

Occupational Stress and Organizational Climate as determinants of Quality of Work Life Among Correction Officers in Davao Penal farm

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Abstract

This study sought to identify the model that best describes correctional officers' quality of work life in connection to organizational climate and occupational stress on penitentiary institution. The study was carried out utilizing a descriptive-correlational methodology and a quantitative non-experimental research design. Statistical methods such as regression, mean, and Pearson r were employed to examine the data that was gathered. The researcher updated and standardized questionnaires to assess the quality of work life, organizational climate, and occupational stress. The study included three hundred (300) correctional officers from a penitentiary institution who were chosen using a stratified selection approach. The findings revealed extremely high levels of organizational climate, occupational stress, and the quality of work life. Additionally, it was shown that organizational climate, quality of work life, and occupational stress are all correlated. Additionally, a link between organizational climate, quality of work life, and occupational stress was discovered. Indicators of organizational environment and occupational stress have an independent impact on quality of work life. It was found that organizational climate is the best indicator of quality of work life.

INTRODUCTION

Stress is a universal element and individuals in every life should face it. The staff working in an organization should cater to stress. Employees' overall performance and quality of work life suffer because of these stressors. Officers who were more dissatisfied also felt more stressed at work (Pandey, 2020). By ensuring that all workers understand and are committed to the organization's values and goals, a strong workforce improves the quality of work life for the organization. A key element in creating accountability is organizational commitment. It demonstrates that a key factor in the decision to leave an organization is organizational commitment. An employee who lacks organizational commitment will not only not contribute to the company but also be more likely to quit (Nguyen et.al., 2020).

The phrase "quality of work life" has been expanded to encompass environmental and humanistic values that industrialized cultures overlook in favor of economic growth, industrial productivity, and technological advancement. However, discontent has always been an issue in the workplace, affecting all correctional officers regardless of their grade or position. Increased levels of occupational stress, anxiety, and burnout are associated with poor quality of work life, which hinders job performance and costs firms a lot of money (Leitao et.al., 2021).

In the age of global competition, correction officers place a high value on their quality of work life since it helps them draw in and keep talented and skilled workers. Any organization's ability to succeed is mostly determined by the caliber of its work. The competitive climate in which organizations operate today has a significant impact on employment possibilities, management strategies, the need for skilled workers, management policies, and management styles (Çetinkanat & Kösterelioğlu, 2016). Quality of Work Life measures an employee's performance, productivity, and output quality as a way to evaluate the state of the workplace. It also demonstrates how effectively a worker carries out their responsibilities within a company. (Sikandar, (2023).

Employees who experience high levels of stress are less engaged, less productive, and more likely to miss work than those who do not face such strain, according to survey data. Stress at work is a dynamic, multifaceted issue that changes with time Hui & Aye (2018). Employing someone in a position that is contradictory with their skills and knowledge that involves altering their work activities can occasionally lead to stress for the individual. A form of chronic mental illness brought on by challenging working conditions, occupational stress impairs a person's physical and mental well-being and performance Amiri and (Mirzai, 2019).

This carried out a thorough investigation of potential elements that could influence organizational climate and occupational stress in relation to work-life quality. There might be a connection between the quality of work life and reduction of occupational stress. Employers who are concerned about their workers' well-being, provide them with a work environment that fosters the development of positive interpersonal relationships, provide them with suitable working conditions, care about their professional growth, and make it easier for them to balance work, family, and leisure activities, all work to lessen and minimize occupational stress (Carvalho et.al., 2017).

Furthermore, this study is pertinent to demonstrating how an organizational climate can lower stressors and improve work-life balance. Furthermore, the needs in which organization operate have a direct impact on their success. In this regard, employees' commitment, and dedication, as well as their perceptions of the organization where they work, can have an impact on success or failure. These changes are causing long-lasting, significant changes in the organizational climate and the quality of work life, which presents a challenge and emphasizes the function of the human resources department (Ahrens et al., 2017).

