

BETWEEN HOME AND DUTY: EXPLORING THE WORK-LIFE

BALANCE OF SECURITY GUARDS

A RESEARCH PAPER

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The research paper attached hereto, entitled **“BETWEEN HOME AND DUTY: EXPLORING THE WORK-LIFE BALANCE OF SECURITY GUARDS”**, prepared and submitted by **BRETNEY JANE O. GALLIBOT, KENN A. PAGLINAWAN, CHRIZA MAE T. LAPIZ, JOEVIC F. JAGONIA**, in partial fulfillment of the requirements for the degree **BACHELOR OF SCIENCE IN CRIMINOLOGY**, is hereby recommended for approval.

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ABSTRACT

Work-life balance is an essential determinant of the personal health and professional success of security guards, yet it is also a recurring issue given the nature of their work. This research aims to investigate and examine how security guards balance professional duties and family responsibilities using a phenomenological approach. Data were collected from their actual experiences, noting strategies such as time management, family support, and personal resilience. Of these, family support and adaptive coping were found to be substantial contributors to how they were able to manage both roles despite fatigue and irregular working hours. The results of this research give some clues regarding the work-life balance of security guards and serve as a point of reference for expanding institutional assistance, policy making, and welfare schemes for improving professional effectiveness and personal happiness.

Keywords: coping strategies, support, security guards, work-life balance

DEDICATION

Above all, we dedicate this work to Almighty God, whose divine guidance, wisdom, and strength sustained us throughout the course of this study. His blessings have been our constant source of hope and perseverance.

To our beloved parents, whose unconditional love, sacrifices, and unwavering support have been the pillars of our journey. Their encouragement and prayers have continuously inspired us to strive harder and to never give up.

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The Researchers

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INTRODUCTION

Background of the Study

Republic Act No. 11917, or the Private Security Services Industry Act, enacted on July 30, 2022, strengthens the regulation of the Philippine private security sector. It establishes clear provisions for the licensing, training, duties, and working conditions of security personnel, including security guards (McCrie, 2020). Under this law, guards are mandated to protect life and property, maintain peace and order within their assigned posts, enforce rules and regulations, and promptly report incidents to proper authorities (Basko et al., 2024). RA 11917 also requires standardized training in crisis response, first aid, and proper use of equipment, ensuring that all security personnel perform their duties with professionalism, competence, and discipline (Salvador, 2021).

Republic Act No. 11917, passed in 2022, attempts to solve a portion of this problem by requiring private security guards in all over the Philippines with higher minimum wages and improved labor protection (Wang et al., 2024). The law underscores their importance by defining their responsibilities, continuous presence at assigned posts, regular patrols, accurate incident reporting, and the lawful use of proportional force (Randhawa, 2023). These legally mandated duties demand vigilance, quick decision-making, physical endurance, and emotional resilience, reflecting the profession's high physical and psychological demands (James, 2025).

Despite these legal protections, the realities of the job often involve extended shifts exceeding 12 hours, irregular schedules, night duties, and exposure to potentially dangerous situations (Piso, 2022). Such conditions can cause fatigue, anxiety, and health

issues that affect both alertness and decision-making. While RA 11917 aims to promote welfare and standardize working conditions, operational demands often make balancing personal health and professional duties difficult (Göktaş, 2022).

Work-life balance becomes a critical concern in this context (Wiradendi Wolor, 2020). The requirements of RA 11917, such as immediate redeployment, ongoing training, and readiness for high-risk assignments can disrupt family routines and reduce quality time with loved ones. This imbalance may lead to emotional strain, social isolation, and even conflict at home (Santini et al., 2021). Moreover, societal undervaluation of the profession can further impact morale and self-worth. Such stressors not only affect personal well-being but can also undermine job performance in situations that demand focus and composure (Cavallari et al., 2025).

Despite the crucial role of security guards and the legal framework governing their service, there remains limited research on how fulfilling their duties under RA 11917 affects their family lives (Sarmiento & Jose, 2025). Existing studies tend to focus on workplace safety and operational challenges, overlooking the psychosocial dimensions of the profession (Jain et al., 2021). This research addresses that gap by exploring the lived experiences of security guards as they navigate the challenges of balancing professional responsibilities with family obligations.

This research addresses a significant gap in the literature by focusing exclusively on the lived experiences of security guards in balancing their professional duties with family life. Unlike other professions, security guards face irregular schedules, extended shifts, and high-risk situations that demand constant vigilance and adaptability (Pradhan, 2021). Filling this research gap is crucial to understanding how these challenges affect

their personal relationships, mental health, and overall well-being (Qin & Men, 2023). Ultimately, the findings can guide employers, policymakers, and support programs in creating work arrangements and welfare policies that promote both occupational efficiency and quality of life for security personnel (Gazi et al., 2024).

Understanding the dual identity of security guards as regulated professionals and as family members can inform more holistic policies and support systems (den Outer, 2023). By highlighting the real-world effects of legally mandated duties on personal life, this study aims to provide insights that will help employers, policymakers, and institutions develop work arrangements and welfare programs that enhance both operational efficiency and quality of life for security personnel.

Conceptual/Theoretical Framework

This part of the study presents the concepts derived from the results of the research. These concept were discussed in details in this section.

Struggles and Strategies in Balancing Work and Family Responsibilities are a major challenge for security guards, considering the nature of their work (Adisa et al., 2021; Rodríguez-Sánchez et al., 2020; Gaines, 2022). Long-lasting hours, shift hours irregularity, and exhaustion from physically and mentally demanding work rarely permit families or energy (Ericksen, 2020; Khatib et al., 2025). The pressure of balancing these obligations creates time deficits, with guards often missing out on family activities or feeling detached from loved ones (Cohen, 2022; Deo, 2020). Commuting, which adds to

the fatigue, takes away even more of the quality time needed for family life. These challenges bring out the challenge of balancing the competing demands of work and family, which frequently lead to emotional stress and burnout.

Security guards cope with these challenges in a number of ways. Some wake early in order to deal with family obligations prior to starting their shift, establishing routine routines in order to make the most of their time at home (Altena et al., 2020; Siippainen et al., 2023). Shift breaks and days off work become precious times for good family time or personal relaxation (Lyubykh et al., 2022; Härmä & Karhula, 2020; Sonnentag et al., 2022). Using available time for family is a strategy common to many, as brief contacts can reduce feelings of frustration or guilt (Halevi Hochwald et al., 2022; Williams et al., 2020). Stress management skills such as prayer, exercise, or relaxation techniques support emotional stamina, with family contact affirming that both home and work duties are known and supported. Colleagues are also instrumental in offering emotional and practical assistance during personal emergencies.

Individual effort is most important, but organizational support can have a significant impact on work-life balance (Irfan et al., 2023; Sheikh, 2023; Banik et al., 2021). Effective scheduling, wellness programs, and supervisory awareness can alleviate pressures on security guards and enable them to serve both professional and personal requirements better (Fathima et al., 2024; Zamani et al., 2025). Employee assistance programs (EAPs) providing counseling or financial counseling also assist in easing external pressures. Combined, personal strategies and support from institutions provide a structure that enables security guards to balance the dual demands of their job and family life, enhancing overall job satisfaction and well-being (Sandhya & Annamalai, 2025; Sarwar et al., 2021; Kowalski et al., 2022).

Coping Mechanisms and Support Systems that Sustain Them security guards endure huge stress as they work hard to balance their stressful work life with domestic responsibilities. To deal with the stress, most guards depend on personal coping strategies and robust support systems (Anderson et al., 2022; Yang et al., 2022). Religion and prayer are an important source of strength, providing emotional base and inspiration in spite of adversity (Baysal, 2022; Dantzler, 2024). Moreover, having a positive attitude

and practice of stress-relief activities like exercise and relaxation techniques keeps them mentally and emotionally stable (Dokaliuk, 2023; Weiss, 2023; Quispe-Vargas et al., 2024). These personal coping mechanisms are important in dealing with the fatigue and stress associated with long working hours and irregular shifts so that guards can remain strong both in their workplace and at home.

Family support, colleagues, and employers play a pivotal role in supporting security guards to cope with their dual functions (Le et al., 2023; Wills et al., 2022; Uysal Irak et al., 2020). Colleague solidarity is particularly important, as they share material resources or give money in times of need, and provide practical aid and emotional encouragement (Spade, 2020; Nadler, 2020). Such solidarity gives a sense of belonging and mitigates against the loneliness of high-demand work. Additionally, honesty with family members at the end of the working day creates understanding, aids coordination of household tasks, and reinforces relationships. Guards often say the happiness of sharing good time with their families assists in easing the exhaustion brought about by their physically demanding occupations and facilitates continuity of both home and work obligations (Germain & Knight, 2020; Bozkurt et al., 2020; Haider, 2025).

Evidence demonstrates the relevance of coping strategies and social support in decreasing work-family conflicts (Bajaba et al., 2022; Somech & Drach-Zahavy, 2020). Adaptive coping mechanisms, such as time management, stress resilience training, and positive coping actions, are found to effectively lower stress and enhance overall well-being, especially for frontline employees like security guards (Chitra & Karunanidhi, 2021; Finstad et al., 2021; Ghorbankhani et al., 2025). Family and co-worker social support buffers the negative impacts of stressful work environments, and organizational initiatives like wellness programs and supervisory support further increase job satisfaction. These results show that a blend of personal resilience, supportive networks, and institutional resources is crucial for assisting security guards in balancing their work and family responsibilities effectively (Cox et al., 2022; Fazal et al., 2022; Agarwal et al., 2020).

