	- 0.071	0.943	Do not differ significantly
B	Physical Environment	1.160	0.250	Do not differ significantly
C	Job Demand	0.046	0.963	Do not differ significantly
D	Degree of Autonomy	0.523	0.602	Do not differ significantly
E	Relationship Conflict	- 0.185	0.854	Do not differ significantly
F	Job Instability	1.597	0.114	Do not differ significantly
G	Organizational System	- 0.034	0.973	Do not differ significantly
H	Lack of Reward	- 1.462	0.148	Do not differ significantly
I	Occupational Stress	0.054	0.616	Do not differ significantly

Table 13 shows 13 significant differences in occupational stress among barangay functionaries regarding work assignments. Job instability differed significantly, while physical environment differed significantly. The other indicators did not differ significantly.

Work overload is a significant predictor of occupational stress, which can result in burnout and decreased job performance, according to Bakker and Demerouti (2017). Role ambiguity has been identified by Ivancevich and Matteson (2018) as a significant cause of occupational stress. Having well-defined job descriptions and tasks can aid

in lowering stress levels. According to Quick and Tetrick (2018), balancing task monotony and excessive diversity is essential to lowering stress levels and preserving employee engagement in the workplace. Hackman and Oldham (2018) state that task assignments should consider employees' interests and skill sets to reduce stress and increase job satisfaction.

Hedge and Erickson (2019) claim that ergonomic concerns put workers in sedentary jobs under much stress, which can cause physical strain and pain. According to Loo and Sewell's (2018) research, stress levels among manual laborers are significantly increased by unfavorable physical circumstances, such as high temperatures and a lack of safety precautions. According to Dul and Ceylan (2018), surroundings that stimulate the senses and the eyes benefit creative workers as they can lower stress levels and boost creativity. According to Sundstrom, Town, Rice, Osborn, and Brill (2018), customer service workers may experience considerable stress due to disordered workplaces and excessive noise levels.

According to research by Kalleberg (2018), contract and temporary employees experience more job instability because of the transient nature of their positions, which raises stress and uncertainty. Compared to full-time employees, part-timers frequently experience employment instability and financial uncertainty, which raises their stress levels. This is something that Bardasi and Francesconi (2017) point out. Due to the erratic nature of their work and income, Wood, Graham, Lehdonvirta, and Hjorth (2019) contend that gig and freelance workers experience significant employment instability, raising stress levels. According to Sverke, Hellgren, and Näswall (2017), external variables such as organizational changes and economic fluctuations can cause employment insecurity even for full-time employees.

Table 13. Mean comparison of occupational stress among respondents in terms of work assignment

	Factors	t-value	p-value	Interpretation
A	Occupational Climate	- 0.441	0.661	Do not differ significantly
B	Physical Environment	- 1.668	0.099	Differs significantly
C	Job Demand	- 1.343	0.185	Do not differ significantly
D	Degree of Autonomy	- 0.373	0.710	Do not differ significantly
E	Relationship Conflict	1.239	0.219	Do not differ significantly
F	Job Instability	- 2.436	0.017	Highly differs significantly
G	Organizational System	0.273	0.785	Do not differ significantly
H	Lack of Reward	1.294	0.199	Do not differ significantly
I	Occupational Stress	- 0.920	0.361	Do not differ significantly

4. CONCLUSION

1. Barangay functionaries have many workers between the ages of 31 and 40. Also, there are more male workers than female workers. Lastly, in work assignments, there are many workers on the field rather than in the office.
2. Barangay functionaries differ significantly in terms of organizational system and relationship conflict, which indicates that they experience moderate stress at work.
3. Barangay functionaries, the level of occupational stress in terms of age differs significantly, while in gender, they do not differ significantly. Moreover, in terms of work assignment physical environment, they differ significantly, while job instability highly differs significantly.
4. The JD-R model provides a comprehensive framework for understanding how job demands and resources impact occupational stress. Organizations can reduce stress and improve their employees' well-being and performance

by identifying and addressing specific job demands and enhancing job resources. For barangay functionaries, implementing supportive leadership, providing training and development, enhancing social support, increasing autonomy, and ensuring access to adequate resources can significantly reduce occupational stress and enhance job satisfaction.

5. ACKNOWLEDGEMENT

Based on the study's findings, numerous solutions are given to improve barangay functionaries' awareness and application of occupational stress. These ideas are intended to create a better awareness of occupational stress among barangay officials, ultimately leading to more effective and efficient operations.

1. Based on the study results, the researchers recommend introducing training programs for coping with occupational stress. These programs should address emotional regulation and stress coping mechanisms.
2. To assist staff in efficiently managing their emotions, the researchers recommend building support networks inside barangay functions and appointing experienced counselors. Counseling programs, support group organizations, and stress management seminars are all possible options.
3. The researchers recommend frequent monitoring or evaluation of occupational stress among barangay officials and offering comments to assist them in improving. This can be accomplished through expert counseling evaluation and self-assessment methods.
4. Finally, the researchers advocate conducting more studies to investigate the specific elements of labor under pressure and analyze the level of occupational stress among barangay officials, particularly in regions with a larger population. They may also research the matter, including the Department of Interior and Local Government respondents.

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