Organizations now need a high quality of work life to draw in and keep brilliant and efficient employees as well as to make sure that these employees carry out their responsibilities with full commitment and efficiency. Technology is developing at a breakneck pace in the modern day, which leads to work-family conflict. The consequences of elevated stress include stunted personal growth and development, which in turn negatively impacts an individual's performance at work (Ashwini & Anand, 2014).

There is a significant research gap regarding the relationship between correctional officers' QWL, organizational climate, and occupational stress. It is possible to create focused methods for enhancing the working circumstances and general well-being of correction officers by concentrating on the stressors that they encounter, the mitigating impacts of organizational climate, and how these elements all interact together to define the QWL. With insights that can directly help this profession, this study closes a significant knowledge gap regarding the interactions of these factors in the correctional situation.

The current study was founded on the organizational justice theory, which maintains that when firms treat their employees fairly regarding procedures and results, it leads to a favorable psychological experience for those employees. These favorable psychological sensations then reduce bad outcomes like burnout,

job stress, and workplace deviance while increasing positive outcomes like job satisfaction and greater organizational commitment (May et.al, 2020).

The dependent variable in the study was the paradigm that demonstrated the interaction between organizational climate and occupational stress, with quality of work life serving as the dependent variable, as seen in the conceptual framework Figure 1.

As shown, the independent variable of this study will focus on occupational stress with four indicators Organizational Environment, Organization specific stressors, Job specific stressors, Personal life stressors (Mushtaq et.al, 2015).

Another independent variable is the organizational climate that has a deep influence that exists in a certain factors which includes following factors: leadership, employee relations, employee commitment, employee satisfaction, and (5) employee motivation (Rožman, M., & Štrukelj, T. 2021). Finally, this paper also considered organizations quality of work life refers as the dependent variable. In this sense it proposed parameters that influence such issue it suggested categories to assess quality of work life: adequate and fair compensation; working conditions; social integration at work; constitutionalism at work; opportunities at work; use of capacities at work; occupied space by the work in life; and 8) social relevance of work life (Fernandez R.B et.al., 2017).