Time Management Struggles due to Shifts and Long Hours, security officers have tremendous time management problems because of the irregularity of their schedules and lengthy working hours (Arslan et al., 2024; Molokomme, 2024; Suleiman et al., 2021). Security work is not a standard 9-to-5 job; it tends to include night shifts, weekends, and

holiday shifts, which break normal schedules and diminish available rest and leisure time. These nonstandard hours inhibit guards from having regular family time or being present at significant family occasions, like birthdays, anniversaries, or other events (Griesbach, 2020; Deacon, 2021). The frequent shifting between work duties and family responsibilities can cause fatigue, as the guards are constantly giving up personal and family time to service the needs of the job (Granholm Valmari et al., 2023; Cottingham et al., 2020; Lawn et al., 2020). Consequently, security guards feel stress and inadequacy, particularly when they are unable to meet family needs or be around during key moments in the family.

The weight of juggling conflicting schedules is compounded further when night work or overtime is included. Most security guards indicated that work usually takes priority over family time, resulting in missing out on significant family events, such as celebrations or school activities, or simply not being able to spend quality time with family members. The unpredictability of their work schedule makes them always adapt routines to fit professional and personal commitments, which is tiredness on the body and mind (Maguire, 2024; Meena, 2024; Foster, 2024). Even with their best attempts to

balance these demands, the requirements of the job normally result in stress and fatigue, which further exacerbates the challenge of balancing work and life (BELLA, 2023; Hasyim & Bakri, 2025; Demerouti & Bakker, 2023). For instance, not being able to attend important family events or not resting adequately because of non-conventional hours results in emotional distress and feelings of guilt and frustration (Shannon, 2025; Bornemann, 2025).

Recent evidence supports that irregular working hours, such as long working hours and night shifts, have adverse effects on time management and work-life balance (Shin et al., 2021; Tijani et al., 2022). Research among workers in most fields, including the healthcare and manufacturing sectors, emphasizes the drastic effects of shift work on both physical and mental well-being. For example, studies on Chinese nurses who work at night indicate that prolonged shifts, particularly when added to working at night, contribute to greater fatigue, disrupted sleep, and complications in handling personal and family responsibilities (Li et al., 2023). Likewise, South Korean studies highlight how night shifts interfere with sleep patterns and make household chores more difficult, resulting in less time for recuperation and higher stress levels (Kim & Park, 2024). These

reports, together with others on shift workers, reinforce the point that long hours of work and non-standard shifts seriously interfere with personal and family time, increasing stress and jeopardizing well-being. For security guards, these issues reinforce the immediate impact of the structure of their job on maintaining healthy routines, solid family relationships, and overall quality of life.

Financial Pressures and Work-Related Stress are a major source of stress for security guards, adding to the difficulties they experience balancing work and family matters (Sopitshi, 2021; Kaur, 2025). Most security guards indicate that their low salaries, along with increasing levels of living expenses and daily needs like public transport, place tremendous pressure on their finances (Campbell, 2022; Cohen & Venter, 2020; Walker & Mathebula, 2020). The stress that comes with supporting their families on a tight budget usually brings frustration, anxiety, and feelings of inadequacy, particularly when there are unanticipated expenses. The financial insecurity in such cases can be stressful, as it presents guards with difficult choices regarding simple needs such as food, transport, and domestic bills. Such financial limitations impact not only their own welfare but also disrupt their concentration and work performance, as the pressure of coping with

a paltry income erodes their mental and emotional well-being (Rawles Jr., 2024; Ascher, 2023).

The juxtaposition of financial tension and stringent workloads only adds to the hardships of security guards (Alkudhayr & Aljabr, 2024; Cahilog et al., 2023; Mattern et al., 2024). Long shifts, night shifts, and overtime not only cut into their family and personal time but result in physical and emotional exhaustion (Chen et al., 2023; Giusti et al., 2024; Clouet, 2022). The economic hardship adds to the difficulty of work-life balance since guards are often compelled to forgo personal time and family obligations in an effort to ensure economic stability. They feel they are being stretched too thin, having very little energy or resources to devote to self-care or worthwhile family time. The unpredictable nature of their work schedules also doesn't lend itself to planning ahead, and so there is an added sense of stress (Kelly & Moen, 2021; Chow et al., 2023; Suter & Kowalski, 2021). Most security guards report that more transparent shift rotations, improved scheduling procedures, and company backing, i.e., wellness programs or counseling services, might be able to take some of the strain off and benefit their overall wellbeing.

Studies repeatedly highlight the connection between financial stress and on-the-job strain, and what is found is that economic adversity directly affects mental health and job satisfaction (Sinclair et al., 2024; Yang et al., 2024; Yildirim et al., 2024). Research has established that financial insecurity, such as the inability to cover basic needs and expenses like food and transport, contributes to heightened stress, anxiety, and emotional tension among employees (Pradhan, 2021; Qin & Men, 2023). These emotions of financial instability come with poor sleep, exhaustion, and increased stress, which impact work output negatively as well as family life (Gazi et al., 2024; Cavallari et al., 2025). In addition, studies indicate that financially stressed employees are more likely to report being unhappy in their jobs and less engaged during work hours, which further exacerbates their capacity to handle domestic tasks well (James, 2025). Organizational initiatives, including the provision of financial advice, equal pay, and health programs, have been revealed to mitigate the negative impacts of financial stress, enhancing employees' mental well-being, job satisfaction, and overall work performance (McCrie, 2020; Sarmiento & Jose, 2025). These observations underscore the need to tackle both

the financial and emotional adversities experienced by security guards in order to promote their well-being and work-life balance.

Practical Time Management and Planning for security guards, practical time planning and management are crucial tools to manage the dynamic tensions between family and work life (Irfan et al., 2023; Ortiz-Bonnin et al., 2023). With the unpredictable nature of shifts, extended working hours, and physical requirements of their work, good time management enables them to keep their professional and personal lives stable (Southerton, 2020; Bijani et al., 2021; Marey-Sarwan et al., 2022). Most guards follow systematic routines, such as waking up very early to take care of home chores prior to working, or intentionally planning their limited free time to meet family demands. These systematic measures enable them to remain active and minimize issues between work-related activities and family obligations so that they can fulfill their employment demands while still taking care of their families (Marôco et al., 2022; Stewart et al., 2023; Thörel et al., 2022). Such routines are essential for countering stress and making certain that guards have a perception of control in their routine daily life even in the midst of confusion because of the unconventional hours of work.

Effective planning is often emphasized by security guards as a very necessary component for organizing their work life as well as their family responsibilities (Sennewald & Baillie, 2020; Tamunomiebi & Oyibo, 2020; Agus & Selvaraj, 2020). The process of establishing effective priorities, adhering to a planned schedule, and ensuring focused time management prevents burnout and overwhelm. Guards regularly speak about the need for ensuring family check-ins after work, rising early to complete household tasks, or allocating time for family bonding at the expense of individual recreation (Press, 2024; D Venture, 2024; Grunow et al., 2024). Besides planning, other practices like the use of relaxation techniques, praying, and keeping the family members informed also add to their ability to cope with stress. These help to ensure that even with long working hours, the guards are able to maintain their mental stability and continue interacting with their families (Rizkalla et al., 2020; Kwon et al., 2023). Time management then becomes not only a means of juggling job responsibilities but also a way of minimizing the emotional and physical cost associated with security work stress.

Studies supporting time management techniques bear out that routine and precise planning are essential for workers in non-standard work schedules and extended shifts

(Gunderson, 2020; Lambert et al., 2023; Piso, 2022). Research indicates that workers who implement daily routines, set priorities, and clearly communicate their schedules with family members witness reduced work-family conflict and enhanced psychological well-being (Pradhan, 2021; Cavallari et al., 2025). In the case of security guards, planning is important in resolving conflicting demands by establishing a predictable system for both work and family responsibilities. In addition, these strategies have been associated with increased job satisfaction, better family relations, and better overall performance (Sarmiento & Jose, 2025; Basko et al., 2024). Successful time management practices like early rising, prioritizing, and open communication assist security guards in balancing their stressful work with home life, resulting in overall satisfaction and improved emotional resilience (Salvador, 2021; McCrie, 2020).

Stress-Relief and Self-Care Practices are important in assisting security guards in managing the physical and emotional aspects of their job (Nwakaego, 2024; Cyndia & Jasmin, 2023; Ferro, 2024). Because of late hours, irregular shifts, and tension-filled environments, guards need to be involved in activities that alleviate stress and preserve mental and emotional health (Cruse, 2020; Calder, 2025). Routine self-care methods

include religious rituals such as prayer, which give emotional support and build resilience, as well as physical practices such as exercise, which relax muscle tension and enhance general health. Numerous security officers also resort to relaxation techniques such as deep breathing, which calm their minds following stressful shifts. These exercises, combined with positive affirmations and open communication with family members, are productive in maintaining guards' stress management and concentration levels for their work (Hipp, 2020; Brown et al., 2022).

