BJMP Extended Workday: Basis to Create a Framework for Disruptive Times

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Abstract

The Bureau of Jail Management and Penology (BJMP) plays a vital role in keeping continuous jail operations, particularly during disruptive times such as the COVID–19 pandemic, when extended workdays affected personnel welfare, performance, and morale. This study assessed the effects of extended workdays on personnel at the Makati City Jail–Male Dormitory as a basis for developing a framework for disruptive times. Specifically, it examined the effectiveness of the current extended workday policy in terms of policy implementation and impacts, personnel well-being and performance, and the organizational program's helpline; identified issues and concerns encountered; determined needed organizational reforms; examined differences in respondents' assessments; and developed a responsive policy framework. The study employed a descriptive research design using qualitative and quantitative approaches through a mixed–method design. Data were gathered through a self-formulated survey questionnaire from 347 respondents, comprising 66 BJMP personnel and 281 Persons Deprived of Liberty, selected through simple random sampling. Data were analyzed using weighted means, t-test, and one-way analysis of variance (ANOVA). Results showed that extended working hours were consistent with the BJMP's mandate for continuous jail operations; however, personnel experienced psychological and emotional distress, stress, limited free time, poor work–life balance, and health risks. The findings also revealed no significant difference in the assessments of the current extended workday policy, while significant concerns and gaps in organizational support were identified. The study concludes that a formal and standardized policy is necessary, incorporating flexible schedules, personnel welfare safeguards, and a BJMP Personnel Helpline.

Keywords: Extended Workday, Development Administration, Policy Implementation, Personnel Well-Being and Performance, Disruptive Times, Organizational Helpline