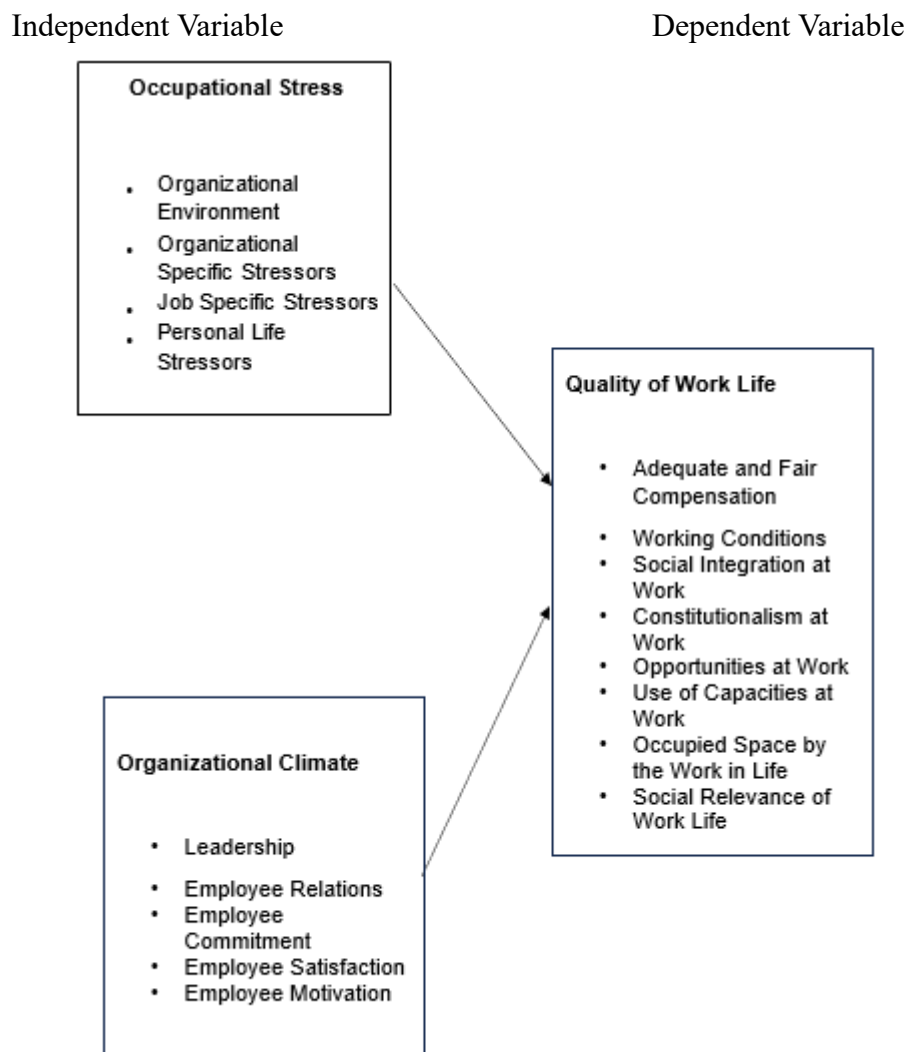


Figure 1. The Conceptual Framework of the Study

The researcher was unable to locate any research that established a relationship between the organizational climate, correction officers' quality of work life, and occupational stress in DAPECOL. The outcome was likely to show a dynamic process in which job-related factors influence the work-home interface, which in turn influences how well employees operate professionally. Additionally, the goal of this study is to support Davao Penal Farm correction officers in leading healthy lives at work, which will lead to a high level of dedication to the company.

This study determined the quality of work life of correction officers in Davao Penal Farm as determinants of occupational stress and organizational climate. Specifically, it was aimed to answer the following: First, to describe the level of occupational stress as determinants among correction officers. Second, to ascertain the level of organizational climate in the Davao Prison and Penal Farm. Third, to measure the level of quality of work life. Fourth, to determine the significant relationship between Occupational Stress and Quality of Work Life, and Organizational Climate and Quality of Work Life. Lastly, to determine the statistical influenced of occupational stress and organizational climate to quality of work life.

At the 0.05 threshold of significance, the null hypotheses were examined. Occupational stress and quality of life are not significantly correlated, nor are organizational climate and quality of life. Additionally, correction officers' quality of work life is not greatly impacted by organizational environment or occupational stress.

The significance of studying occupational stress and organizational climate as determinants of the quality of work life (QWL) of correction officers is multifaceted. Correction officers work in high-stress environments, and their experiences can influence not only their well-being but also their job performance and the broader functioning of the correctional system. The study of occupational stress and organizational climate as determinants of QWL for correction officers is crucial for improving their health, job satisfaction, performance, and overall well-being. It not only contributes to the effectiveness of correction facilities but also ensures a safer, healthier, and more supportive working environment for correction officers, leading to better outcomes for both the officers and the incarcerated individuals they serve. This study confirms UN Sustainable Development Goal 16, which calls for universal access to justice, the development of inclusive, accountable, and effective institutions at all levels, and the advancement of inclusive and peaceful societies for sustainable development.

METHOD

This section discusses the research respondents, materials, and instruments, as well as design, and procedure implemented in the study.

Research Respondents

The respondents of this study were 300 correction officers within Davao Penal Farm. 300 was considered good, while 50 was considered very poor in a study sample. 300 people were chosen by the researchers to take part in the study (Besagas & Branzuela, 2023). With a Pearson correlation value of 00 at the 0.05 significance level, this sample size is necessary for correlation analysis.

This sample entails selecting a subset of items from a population using random selection and classification. It entails breaking down the target population element into its corresponding, exclusive segment, where simple random sampling is selected for each segment. A single sample was created by combining its chosen samples from the various strata. Stratified sampling is a probability sampling strategy wherein the universe's properties are interpreted in relation to a certain variable (Iliyasu & Etikan, 2021).