Besides religious activities and physical exercises, high-quality family time is an important source of emotional de-stressing for security guards (Fortune, 2024; Carbonara et al., 2022). Time spent with loved ones, particularly after prolonged or nighttime shifts, is a restorative practice that reduces the sense of fatigue and emotional burnout (Doody, 2023; LaBricciosa, 2024; Kalkanis et al., 2023). For most, the happiness and calm acquired from spending time with their partners or children serve to offset the mental and physical drain at their jobs. Small things, like playing with kids, sharing a meal, or simply enjoying conversations that are light-hearted in nature, constitute much-needed emotional replenishment. These family ties provide a significant function in alleviating the fatigue

that results from rigorous work timetables and provide guards with the emotional fortitude to keep on keeping on and continue to effectively juggle work and home life (Kayyali, 2025; McCarthy, 2020).

Empirical evidence attests to the significance of placing stress-reducing and self-nurturing activities in the lives of employees of stressful occupations. Mindfulness exercises, including meditation and slow breathing, and routine physical activity have been found to lower anxiety by a great extent, improve control over emotions, and develop resilience in employees (Pradhan, 2021; Gazi et al., 2024). Also, quality time with the family has been discovered to be an important aspect in reducing psychological stress and enhancing well-being (Sarmiento & Jose, 2025). Guards who practice these activities have lower stress levels and increased job satisfaction, suggesting that finding balance between professional obligations and self-care is critical for maintaining long-term mental wellness. Employers can also be supportive by promoting wellness programs and creating an environment that places high value on employee well-being, so that guards are not only well-suited to meet the challenges of their job but also their life (Cavallari et al., 2025; James, 2025).

Emotional Strain and Fatigue from Irregular Schedules, security officers who are employed on irregular hours and long hours experience extreme emotional stress and physical fatigue because of the interferences these types of schedules have on their sleep cycle and daily activities. Rotating work schedules, overtime, and night shifts interfere with regular sleep intervals, causing sleep deprivation and chronic fatigue (Alston-Jackson, 2022; Moreira & de Lucca, 2025; Das & Palo, 2025). Consequently, guards usually have low energy levels, poor concentration, and lack of concentration, hence their work performance and their capability to handle work and family duties (Thapa et al., 2022; Silva et al., 2020; Atteh, 2020). This breakdown of normal sleep cycles not only leads to physical fatigue but also results in emotional stress, as the guards find it hard to stay awake and in emotional balance in work and in their personal lives. In the long run, this built-up fatigue can affect their mental wellbeing, causing irritability and emotional burnout, making it increasingly difficult to be at their best in either capacity (Nelson et al., 2024; Slatten et al., 2020).

The psychological cost of non-traditional work schedules becomes evident when security guards cannot fulfill their family responsibilities because of work demands

(April, 2021; Karlstedt, 2023; Webb, 2022). Long hours and irregular shifts frequently compel them to absent themselves from significant family events and feel guilty and inadequate about it (Adeparusi, 2024; León-Pérez et al., 2021). This is compounded by the fatigue that greets them when they come back home, rendering them incapable of interacting constructively with loved ones. Most security guards complain about feeling present in body but absent in mind, having no provision to give comfort to their family members when needed (Rosenberg, 2023; Glenn et al., 2020). These emotional difficulties not only interfere with the guards' relationships with their families but also with their mental health, as they try to reconcile their wishes to be there with the requirements of their work schedules.

Studies confirm that nonstandard schedules and extended working hours have a severe negative effect on employees' emotional and physical well-being, especially in shift work jobs such as security (Bolino et al., 2021; Wang & Zhang, 2025; Guo et al., 2025). Research indicates that rotating shifts and long working hours disrupt sleep and recuperation, leading to higher levels of fatigue, stress, and emotional distress (Pradhan, 2021; Gazi et al., 2024). In addition, these non-traditional schedules result in greater

work-family conflict, with employees feeling they cannot meet home responsibilities or participate in important family activities (Randhawa, 2023; Fathima et al., 2024). In the course of time, the insufficient rest and emotional pressure of losing family experiences can erode the feeling of competence among workers and heighten feelings of burnout, which have a direct impact on productivity and well-being. Thus, measures like flexible scheduling, sufficient recovery time, and employer-sponsored wellness programs play a vital role in mitigating the adverse effects of unstable work schedules on emotional and physical well-being of security guards (McCrie, 2020; Sarmiento & Jose, 2025).

Impact on Family Relationships and Social Connection, the hectic schedules and irregular working hours of security guards heavily impact their capacity to build and sustain healthy family ties and social relationships (Gonzalez, 2024; Brooks & Greenberg, 2022). Long hours of work and off-shift schedules give guards less time to remain with their families, which frequently results in emotional isolation, miscommunication, and the strains in their relationships. These job-related stresses keep them from going to family gatherings or engaging in social outings, which are crucial for creating and sustaining social support systems (Lee et al., 2022; Uddin, 2020; Isfianadewi &

Noordyani, 2020). Consequently, guards can become isolated, lonely, and unsupported, both socially and emotionally. The absence of consistent, quality contact with loved ones compromises the emotional well-being of the family as a whole and diminishes the intimacy that is required for healthy family interactions (Bai et al., 2023; Hossen & Salleh, 2025).

In spite of these difficulties, most security guards make intentional attempts at keeping relations with the family intact (Sopitshi, 2021; Bruhn & Oliveira, 2022; Cramm et al., 2020). Realizing the emotional toll their timetables take, guards tend to ensure open communication and make attempts at shared quality time when they can. Such intentional attempts to bond, even while fatigued or burdened by work expectations, reduce the ill effects of their work-life imbalance. Guards often place a premium on emotional connection whether in the form of brief but affectionate conversation, shared moments of tenderness, or squeezing the maximum out of available free time (Harrington, 2025; Smith, 2025). These tactics assist in the preservation of the relationship with family and to some extent manage feelings of emotional distance, even when they do not get as much time together as they would prefer.

Studies have validated the fact that long or irregular shift work jobs, including security jobs, increase work-family conflict, emotional stress, and family communication problems (Gazi et al., 2024; Fathima et al., 2024). The staff that fail to balance work and family duties experience higher feelings of emotional detachment and stress, thus negatively influencing their overall well-being. Concurrently, sincere attempts at interacting with social networks and family members can bridge the isolation and loneliness gap. Research indicates that practices such as flexible working schedules, family-friendly needs, and building family-oriented practices can counteract the negative effects of non-traditional shifts on social well-being and interpersonal family relationships (McCrie, 2020; Basko et al., 2024). These results underscore the need for both employer and worker initiatives in promoting family integration and emotional well-being to enable security workers to cope more effectively with the stress of their rigorous work schedules while still maintaining excellent familial and social relationships.

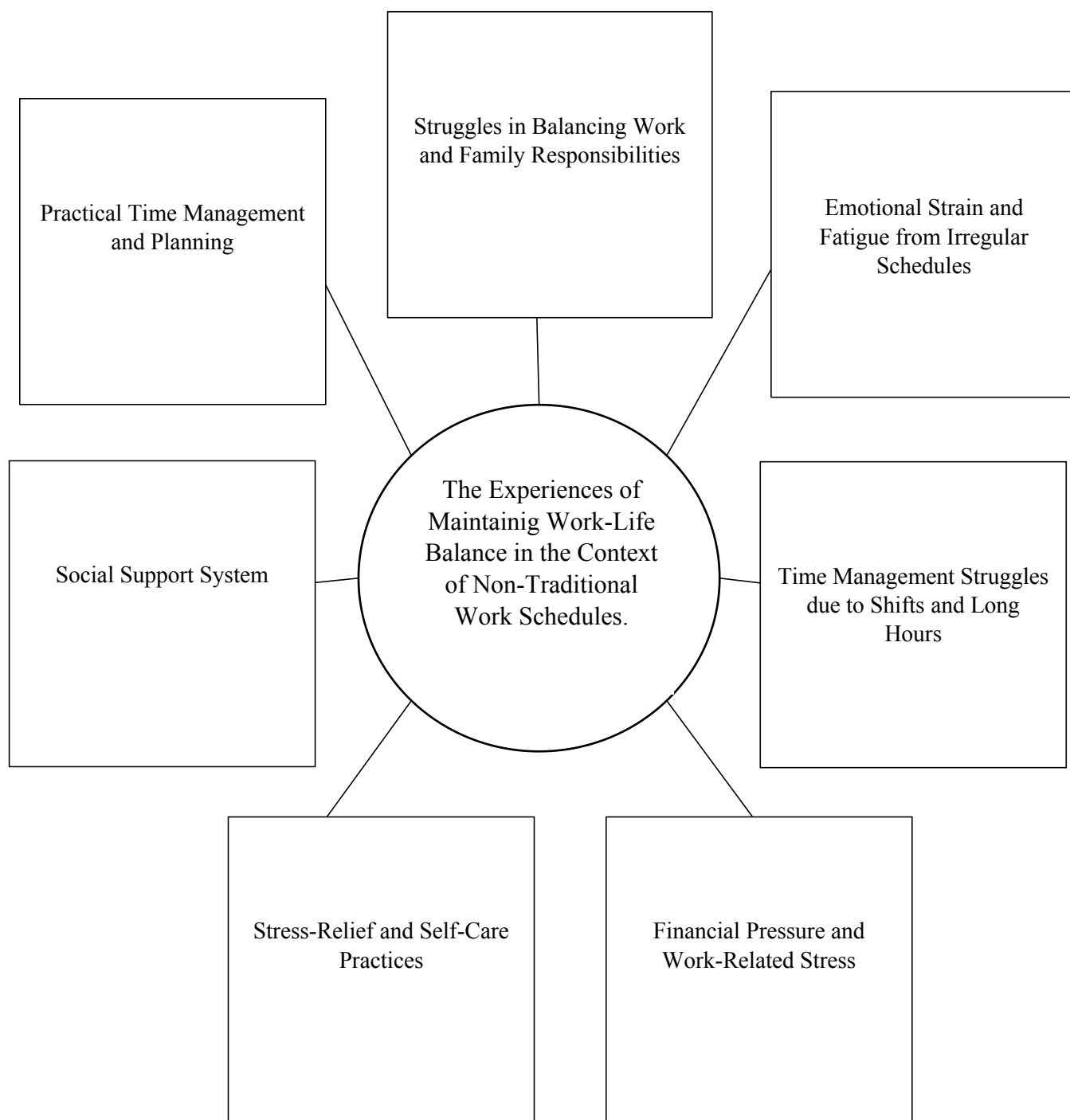


Figure 1. Schematic Diagram

Objectives of the Study

This study explored the experiences of security guards in balancing their professional duties with family life, emphasizing the interplay between work responsibilities, personal obligations, and social interactions. Security work, particularly in the context of irregular schedules, extended shifts, and high-risk assignments, presents unique challenges that require effective balancing of priorities and coping strategies. Specifically, this study aimed to:

1. To describe the lived experiences of security guards in navigating their dual roles at work and at home.
2. To examine the challenges of security guards face in balancing their professional duties and family.
3. To identify the coping strategies used by security guards to manage work-related stress and maintain family relationship.

Significance of the Study

This study explored how security guards manage their professional duties alongside family responsibilities, personal obligations, and social interactions. The insights gained are valuable in deepening the understanding of security guards' lived experiences and in informing strategies or policies that can support their well-being, work-life balance, and overall performance in fulfilling their roles.

RESEARCH METHODOLOGY/MATERIALS AND METHODS

Design

This research employed a phenomenological research design and qualitative methodology to investigate the lived experiences of security guards in their management of professional responsibilities and family life. This methodology was suitable for eliciting individual and collective experiences, and gaining an in-depth understanding of security guards' problems and coping mechanisms in juggling their dual responsibilities. Phenomenological investigation aims to determine how people experience and interpret their existence, and through this, the researcher gets to find out about common themes, patterns, and meanings which are indicative of their reality. The participants underwent in-depth interviews, which gave them a chance to express their thoughts, feelings, and reflections on how they balance the needs of work and home life. The stories collected were thoroughly examined in order to identify typical challenges, coping strategies, and lessons that could be used to guide policies and programs fostering the well-being and work–life balance of security officers.

Setting

This research was implemented in one of the schools in Ozamiz City, Misamis Occidental where the school security guards who participated in this study were deployed. Ozamiz City, a developing urban center in the province of Misamis Occidental, offered an appropriate setting for investigating issues of balancing professional roles with family obligations of security guards. The research centered on the security guards' lived experiences, investigating the emotional and psychological stress of working irregular shifts, the effect of long shifts on family life, and the coping mechanisms they employed

to deal with the demands of both work and personal life. By carrying out the research in this particular setting, the study sought to attain a richer appreciation of how security guards balanced their work within the school setting against the challenges of family life, work stress, and institutional requirements.

Research Participants

The study involved ten (10) security guards selected as research participants through purposive sampling. The inclusion criteria for participant selection were as follows: (1) currently employed as active-duty security guards; (2) married with children; (3) with a minimum of one year of experience in the security service; and (4) willing to voluntarily participate in the study.

Research Instruments

The study used an interview guide as the primary data-gathering instrument. This tool was structured in three sections. The first part included introductory questions designed to collect demographic information such as age, years of experience as a security guard, and employment background. The second part focused on exploring the lived experiences of security guards, specifically the challenges they faced in balancing their work responsibilities with family life, including the emotional and psychological stress of long hours or night shifts. The third part investigated the coping strategies and techniques security guards used to manage the demands of their job while maintaining a healthy family life. To ensure comprehensive and in-depth data collection, face-to-face interviews were conducted, allowing the participants to share detailed insights into their personal and professional experiences. The interview guide underwent a thorough review

by the College Research Committee to ensure compliance with ethical standards and to protect the rights and well-being of the participants.

Data-Gathering Procedure

Before conducting the actual interviews, the researcher secured permission from the Dean of the College of Criminology to carry out the study in Ozamiz City, Philippines, and submitted a request letter to school administrators to gain approval for data collection. The researcher identified potential participants among school security guards and provided them with detailed information about the study's purpose, focusing on the challenges they faced in balancing their professional duties with family life. Participants were informed about the interview process, and informed consent was obtained to ensure their voluntary participation and understanding of the study's objectives. Ethical considerations were thoroughly addressed, and the research protocol was reviewed by the College Research Committee to ensure compliance with ethical guidelines.

During the interviews, the researcher used a voice recorder and took detailed notes to ensure the accuracy and completeness of participants' responses, capturing their insights on managing work-related stress and family responsibilities. These methods helped maintain the integrity of the data collected. Participants were assured of the confidentiality of their responses, and strict measures were taken to protect their privacy and anonymity throughout the study. In adherence to ethical principles, the researcher followed the guidelines outlined in Republic Act No. 10173, also known as the "Data Privacy Act of 2012," to ensure the security and privacy of participants' personal information and data.

Ethical Considerations

Throughout the research period, strict adherence to ethical guidelines was maintained. Before initiating data collection, the College Research Committee reviewed and approved the study to ensure compliance with ethical research standards and to protect the rights and welfare of the participants.

During the data collection phase, the researcher provided an Informed Consent Form to each school security guard participating in the study, ensuring their voluntary participation. The purpose and objectives of the study were clearly explained, with an emphasis on understanding how they balance their professional duties and family responsibilities. Participants were assured that their identities would remain confidential and that their responses would remain anonymous throughout the research process.

Face-to-face, in-depth interviews were conducted in a private setting chosen by the participants to ensure their comfort and privacy. To protect participants' confidentiality, all recorded data was transcribed and deleted immediately after verification. The researcher adhered to Republic Act No. 10173, the "Data Privacy Act of 2012," ensuring the security and privacy of all collected personal information and data.

Data Analysis

The study utilized Moustakas' (1994) transcendental phenomenological reduction to understand the lived experiences of security guards as they navigate the challenges of balancing their professional duties with family responsibilities. The data analysis process followed six major steps:

Bracketing – To reduce preconceptions and bias, the researcher employed bracketing, setting aside personal judgments and assumptions to enable an unbiased exploration of security guards' experiences. In the selection of topics and recruitment of participants, the researcher ensured that no preconceived interpretations were imposed on the data. The open-ended nature of the interview questions allowed participants to freely share their thoughts, ensuring that their voices remained central to the investigation.

Horizontalization – The researcher took an even approach to all statements made during interviews, documenting verbatim responses without placing them in order of importance or showing partiality. Responses that were repetitive, irrelevant, or off-topic were removed, while significant statements—referred to as "horizons"—were identified. These horizons revealed the key elements of security guards' experiences, such as the emotional and psychological strain of their work, the impact on their family life, coping strategies, and the difficulties of maintaining a balance between their professional and personal responsibilities.

Clustering into Themes – After identifying the horizons, the researcher organized them into core themes that captured the most significant aspects of security guards' experiences. These themes included challenges in managing work-related stress, emotional tolls from long shifts, the impact of work on family relationships, coping mechanisms, and institutional support. The resulting textural language provided a systematic description of the challenges and strategies involved in balancing both worlds.

Textural Description ("What Occurred") – Verbatim quotes were used to develop a comprehensive account of the security guards' experiences and perceptions, ensuring

authenticity. The meaning units were organized into the themes identified, allowing for a clear portrayal of their lived experiences regarding work-life balance.

Structural Description ("How the Experience Occurred") – The researcher examined external factors, including work schedules, family obligations, institutional policies, and support systems, to identify the underlying factors influencing security guards' ability to balance their professional and personal lives.

Textural-Structural Synthesis – The final step involved synthesizing the textural and structural descriptions into an overall narrative that captured the common experiences of security guards. This synthesis illustrated the challenges they face in balancing family life and security duties, the strategies they use to manage this balance, and the role of institutional support. It also highlighted their resilience, professionalism, and strategies for managing work stress, demonstrating how they successfully navigate their dual roles. NVivo software was used to analyze the data systematically, ensuring the identification of core themes and maintaining a structured approach to qualitative analysis.

RESULTS AND DISCUSSIONS

The study involves 10 security guards deployed to a school university. The sample includes male and female guards, but more are men. All of them have worked for over three years, earning them adequate experience in performing their roles such as ensuring security, enforcing rules, and dealing with the public. Their common experience lays a solid basis for discussing how constant working long hours and heavy responsibility impact their capacity for working-life balance.