Lastly, data gathering was conducted in 2024. Of the 300 respondents. The samples were taken within Davao Prison and Penal Farm since it is the biggest Correctional Institution in Region XI. The person in charge received the permit once it was forwarded to their respective Correctional Directors. All correctional officials at Davao Prison and Penal Farm met the study's inclusion criteria. Non-uniformed workers and correction officials who are not authorized to work at Davao Prison and Penal Farm were not included in the study. The study is focused on correction officers assigned and deployed in Davao Prison and Penal Farm.

Materials and Instrument

Three survey questionnaires were used in this study to collect pertinent data. The survey tools were adapted and contextualized to fit the present local situation after being sourced from online sources. Organizational stress, organizational atmosphere, and quality of work life are the three main components that make up the variable under research, according to the survey instrument's Likert scale.

The first independent variable, occupational stress, was measured using questions adapted from (Mushtaq et.al 2015). It contained three indicators with 11 item statements to describe the level of occupational stress. The second independent variable, organizational climate was adapted from (Rozman and Strukeli, 2020). It has four indicators with 33 item statements to ascertain the level of organizational climate as determinants among correction officers.

Finally, a standardized instrument adapted from Fernandez, et.al (2017) about the dependent variable of quality of work life that has a seven indicator; the adequate and fair compensation; the working conditions; the social integration at work; the constitutionalism at work; the opportunities at work; the use of capacities at work; the occupied space by the work in life; and the social relevance of work life. The degree of quality of work life among correctional officials is measured by 34 item-statements in this section.

To further improve the contextualized questionnaires, these were screened by a panel of experts. The panel experts who evaluated the content gave it an average rating of 4.64, which is considered very good. Cronbach's alpha (CA) done to determine the internal consistency of survey questions that load in the same factors. The findings showed that the Cronbach's values for organizational climate, quality of work life, and occupational stress were, respectively, .908, .969, and .969. The data were interpreted using the following general guidelines, per George and Mallery (2016): CA >.90 indicates excellent, CA >.80 indicates good, CA >.70 indicates acceptable, CA >.60 indicates questionable, CA >.50 indicates poor, and CA <.50 indicates unacceptable. Without a doubt, the research tool received an excellent rating.

Design and Procedure

Regression analysis was used in the quantitative non-experimental study method that the researchers employed. Findings from a quantitative non-experimental using the correlation technique must be accurately and descriptively interpreted. This method will look for truths, which can be found in a variety of ways, such as original generalizations, improved understanding, discovery of the important relationship between every variable, and a more accurate formulation (Cohen, 2001).

In addition, key characteristics of correlative research, such as correlation between two or more variables, were also covered by the descriptive correlation. drawing conclusions from the statistical test's findings by using the relevant correlational statistic and applying interpretation (Seeram, 2019).

When employing regression analysis one or more independent (predictor) variables are highly connected with the one dependent (measure) variable. The analysis produces a predicted value for the criterion by linearly combining the predictors (Palmer & O'Connell, 2009).

This study was pursued by several procedures. The first step was to draft a letter asking for permission to do the research, have the adviser sign it, and have the Dean of Professional Schools approve it. Permission to conduct study was also given by the University of Mindanao Ethics Review Committee 2024. This made the study's initial data collection phase official. The survey questionnaires were made available for reproduction starting in 2024. The researcher then requested permission to conduct the study with correction officers as the respondents in the eleven divisions included in Region XI in a letter addressed to the Regional Director of Davao Prison and Penal Farm.

The researcher personally distributed survey questionnaires to the 300 respondents from the Davao Prison and Penal Farm in Region XI as soon as authorization from the Office of the Regional Director was obtained. The study was conducted more smoothly thanks to piecemeal administration and data retrieval. The investigation was scheduled to begin in March 2024.

Furthermore, the utmost attention was taken with this research project. By considering planning, implementation methods, and research staff supervision to ensure that the data was kept, archived, or disposed of in a safe and secure manner, this maintained the integrity of research data and simplified data administration. Every piece of data gathered for this study was always protected and handled regarding security, confidentiality, and the retention or preservation of research data. To preserve the raw and important data throughout transportation, the obtained surveys were handled with care. For the time being, hard copies of the data were preserved in a locked cabinet, and for the electronic data, files were password-protected on the laptop to prevent unwanted access.