This research was aimed at seeking to understand the real-life experiences of security guards as they try to balance their work and home lives. Through the objectives of describing their experiences, identifying the challenges they face, and understanding how they cope with these experiences, the research focused on the experiences of security guards and how they are affected by their work in their personal lives. The work of a security guard is demanding; they work for long hours and are always on the go. This makes it difficult for them to balance their work and home lives. As the research participants shared their experiences, it was clear that there were some common experiences among the security guards. These were grouped into five main themes: coping with exhaustion and long working hours, dealing with emotional and psychological pressure, balancing family responsibilities with work demands, building personal resilience and coping strategies, and social support and teamwork. These themes provided a better understanding of what the security guards go through in their daily lives. The research participants shared experiences of how tiring their work is. The work of a security guard is demanding; they work for long hours and are always on the go. Because of this, they sometimes fail to witness important events happening in their families or fail

to spend quality time at home. Despite these, the participants were able to manifest their strength and determination. They were able to manifest how they cope with the challenges they face by being strong for their families, having faith, and having their coworkers as their source of strength. For them, these sources of strength help them move on despite the challenges they face. At the end of the analysis, we see that these security guards are not just security personnel, they are parents, they are husbands, and they are human beings trying their best to provide for their families.

Struggles in Balancing Work and Family Responsibilities

Security guards face the constant challenge of dividing their time and energy between demanding work duties and family responsibilities (Adisa et al., 2021; Matli, 2020; Parlak et al., 2021). Many participants described long shifts, commutes, and fatigue as barriers that make it difficult to spend meaningful time with their loved ones. To cope, they employ strategies such as waking up early, setting routines, and making use of rest days to attend to family needs (Salin et al., 2020; Finlay et al., 2021). Despite the struggles, they emphasized that prioritizing time, maintaining discipline, and consciously balancing responsibilities allow them to manage both roles and fulfill their duties at home and at work (Khan, 2023; Rohwer et al., 2024).

Several security guards shared that balancing work and family remains one of their greatest challenges (Fathima et al., 2024; Sousa et al., 2023). They emphasized that the demands of their job often make it difficult to manage time at home, but they also recognized the importance of setting priorities (Hamilton et al., 2023; Guy & Arthur, 2020). Some explained that effective time management, such as waking up early or

making use of extra time after work, helps them fulfill both responsibilities. Overall, their experiences show that while balancing these roles is difficult, discipline and conscious effort allow them to maintain both work and family commitments (Isa & Indrayati, 2023; Padavic et al., 2020). These are evident in the responses of the participants during the interview conducted:

“Balancing my work as a security guard with my responsibilities at home has been one of the biggest challenges I’ve faced over the years.” (SG 3)

“Balancing my duties as a security guard with the needs of my family has been the greatest challenge in managing my time.” (SG 4)

“My experience is that balancing our time is up to us. And when we have a chance or extra time after work, we should prioritize our family.” (SG 5)

“Time management is crucial I wake up early to take care of my family and get ready for work. It's all about finding a balance and managing stress.” (SG 6)

Striking a balance between work and domestic responsibilities becomes an ongoing challenge marked by time deficits, demanding time schedules, and conflicting responsibilities at home and work (Uddin, 2021; Dickson, 2021; Kundu et al., 2022). Security officers commonly have irregular shifts, long working hours, and tiring commutes, which reduce chances for quality time with the family and lead to stress and fatigue (Pradhan, 2021; Dingman, 2020). In spite of these difficulties, measures are taken to deal with conflicting roles, for example, rising early in order to meet domestic obligations prior to work, practicing time management, and taking conscious attempts to put family first in scarce free times. Stress-coping techniques such as prayer, exercise, and relaxing techniques are also utilized to deal with stress and stay focused (Amponsah et al., 2020; Byrd, 2022). The support of family members, aware of the sacrifices, and colleagues, who help during financial or personal crises, also enhances the ability to manage dual roles. These collaborative efforts demonstrate the significance of proactive

time management, emotional resilience, and social support in reducing the difficulties of balancing work and family life (Köse et al., 2021; Oludayo & Omonijo, 2020).

The current body of literature on work-family balance highlights the need not only to be committed to their jobs but also to manage their time well and be organized enough when juggling various roles. The literature proves that long and irregular work hours, the pressure of financial burdens, and family-related problems cause significant amounts of stress, resulting in tiredness and lack of family life among workers in the security industry and associated spheres (Jiang et al., 2025; He et al., 2024; Li & Sun, 2024). Furthermore, recent research findings prove that coping strategies such as developing a routine, setting up priorities, communicating openly at home, and turning to colleagues for help can be an essential component of reducing stress and its negative consequences when there is work-family imbalance (Wang et al., 2023; Chen et al., 2024; Solis et al., 2024). The existing literature also states that such organizational actions as flexible scheduling, wellness programs, and strong supervision help alleviate stress (Schneider et al., 2024; Zaportiza & Cuevas, 2025; Arcemont, 2024).

Emotional Strain and Fatigue from Irregular Schedules

Non-standard work shifts and long working hours are the most influential causes of emotional tension and exhaustion in security officers (Jovanović et al., 2021; Alghamdi & Bahari, 2025; Hasan, 2025). Irregular night duty, long shift, and rotation schedules negatively impact sleep and rest periods, which eventually lead to fatigue and loss of alertness (Gurubhagavatula et al., 2021; Silva et al., 2020; Diana, 2024). Consequently, security staff often feel irritable, stressed, and distracted at work and home (Soelton et al., 2020; Neece et al., 2020). In the current study, these aspects emphasize

the difficulties that security guards confront in terms of preserving their well-being amid a challenging occupation.

In addition, such work schedules and long working hours can also impair the ability of security guards to fulfill their family duties. They usually feel guilty about being away from their loved ones or not providing adequate assistance during special occasions and holidays (Pradhan, 2021; Ali, 2025). Lack of personal family time may create additional conflicts and affect emotional relations between family members (Nagy et al., 2023; Li, 2023). The problem is exacerbated by post-work fatigue and the inability to attend important family occasions (Wöhrmann et al., 2020; Adeparusi, 2024; Lambert et al., 2023). These are evident in the responses of the participants during the interview conducted:

“Despite my best efforts to manage my time, there are times when I am unable to care for my family, particularly if they experience difficulties while I’m on duty. This may make me feel inadequate.” (SG 1)

“This is challenging to engage in family activities and tends to cause stress and fatigue... On occasion, my relationship with family members is strained because I lack time for them” (SG 8)

“At times, I forget significant family events due to work, and it’s also extremely exhausting to concentrate on work at home.” (SG 9)

“Adjusting to non-standard work schedules, particularly night shifts or overtime, is difficult, and at times there isn’t sufficient time to spend with my family, making it more difficult to concentrate on household work.” (SG 10)

Working long hours is another cause that leads to stress and exhaustion among security officers (Jovanović et al., 2020; Rootes, 2020). Working nights, overtime, and having different shift routines disturb the sleeping process and cause fatigue since they have negative impacts on the general state of one's body. Furthermore, such factors cause additional emotional distress, especially when people find themselves unable to complete

the domestic chores and spend quality time with their families (Kritikos et al., 2020; Isham et al., 2020). Overall, both physical and emotional fatigue affects people's ability to focus, be concentrated and can cause irritability and inferiority complex.

Other research indicates that workers operating on non-standard shifts have an increased chance of suffering from work-family conflict, emotional exhaustion, and insufficient personal and familial time (Gazi et al., 2024; Cavallari et al., 2025; Santini et al., 2021). Experiencing such challenging conditions for an extended period of time, particularly when coupled with insufficient opportunities for recuperation, escalates stress and negatively impacts one's general wellbeing (Pradhan, 2021; Qin & Men, 2023; Fathima et al., 2024). Furthermore, missing out on significant familial moments and failing to satisfy personal responsibilities may contribute to heightened feelings of incompetence and guilt (Randhawa, 2023; Basko et al., 2024; James, 2025). The aforementioned results suggest that organizations should consider implementing initiatives that facilitate the reduction of harmful effects associated with non-standard and stressful work schedules (McCrie, 2020; den Outer, 2023; Sarmiento & Jose, 2025).

Impact on Family Relationships and Social Connection

The high pressure on the work schedules of the guards and their associated duties can adversely impact their family ties and social network (Sopitshi, 2021; Perry-Jenkins & Gerstel, 2020; Schneider & Harknett, 2021). The long working hours, the shift work system, and the lack of availability at home can diminish the chances of interactions within the family and hence the development of strong familial ties and improved communication (Das & Palo, 2025; Das, 2020). This scenario can also limit the involvement of the guards in social activities and engagements and result in social

isolation from the broader social network (Ward et al., 2023; Dutra & Rocha, 2021).