The researcher then extracted, tabulated, and encoded the data in Excel files, which were emailed to the statistician for the proper statistical analysis. Finally, data interpretation and analysis were handled in accordance with the study's objectives.

The researcher's adherence to ethical considerations in research centers on the techniques used to collect data and the way the data is presented to the intended audience. Research's functions, including knowledge acquisition, truth-seeking, and error-avoidance, are supported by ethical standards. Therefore, before to, during, and following the research, the University of Mindanao Ethics Review Committee (UMERC) closely adhered to the procedure of the university's established ethics standards and guidelines. Voluntary involvement, privacy and confidentiality, the informed consent procedure, recruiting, dangers, rewards, plagiarism, fabrication, falsification, conflict of interest, dishonesty, authorization from the organization or place, and authorship were among the ethical issues that were covered. Additionally, the University of Mindanao Ethics Research Committee approved the study's conduct for its respondents under the UMERC certification number UMERC-2024-192 for ethical reasons. Using Turnitin software, the paper was examined for similarity index to verify the study's quality, and the final Similarity Index was obtained.

RESULTS AND DISCUSSION

The results on the analysis of respondents' responses on correction officers' quality of work life, organizational stress, and the organizational climate are outlined in this section. Discussion is also presented in the order of study objectives.

Occupational Stress

The level of organizational stress of correction officers is shown in Table 1. The overall mean organizational stress is 4.35, with a 0.48 standard deviation, which is considered very high. This suggests that occupational stress is always manifested. The mean rating of occupational stress is interpreted as

follows: The highest mean score was Job Specific Stressors that has 4.44, defined as very high, and the lowest mean score was Organizational Environment that has 4.30, defined as very high.

The correction officers answered the following questions on organizational environment that they feel carefree with increased level of competition, put more efforts to cope with technological development and the changes in work and facilities gives relief on them. In organizational specific stressors they can cope with poor physical conditions at work, deal with workforce diversity, confident about their job security, and not upset when there is lack of training programs for their career development. Also job specific stressors correction officer can perform with good information and collaboration and perform when there is pressure to work for longer hours. Lastly, correction officer feels certain from their correction officer, and domestic responsibilities will keep their performance at work.

Table 1 Level of Occupational Stress among Correction Officers

Indicators	SD	Mean	Descriptive Level
Organizational Environment	0.57	4.30	Very High
Organizational Specific Stressors	0.56	4.32	Very High
Job Specific Stressors	0.54	4.44	Very High
Personal Life Stressors	0.60	4.33	Very High
Overall	0.48	4.35	Very High

Employee productivity is positively and significantly impacted by work-related stress. This happens because work stress greatly affects the productivity of the employee. The cause of work stress is like a demanding job (Pramestuti & Perkasa 2020). Favorable stress at work has produced favorable outcomes that promote quality of work life. Dissatisfaction will be reduced by encouraging them at work and creating a positive atmosphere. Employees who experience positive stress are more likely to get promoted. By taking care of the work, incentives, and evaluations, the eustress assists the employee in achieving satisfaction (Pavithra & Sivakumar, 2020).

Stress has become the significant issue in organizations for employees and as well the employers. It not only reduces the employee’s productivity and efficiency but also deteriorates the overall organizational health. Additionally, a few research investigating the advantages of stress have been carried out and consequently founded that stress may also enhance enthusiasm of the employees to finish their tasks within the stipulated time. Challenge related stress inspire employees to take up challenging tasks to get personal satisfaction, whereas hindrance-related stress prevents them to perform better in their job roles. Studies have also shown that regular and periodic motivation moderate the stress level among the workforces. Working too hard may play the role of mediator which significantly impacts the employee’s well-being. Occupational Stress can be managed by adopting suitable stress coping strategies (Mohd, 2024).

Organizational Climate

The level of organizational climate of correction officers is shown in Table 2. The overall mean organizational culture score is 4.51, with a 0.43 standard deviation, which is considered very high. This suggests that organizational climate is always observed. The mean rating of organizational climate indices is interpreted as follows: First the highest mean score was Social Integration at Work that has 4.56, defined as very high and the lowest mean score was Leadership that has 4.43, defined as very high.

Table 2 Level of Organizational Climate among Correction Officers

Indicators	SD	Mean	Descriptive Level
Leadership	0.53	4.43	Very High
Employee Relations	0.53	4.44	Very High
Employee Commitment	0.47	4.58	Very High
Employee Satisfaction	0.48	4.54	Very High
Employee Motivation	0.49	4.54	Very High
Overall	0.43	4.51	Very High

This very high level of organizational climate is consistent with the proposition of Adhikari and Sen (2023) that organizational climate considers the employees adherence to the rules, customs, and practices that they come across as well as the actions they see being encouraged, supported, and expected.

Clarity and reward are two measures of the organizational climate. However, the study's findings demonstrated that workers at the company had a very high level of job engagement. Additionally, the findings demonstrated that employee engagement is impacted by the entire organizational climate. The only aspects of the climate that had a substantial impact on employee engagement were rewards and clarity. Employee engagement increases with a more positive work environment (Becaro, 2022).

Quality of Work Life

The level of quality of work life of correction officers is shown in Table 3. The general The level of quality of work life of correction officers is shown in Table 3. The general mean score is 4.53, with a 0.45 standard deviation, described as very high. This suggests that quality of work life is always evident. The mean rating of quality of work life indices is interpreted as follows: First, the highest mean score was Social Integration at Work that has 4.56, defined as very high, and the lowest mean score was Use of capacities at Work and Occupied Space by the Work in Life that has 4.51, defined as high.

The opinions of Leitão, et.al. (2021) corroborate the very high degree of quality of work life among correction officers that work life is part of the trichotomy of motivators of productivity in the workplace. The impacts of stress influencing the quality of work life of people and the stress management skills required for the effective performance. It is not the stress that kills us, it is our reaction to it. Everyone experiences stress to some degree. Stress is a normal human reaction our body is design to react to it. When stress used positively, it can lead to growth action and change. Managing stress can lead a more balanced quality of work life (Bhati et.al, 2023).

Table 3 Level of Quality of Work-life among Correction Officers

Indicators	SD	Mean	Descriptive Level
Adequate and Fair Compensation	0.54	4.54	Very High
Working Conditions	0.49	4.54	Very High
Social integration at Work	0.48	4.56	Very High
Constitutionalism at Work	0.52	4.54	Very High
Opportunities at Work	0.55	4.50	Very High
Use of capacities at Work	0.51	4.51	Very High
Occupied Space by the Work in Life	0.54	4.51	Very High
Social relevance of Work Life	0.51	4.55	Very High

Overall	0.45	4.53	Very High
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Correlation between the Occupational Stress and Quality of Work Life among Correction Officers
 Table 4 illustrates the importance of the relationship between occupational stress and quality of work life. The null hypothesis is rejected because the results show a significant relationship between occupational stress and quality of work life. The general r-value extracted from the aforementioned measures is 0.621 with a p-value of 0.000, which is less than the significance level at 0.05. Furthermore, it was shown that there is a correlation between the quality of work life and all occupational stress indicators.

Table 4 Significance of the Relationship between the Occupational Stress and Quality of Work Life among Correction Officers

Occupational Stress	Quality of Work Life								
	AFC	WOC	SIW	CAW	OAW	UCW	OSL	SWL	Overall
Organizational Environment	.464** .000	.440** .000	.449** .000	.456** .000	.401** .000	.452** .000	.434** .000	.512** .000	.517** .000
Organizational Specific Stressors	.408** .000	.447** .000	.501** .000	.470** .000	.395** .000	.434** .000	.445** .000	.437** .000	.506** .000
Job Specific Stressors	.414** .000	.483** .000	.507** .000	.508** .000	.510** .000	.558** .000	.504** .000	.562** .000	.580** .000
Personal Life Stressors	.354** .000	.466** .000	.457** .000	.434** .000	.370** .000	.470** .000	.422** .000	.444** .000	.488** .000
Overall	.487** .000	.546** .000	.569** .000	.556** .000	.497** .000	.569** .000	.537** .000	.580** .000	.621** .000