Nonetheless, despite these difficulties, many security officers tend to deliberately try and preserve healthy relations within their families and society. Notwithstanding their tiredness and tight schedule, they work hard at keeping open channels of communication, spending quality time together, and forming emotional bonds (Eriksen, 2020; Jenkins, 2020). Such measures counteract the adverse impacts of their unavailability and ensure healthy relationships. Generally, while job requirements can present a stumbling block for family solidarity and social interactions, efforts towards fostering good relationships continue to play an instrumental role (Roman et al., 2025; Olabiyi et al., 2025). These are evident in the responses of the participants during the interview conducted:

“On occasion, my relationship with family members is strained because I lack time for them. Nevertheless, I attempt to communicate and give love in spite of the exhaustion.” (SG 8)

“My relationship with my family has been influenced because sometimes the time I have with them is limited. But I still strive to give them time despite my busy schedule.” (SG 9)

“My relationship with my family is impacted because at times I do not have adequate time to spend with them, though I make an effort to give quality time to have a good relationship.” (SG 10)

The pressures from prolonged work hours, unusual schedule arrangements, and long working hours have considerable implications for the quality of family relations and social interactions among security guards (Suleiman et al., 2021; Molokomme, 2024; Wöhrmann et al., 2020). Lack of presence in the family due to being at work makes it difficult for security officers to engage in deep communication with spouses and children and even other family members, which may lead to emotional detachment (Watkins et al., 2021; Kerr et al., 2020). Furthermore, the lack of participation in family gatherings and social occasions undermines the ability of security personnel to create a reliable network

of social support, making them more isolated than others. However, even in such challenging conditions, security guards use various strategies to keep their social relationships alive, including spending time together, building good communication skills, and doing some things as a family. Such actions make it easier to cope with the challenges related to work-life balance.

It is noted that work demands and nonstandard schedules can be a significant determinant in influencing familial and social relations in cases where the occupation entails prolonged or odd-hour working times (Gazi et al., 2024; Cavallari et al., 2025; Santini et al., 2021). It is observed that individuals with insufficient leisure time for interacting with family members will most likely develop issues of work-family conflict, alienation, and communication problems (Pradhan, 2021; Qin & Men, 2023; Fathima et al., 2024). Additionally, reduced involvement in family and social activities may lead to weak networks and a feeling of loneliness. On the other hand, research suggests that deliberate actions such as fostering good relations, engaging in quality times, and staying emotionally connected can be a way of overcoming such negative experiences (Randhawa, 2023; Basko et al., 2024; James, 2025). Furthermore, it is important for organizations to consider measures such as flexible scheduling, favorable work environment, and family-based considerations to help in maintaining family cohesion and healthy social relations amid work demands (McCrie, 2020; den Outer, 2023; Sarmiento & Jose, 2025).

Time Management Struggles due to Shifts and Long Hours

Time management problems caused by shifts and long working hours demonstrate that it is difficult to combine family obligations with the specifics of the security work (Kossek et al., 2023; Fana et al., 2020; Smith & McBride, 2021). In particular, due to their irregular shifts, security workers are frequently deprived of the opportunity to sleep or spend quality time with family members, meaning that they have to make sacrifices and miss essential moments in their family life (Mas & Pallais, 2020; Barnes, 2020). Such challenges show that, given the specifics of their job, it is necessary to adjust one's daily schedule constantly (García-Salirrosas et al., 2023; De Clercq et al., 2021).

The results show that there is immense challenge faced by security guards when it comes to managing their time in light of long working hours, night shifts, and overtime work during holidays. This is because these unpredictable working schedules give precedence to work rather than family time, thus resulting in the loss of precious family moments as well as a lack of rest for the security guards. Such situations create a sense of fatigue and stress along with feeling inadequate due to the inability to fulfill one's family obligations. These are evident in the responses of the participants during the interview conducted:

"I should spend as much time with my family as I do at work, but work frequently takes precedence over family time... Despite my best efforts to manage my time, there are times when I am unable to care for my family, particularly if they experience difficulties while I'm on duty." (SG1)

"I, being the security guard, tend to have a hard time managing work and family life due to unpredictable working hours like night shifts, holidays, and weekends. This is challenging to engage in family activities and tends to cause stress and fatigue. (SG 8)

"As a security guard, it is sometimes hard to balance family life and work because most of our work is at night or overtime, so I do not have much time with my family. I miss some special family occasions due to work." (SG 9)

“Being a security guard in this university, at times work and family life becomes unbalanced, particularly since we have shift work that sometimes is at night and at other times during the day.” (SG 10)

It illustrates the challenges faced by the security guards when it comes to balancing their professional duties with their family needs in tough working conditions. The odd hours of working such as the working during the nighttime, holidays, or overtime could cause a disruption in the amount of rest they get and would limit their ability to take part in any family activities that they have to be a part of (Adeparusi, 2024; Härmä & Karhula, 2020; Scott, 2025). Due to the unpredictable working hours, they tend to focus more on their job-related needs rather than having any time for themselves or their family.

The latest findings have repeatedly pointed out that such factors as non-standard shifts, long hours, and night shifts have a detrimental impact on time management and the ability to strike a proper balance between work and family life. For example, studies carried out among nurses working in intensive care units in China have shown that night shifts and working on a 12-hour schedule have a considerable impact on physical and psychological fatigue, which is aggravated by sleep deprivation and excessive daytime sleepiness (Li et al., 2023). Likewise, qualitative research conducted in South Korea has concluded that rotating night shifts interfere with sleep, disturb family routines, and do not allow for personal recovery (Kim & Park, 2024). Moreover, the data collected from the manufacturing sector in Korea show that working long hours, weekend shifts, and night shifts contribute greatly to the development of conflict at home and impede participation in family and social activities (Jung & Lee, 2025). Finally, studies involving employees working on permanent night shifts have demonstrated that while certain

adaptation processes might be taking place, sleeping patterns continue to suffer, especially when it comes to consecutive or rotating shifts (Zhou et al., 2024).

Financial Pressures and Work-Related Stress

One of the major problems that security guards encounter includes financial issues, which can create additional pressure to harmonize personal and professional life (Sarmiento & Jose, 2025; Edwards-Fapohunda & Adediji, 2024; Bezak et al., 2022). Participants claimed that low salaries, transport costs, and continuous financial management due to an ever-scarce budget can influence stress experienced at home and interfere with concentration during work (Rawal & Rana, 2024; Nizzer et al., 2023). Providing for one's family with such little income makes security guards feel frustrated, anxious, and incompetent when they have to face some unexpected expenditures (Asuamah Yeboah, 2024; Ebigo, 2023). This economic problem becomes apparent when it comes to the context of the paper, revealing the financial instability and vulnerability of the target group due to unstable wages and intensive work processes.

Financial strain and tough work schedules proved to be constant problems faced by security guards (Oruh et al., 2021; Choy & Kamoche, 2021; Brown et al., 2024). A few individuals mentioned that their financial difficulties compel them to make tough decisions involving trade-offs between necessities like food and travel costs as well as other domestic bills, which eventually causes them to feel stressed and emotionally drained (Asuamah Yeboah, 2024; Pul et al., 2023). Moreover, a handful of participants said that financial strain makes it even more challenging to manage their domestic and work obligations, necessitating tight budgeting and abstaining from making unnecessary purchases. Apart from financial constraints, non-standard shifts and extended work hours

lead to exhaustion, indicating the necessity for better scheduling procedures and wellness initiatives introduced by the management (Ravenswood et al., 2022; Sandström, 2024).

These are evident in the responses of the participants during the interview conducted:

“Sometimes money is tight, and I have to choose between saving what little I have for food and transportation. Those circumstances can be stressful, and occasionally I become agitated unintentionally.” (SG 2)

“What makes the balance harder is the financial side of things. Stress often comes when money runs short, because there are always needs at home. That’s why budgeting carefully and avoiding unnecessary spending has become essential.” (SG 4)

“Time management is actually difficult, especially when I have night shift or extended working hours... It would be helpful to have a clear rotation of schedule and the chance to shift when needed. Assistance from the employer, in the form of counseling or wellness programs, would also assist in stress management.” (SG 9)

“The stress of the job, for instance, to watch security and implement rules, becomes exhausting and stressful... Well-defined and flexible rotation of schedules would enable me to sleep and enjoy time with my family, while employer support in the form of counseling, wellness programs, and team-building exercises would assist in stress reduction.” (SG 10)

The financial stress experienced by guards plays a major role in shaping their work-life situation, given that the occupation is characterized by low wages and limited benefits (Tayali & Sakyi, 2020; Pun et al., 2024; Tamunomiebi & Oyibo, 2020). The low salaries received make it hard for many guards to afford even basics such as meals and transportation as well as covering house-related expenditures. These challenges tend to affect the overall wellbeing of guards as they increase their stress level (Campbell, 2022; Hernández & Laird, 2025). They find themselves having to focus on making ends meet rather than attending to their own needs as well as those of their families. This makes the work-family balance more difficult to achieve (Naseem et al., 2020; Teo, 2023). Further, the long hours, working late nights, and irregular shifts have been seen to cause fatigue among guards because they interfere with sufficient rest (Silva et al., 2020; Alanazi et al., 2024).

Financial stress and work-related pressures are highly correlated with the psychological state and overall work performance of the employee, especially when the job involves irregular shifts and inadequate pay rates (Gazi et al., 2024; Cavallari et al., 2025; Santini et al., 2021). Financial stress is associated with increased levels of stress and emotional strain due to the inability to afford basic necessities, including meals and transportation services (Pradhan, 2021; Qin & Men, 2023; Fathima et al., 2024). It has been proven that financially stressed employees exhibit symptoms of anxiety, dissatisfaction with their jobs, and decreased concentration at work and home, thus having a negative impact on their work performance (Randhawa, 2023; Basko et al., 2024; James, 2025). In addition, it can be noted that support mechanisms provided by the organization, including proper payment, financial counseling, and health promotion programs, could alleviate the impact of financial stress on the individual and positively influence their productivity (McCrie, 2020; den Outer, 2023; Sarmiento & Jose, 2025).