Significant at 0.05 significance level

Legend:

- AFC-Adequate and Fair Compensation
- WOC-Working Conditions
- SIW-Social Integration at Work
- CAW-Constitutionalism at Work
- OAW-Opportunities at Work
- UCW-Use of Capacities at Work
- OSL-Occupied Space by the Work in Life
- SWL-Social relevance of Work Life

Lastly, the social relevance of quality of work life and organizational stress levels are correlated; the p-value is 0.000 and the R-value is 0.580, both of which are below the significance level of 0.05. Every value indicated significant relationships. The results of this study show a high correlation between occupational stress and quality of work life; the null hypothesis that there is no association has been rejected. To put it another way, correction officers are highly encouraged to do high-quality work. According to current study, correction officers' quality of work life and occupational stress are significantly correlated.

The organizational stress has a significant correlation to the quality of work life that stress problem has become modern, and because it is an occupational danger in the organization, it must be treated right now. As a result, it is becoming more important to research different degrees of organizational stress among

employees. At the organizational level have started to pay attention to well-designed coping techniques. When it is recognized and well handled, stress may make a person productive and beneficial and improve quality of work life. It is always important to remain active and channel your emotions and energy into something constructive during times of extreme stress. Meditation and a positive outlook in life will be beneficial for managing the stress. A wider perspective on life will undoubtedly alter how stress is perceived. We can only hope that we are effective in turning stress into a positive for the sake of both our personal and professional well-being.

Correlation Between Organizational Climate and Quality of Work Life among Correction Officers

The significance of the connection between quality of work life and organizational climate is demonstrated in Table 5. Since the general R-value obtained from the previously given measurements is 0.852 with a p-value of 0.000, which is below the significance level at 0.05, the null hypothesis is rejected. The results demonstrated a strong connection between organizational climate and quality of work life.

The social relevance of quality of work life and occupational stress are correlated, as evidenced by the R-value of 0.764 and the p-value of 0.000, both of which are below the significance level of 0.05. Significant correlations were identified by each value. The study's findings indicate a strong relationship between organizational climate and quality of work life; the null hypothesis, according to which there is no relationship, has been disproved. To put it another way, correction officers are highly encouraged to lead fulfilling lives. According to current research, correction officers' quality of work life satisfaction and organizational climate are significantly correlated.

Table 5 Significance on the Relationship between Organizational Climate and Quality of Work Life

Organizational Climate	Quality of Work Life								
	AFC	WOC	SIW	CAW	OAW	UCW	OSL	SWL	Overall
Leadership	.507** .000	.655** .000	.642** .000	.677** .000	.599** .000	.654** .000	.592** .000	.609** .000	.706** .000
Employee Relations	.448** .000	.646** .000	.670** .000	.665** .000	.571** .000	.700** .000	.671** .000	.671** .000	.721** .000
Employee Commitment	.518** .000	.642** .000	.665** .000	.657** .000	.549** .000	.644** .000	.578** .000	.690** .000	.706** .000
Employee Satisfaction	.583** .000	.719** .000	.705** .000	.731** .000	.658** .000	.693** .000	.660** .000	.671** .000	.776** .000
Employee Motivation	.543** .000	.711** .000	.721** .000	.730** .000	.608** .000	.766** .000	.691** .000	.666** .000	.777** .000
Overall	.600** .000	.780** .000	.787** .000	.800** .000	.691** .000	.799** .000	.739** .000	.764** .000	.852** .000

Legend:

AFC-Adequate and Fair Compensation

WOC-Working Conditions

SIW-Social Integration at Work

OAW-Opportunities at Work

UCW-Use of Capacities at Work

OSL-Occupied Space by the Work in Life

CAW-Constitutionalism at Work

SWL-Social relevance of Work Life

The organizational stress has a significant correlation to the quality of work life that stress problem has become modern, and because it is an occupational danger in the organization, it must be treated right now. As a result, it is becoming more important to research different degrees of organizational stress among employees. At the organizational level have started to pay attention to well-designed coping techniques. When it is recognized and well handled, stress may make a person productive and beneficial and improve quality of work life. It is always important to remain active and channel your emotions and energy into something constructive during times of extreme stress. Reflection and a positive outlook will be beneficial for managing the stress. The employees hope that it will be beneficial in making stress into a positive for the sake of both the personal and professional well-being (Talamala, 2022).