Stress-Relief and Self-Care Practices

Relief from stress and self-care measures are among the coping mechanisms employed by the guards to handle the rigors of their job. This includes praying, exercising, practicing deep breathing, and communicating freely with their families, which helps minimize stress and preserve mental wellbeing (Groover, 2020; Oye, 2024; Malos, 2020). These coping measures help offset the negative impact of working long hours, erratic schedules, and stressful environments, making it possible for the guards to stay vigilant in carrying out their tasks. In this particular research paper, using self-care measures as a coping strategy is essential for balancing work-life and family obligations.

The stress management methods used by security guards include engaging in activities that relax them and provide emotional rejuvenation (Paterson, 2024; Muse, 2024). Religious exercises, like praying to get emotional strength, are commonly practiced, while others take part in physical activities that help them feel better, such as exercise or taking brief breaks for leisure purposes. Being with one's family members provides another avenue for achieving emotional relaxation, which helps counter the physical and psychological exhaustion that comes with working long hours or odd shifts (Scott-Marshall, 2024; Ladd, 2022). Overall, these techniques aid security guards in managing stress, focusing on their responsibilities, and creating a healthy work-life balance (Hardison & Ginsberg, 2024; Noronha et al., 2020). These are evident in the responses of the participants during the interview conducted:

“I pray to God and tell myself not to give up when I'm feeling stressed.” (SG 1)

“I try to maintain my positive attitude and find little ways to have fun.” (SG 2)

“Each time I go home, the joy of spending time with my family lessens the tiredness brought about by work when I look at my children.” (SG 7)

“To de-stress, I pray and exercise whenever I can.” (SG 8)

The stress management activities are vital in enhancing self-care among security guards since they enable them to handle the physical, emotional, and psychological challenges at work (Nwakaego, 2024; Bakker, 2024; Wabschall, 2023). Stress reduction measures include participation in spiritual activities such as praying because it offers emotional support, thereby strengthening an individual's resilience when faced with stressful circumstances, as well as undertaking exercises to lower tension. Moreover, spending some quality moments with one's family and friends works as a stress-reducing practice since it is helpful in overcoming fatigue (Yusli et al., 2021; Miller et al., 2023). Other coping methods include cultivating a positive mind, enjoying simple fun things,

and relaxing by taking deep breaths (Khng, 2023; Sujaritha et al., 2022). Overall, these measures are important since they aid in lowering job-related stress, promoting good mental state, and improving concentration on the job among other benefits.

Stress management and self-care actions play an important role for workers' ability to preserve their mental health in stressful work environments (Gazi et al., 2024; Cavallari et al., 2025; Santini et al., 2021). Various research studies show that practices such as mindfulness, physical exercises, relaxation, and spirituality can help to significantly lower stress and improve people's wellbeing (Pradhan, 2021; Qin & Men, 2023; Fathima et al., 2024). Namely, people practicing meditation, deep breathing, and exercises generally feel less stressed and anxious, better cope with negative emotions, and demonstrate higher levels of resilience (Randhawa, 2023; Basko et al., 2024; James, 2025). Moreover, it was found that spending quality time with family members and communicating with them regularly provide more opportunities to form strong emotional networks which helps individuals to handle various life and work-related problems (McCrie, 2020; den Outer, 2023; Sarmiento & Jose, 2025). Generally speaking, all the above-mentioned factors contribute greatly to people's ability to live healthy and balanced lives, which is why their incorporation into workers' everyday practice should be recommended (Salvador, 2021; Wiradendi Wolor, 2020; Göktaş, 2022).

Social Support System

Security guards employ several methods of coping and seek assistance to cope with stress resulting from juggling work and family responsibilities. The majority of the participants believe in faith, prayer, and positivity to keep themselves motivated and resilient despite the difficulties they encounter at work (Ozcan et al., 2021; Robinson-

Lane, 2020; Muruthi et al., 2020). Moreover, social support from family members, co-workers, and employers/agencies is indispensable as it offers emotional and, sometimes, monetary support during trying times (Demerouti & Bakker, 2023; Tamunomiebi & Oyibo, 2020). Overall, coping mechanisms and support from family members and co-workers help security guards maintain resilience and successfully balance work and familial duties (Cox et al., 2022; Tahir, 2024).

The results reveal how essential it is for security guards to have social support from their colleagues to handle the issues they face when trying to balance work and home life (Bressan et al., 2020; Phillips et al., 2020; Lu et al., 2020). Colleague solidarity can be witnessed through actions like pooling resources in emergencies or supporting one another financially in times of hardship. In addition to the tangible benefits that social support brings, it also offers emotional solace to ease the stress caused by their working environment. Likewise, communicating freely with family members after work contributes to greater understanding, enhances connections, and enables coordination at home (Seeber & Erhardt, 2023; Jiang et al., 2024). Furthermore, spending valuable time with loved ones acts as an important way to alleviate emotional distress and provide motivation for recovery from exhaustion and other physical and mental burdens (Biali, 2022; Rodriguez, 2024). These are evident in the responses of the participants during the interview conducted:

“My coworkers also provide me with invaluable support; for example, during the local flood, they shared household goods and even donated money to aid in my recovery.” (SG 1)

“I’m also fortunate to have helpful coworkers; we support one another, particularly when someone is struggling financially.” (SG 2)

“To ease the pressure, I make sure to talk with my family after my shift to see what they need and how I can help.” (SG 3)

“Each time I go home, the joy of spending time with my family lessens the tiredness brought about by work when I look at my children.” (SG 7)

In this section, focus is placed on coping skills utilized by security officers in striking a balance between their employment and household obligations (Sopitshi, 2021; Cox et al., 2022; Gezinski et al., 2021). Relaxation practices, including praying, exercising, and meditation, are common practices for stress alleviation that assist in maintaining psychological and emotional stability amid challenging and draining work schedules (Baharuddin et al., 2024; Sandua, 2024). The effective practice of time management, involving early rising, the establishment of routines, and task prioritization, is critical in fulfilling the duties of their job and household activities (Southerton, 2020; Bella, 2023). Additionally, social networks are fundamental in enabling guards to cope with the pressures of their workdays. The guards receive encouragement from family members through empathy and understanding, while their coworkers offer practical aid through resource and financial contributions or substitution shifts during their absence. Finally, employers contribute through benefits packages, wellness initiatives, and periodic monetary assistance, which assists in minimizing workplace stress (Peñalvo et al., 2021; Bondar et al., 2022).

Current research highlights the importance of coping mechanisms and support systems in enabling employees to cope with work-family conflicts. Adaptation techniques, such as resilience training, time management, and positive coping strategies, have been proven to effectively lower stress levels and conflicts arising from work-life conflicts, especially for frontline workers such as nurses and law enforcement agents (BMC Nursing, 2023; BABMR Journal, 2024). Supportive measures have also been

identified as important protective factors, with evidence showing that motivation and guidance provided by individuals such as family members, friends, and colleagues mitigate the negative impact of challenging schedules and economic hardships (Journal of Economics and Business Education, 2022; Frontiers in Psychology, 2025). Additionally, recent studies indicate that developing healthy habits, altering resting periods, and maintaining communication in households provide effective ways to address fatigue and mental health issues resulting from unusual work schedules (BMC Nursing, 2025). Organizational interventions, including wellness initiatives, counseling services, and supportive supervision, have also been found to be essential in reducing staff turnover rates and enhancing job satisfaction levels. Overall, it is evident that a combination of individual coping mechanisms and social and organizational support systems is critical in ensuring sustainable employee well-being amidst work and familial obligations.

Practical Time Management and Planning

Time management became one of the key coping techniques for security guards when dealing with stressful work schedules while trying to fulfill their familial responsibilities (Zorec et al., 2021; Weiss, 2023; Gonzalez, 2024). Some have developed a schedule of getting up early, doing housework before going to work, and organizing little available leisure time efficiently enough to satisfy their own and family-related obligations (Hjálmsdóttir & Bjarnadóttir, 2021; Cook, 2020). Such activities can prevent conflicts arising between work and family life and help security guards achieve stability amid unconventional work schedules and lengthy periods at work. In general, proper

planning and time management remain important coping strategies for security guards to perform their duties effectively (Schoeman, 2020; Polizzi et al., 2020).