In relation to the study of Leitão et.al., (2019) employees' organizational climate is one factor affecting their quality of work life. As stated earlier, the concept includes the impact of the workplace on job satisfaction, total life satisfaction, subjective well-being, personal happiness, and pleasure in non-work-related areas of life. Additionally, improving correction officers' working conditions will benefit the organization's output, and higher productivity will enhance work-life balance.

Significance on the Combined Influence of Occupational Stress and Organizational Climate on Quality of Work Life

Table 6 shows the individual and combined effects of independent variables on quality of work life. The table's F-ratio of 406.851 and p value of 0.000, both of which are below the 0.05 level of significance and reject the null hypothesis, demonstrate that organizational climate and occupational stress have a statistically significant impact on correction officers' quality of work life. This influence is seen in the table: occupational stress B is 0.097 and organizational climate B is 0.826. According to the regression model, variations in quality of work life are associated with shifts in occupational stress and organizational climate.

Both independently and separately, the occupational stress variable has a p-value of 0.011 and a beta of 0.097, both of which are below the significance level of 0.05. This means that occupational stress significantly influences the quality of work life. Additionally, the organizational climate's p-value of 0.000 and beta of 0.826 are below the significance level of 0.05. This indicates that quality of work life is greatly impacted by organizational climate. According to the beta coefficient, organizational climate has the greatest impact on work-life quality.

Table 6 Significance on the Combined Influence of Occupational Stress and Organizational Climate on Quality of Work Life

<i>Quality of Work Life</i>				
(Variables)	B	β	t	Sig.
Constant	.385		2.598	.010
Occupational Stress	.097	.102	2.560	.011
Organizational Climate	.826	.785	19.616	.000

R	.856				
R ²	.733				
ΔR	.731				
F	406.851				
ρ	.000				

This is supported by the study of (Sinaga & Wibowo, 2022), that the results that indicate how well people connect with one another in the workplace are most closely correlated with the organizational climate, which in turn fosters a sense of fulfillment in the work environment. By fostering a positive organizational climate and maximizing their quality of work life, employees will be certain that they will be happy. A better physical work environment, fair and sufficient pay, chances for professional and career advancement, enforcing constitutionalism within the company, recreational facilities, and appropriate work and rest schedules can all improve quality of work life. Additionally, it is crucial to evaluate employees' work performance and monitor their progress so that any decline in performance can be detected and addressed (via training, counseling, etc.) before it is too late. Both the organization and the employee would benefit from this Thakur, & Sharma, (2019).

CONCLUSION AND RECOMMENDATION

As the results showed, there is a very high level of occupational stress as determinants among correction officers. To foster a high-quality work environment, organizations should provide stress management initiatives, such as stress reduction courses that emphasize tactics for striking a balance between personal and professional life. Workshops on corporate stress management that are specifically designed for work contexts that concentrate on reducing stress at work, increasing productivity, and boosting employee wellbeing. Likewise, the level of organizational climate is very high which means are always manifested and observed by the respondents. Hence, an employee's can exert a very high level of knowledge and skills in their job which can be shown in their desire to help and assist the improvement of the organization in line with work ethics and professionalism, as well as their sense of aiming to higher job positions. To sustain this, Correctional Institution must encourage the correction officers to undergo leadership and management training that focuses on developing leadership skills, managing teams, strategic planning, decision-making, and conflict resolution which include seminars, and online courses. In the same way, correctional officers have very high levels of quality of work life as determinants, indicating that respondents consistently exhibit high levels of QWL. Correctional officers' QWL is correlated with both organizational climate and occupational stress.

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