Time management and effective planning have a significant impact on how security officers strike a balance between their work and domestic commitments (Collica-Cox & Schulz, 2023; Dzingwa & Terblanche, 2024). In addition, some individuals indicated that creating routines is vital in dealing with work and domestic duties. The value of scheduling activities was stressed in facilitating stability (Marx et al., 2023; Garfinkel, 2023). It was stated by other individuals that managing time after exhausting work schedules demands conscious effort, including communicating with loved ones, rising early to attend to house chores, and handling urgent responsibilities. Effective techniques, including planning daily activities, practicing relaxation techniques, and open communication with families, can minimize stress and assist individuals in fulfilling their personal and professional commitments (Seaward, 2020; Tahan, 2020). These are evident in the responses of the participants during the interview conducted:

“Over time, I learned to adjust and set routines that helped me manage my duties both at work and in the household.” (SG 3)

“Time management is key. After work, I have to deal with my family again... I make sure to check in on our family and just balance our time.” (SG 5)

“Time management is crucial – I wake up early to take care of my family and get ready for work.” (SG 6)

“I prioritize and plan my day, relax through deep breathing, praying, and exercising, and communicate openly with my family so they can grasp my situation.” (SG 10)

Time management and planning have proven to be crucial measures adopted by guards to ensure that they maintain a balance between their professional responsibilities and their private lives (Ali, 2025; Aloro et al., 2024; Boakye et al., 2021). In light of the challenging nature of the job, which requires them to put in a lot of long working hours,

work shifts, and physically draining activities, they develop systematic processes through which they manage their time both professionally and privately (Magolda, 2023; Aliverti, 2021). Such practical measures include waking up early to take care of personal obligations, managing time effectively to accomplish various tasks, and delegation of duties, all of which allow them to remain productive without overlooking the other aspects of life. Developing routines not only facilitates a smooth transition between the two but also eliminates conflicts between the two, whereas other strategies like relaxing and engaging in prayers also provide some level of stress management (Sharifonnasabi et al., 2025; Cross Walker & Duxbury, 2025).

Time management and appropriate planning play a significant role in helping employees effectively balance their job-related activities along with family commitments especially in the occupations that require irregular and long working hours (Gazi et al., 2024; Qin & Men, 2023; Cavallari et al., 2025). Previous research proves that through organizing everyday activities, setting appropriate priorities, and carefully planning one's schedule, people can be more productive at work while at the same time feeling less stressed (Pradhan, 2021; Wiradendi Wolor, 2020; Santini et al., 2021). It is argued that such practices as going to bed early and waking up at an early hour, having regular routines, and communicating about one's plans with the members of one's family positively affect the person's ability to overcome work-life conflicts while at the same time performing his/her obligations successfully (Sarmiento & Jose, 2025; Basko et al., 2024; James, 2025). Moreover, it is proven to contribute to increased personal wellbeing, family happiness, and higher performance in the field of work (Randhawa, 2023; Fathima et al., 2024; McCrie, 2020). Thus, applying time management practices is critical when helping

security personnel to cope with challenges they face (Salvador, 2021; den Outer, 2023; Göktaş, 2022).

CONCLUSION/RECOMMENDATION

The research points out that emotional regulation, professionalism, and resilience are the basic traits for security guards to maintain a balanced life between professional and personal life. Guards who remain calm under stress, possess patience, and communicate politely are better placed to deal with the physical and emotional needs of their work without letting stress adversely affect their family relationships. These soft skills are not just essential coping strategies but also essential professional skills that improve performance at work, credibility, and emotional stability. The report stresses that enhancing emotional control through training and organizational support is essential in the ability of security guards to maintain workplace effectiveness and individual well-being.

Organizations and security agencies thus need to invest in comprehensive programs based on emotional intelligence, stress management, and work-life balance. Offering ongoing institutional support in the form of mentorship, counseling, and wellness programs can highly contribute to guards' resilience and job satisfaction. Furthermore, adopting family-friendly policies like flexible scheduling, periodic rest breaks, and mental health programs can eliminate burnout and enhance personal relationships. Encouraging a positive working environment that prioritizes the welfare of employees not only increases productivity and professionalism but also upholds the overall well-being of security guards as they perform their jobs both in and out of the workplace.

DECLARATION OF THE USE OF AI TOOLS

I acknowledge the use of ChatGPT and [<https://chatgpt.com/>] to help create the interview guide of the study.

I entered the following prompt: “Create interview guide that can answer the statement of the problem.”

I used the output as a questionnaire during the interview

I acknowledge the use of ChatPDF and [<https://www.chatpdf.com/>] to help create the theoretical framework of the study.

I entered the following prompt: “List 2 theories with author and year that could support the study.”

I used the output as the guide to make the theoretical framework.

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APPENDICES

APPENDIX A

INTERVIEW GUIDE

Introduction

1. Introduce yourself and explain the purpose of the study.
2. Discuss the focus of the study, which is to explore the lived experiences of security guards in balancing their security duties with family responsibilities.
3. Provide informed consent, assure confidentiality, and explain voluntary participation.
4. Explain the structure of the interview, including audio recording and note-taking.
5. Ask if the participant has any questions before starting.
6. Test the audio recording equipment.
7. Ensure the participant is comfortable and ready to proceed.

Opening Questions

1. Can you please tell me a bit about yourself and how long you have been working as a security guard?
2. What motivated you to pursue a career as a security guard, and how would you describe your experience so far in balancing this job with your family life?

Core Questions

A. Lived Experiences

1. Can you describe a typical day for you as a security guard, and how it affects your time with your family?
2. How do you personally experience balancing your role as a security guard with your role at home as a family member?
3. Can you share any memorable experiences that reflect both the positive and difficult aspects of balancing your work and family responsibilities?

B. Challenges Faced

4. What specific difficulties have you encountered in trying to balance your duties at work with your responsibilities at home?
5. How do long working hours, irregular schedules, or night shifts affect your family life?
6. What situations have caused the most conflict or stress between your job and your family responsibilities?

C. Coping Mechanisms

7. What strategies or practices do you use to manage the stress of balancing your work and family life?
8. Are there certain routines, habits, or support systems that help you cope with these challenges?
9. How do you maintain or restore your well-being when work demands start to affect your family or personal life?

D. Effects on Well-being (Based on Statement of the Problem)

10. In what ways has balancing your security duties and family responsibilities affected your physical health (e.g., sleep, energy, or fitness)?
11. How has this balancing act influenced your emotions, such as stress, anxiety, or happiness?
12. How has your work-life balance affected your relationships with family members (e.g., spouse, children, or relatives)?

Closing Questions

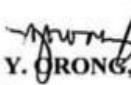
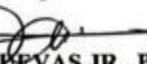
1. Is there anything else you would like to share about your experiences in balancing family life and your job as a security guard that we haven't discussed yet?
2. In your opinion, what changes, policies, or support systems could help security guards like yourself better balance work and family life?

Concluding Statements

1. Thank the participant for their time and valuable insights.
2. Ask if they would like to receive a copy of the study's findings once available.
3. Reassure them about confidentiality and offer further clarifications if needed.

APPENDIX B

TRANSMITTAL LETTER

	MISAMIS UNIVERSITY Ozamiz City, Philippines 7200 Tel. No. +63 88 521 0367 / Telefax No. +63 88 521 2917 E-mail Address: msu@msu.edu.ph	
CERTIFIED ISO 21001: 2018 Educational Organizations Management System by DNV ACCREDITED Philippine Association of Colleges and Universities Commission on Accreditation (PACUCOA)		
COLLEGE OF CRIMINOLOGY		
August 23, 2025		
JOESAM L. GRAVINO Head of Security College of Criminology Misamis University H.T. Feliciano St., Aguada Ozamiz City		
Dear Sir Gravino;		
Greetings of Peace!		
We, the Bachelor of Science in Criminology students of Misamis University, Ozamiz City, are currently conducting our thesis study entitled "Between Home and Duty: Exploring the Work-Life Balance of Security Guards," in partial fulfillment of the requirements for the course Criminological Research.		
In line with this, we respectfully request your permission to conduct interviews with selected security guards under your supervision. Rest assured that prior to participation, informed consent will be obtained, and all information shared will be treated with the highest confidentiality. The data gathered will be used solely for academic purposes and research analysis.		
We sincerely hope for your favorable response, as your support will play a vital role in the successful completion of our study and in enriching our academic journey.		
Thank you very much, and may your office continue to embody excellence in public service.		
Respectfully yours,		
 BRETNEY JANE O. GALLIBOT Group Leader		
Noted:		
 MARKDY Y. ORONG, DIT Instructor		
 JOSE F. CUEVAS JR., PhD College Dean		
Approved by:		
 JOESAM L. GRAVINO Head of Security		

APPENDIX C

Transcript

Transcript of the interview

Security Guard 1

My biggest challenge during my six years and five months at this job has been juggling my roles as a security guard and a family member. I should spend as much time with my family as I do at work, but work frequently takes precedence over family time. In order to manage, I get up early to tend to my husband and kids before beginning my work. In order to have time to be at home, I make an effort to leave work early whenever possible. Despite my best efforts to manage my time, there are times when I am unable to care for my family, particularly if they experience difficulties while I'm on duty. This may make me feel inadequate, but I know that my job gives my family the money and food they need. I believe that in order to achieve a healthy balance between work and family, time must be appropriately divided between the two. I pray to God and tell myself not to give up when I'm feeling stressed. My coworkers also provide me with invaluable support; for example, during the local flood, they shared household goods and even donated money to aid in my recovery. I don't experience many negative effects from my dual responsibilities because of these coping mechanisms and support networks. My family is aware of my predicament and is totally behind me since they know that my work keeps us afloat. Overall, both areas can be managed effectively if you prioritize your work, balance your time, and get up early for your family. I'm grateful that my family respects the requirements of my job, and my workplace has a laid-back system that complies with the rules.

Security Guard 2

Finding the ideal balance between work, home, and the lengthy commute from our Jimenez home is the largest challenge I face in time management as a security guard. It can be exhausting to have to finish chores and make sure everything at home is in order after a shift. Sometimes money is tight, and I have to choose between saving what little I have for food and transportation. Those circumstances can be stressful, and occasionally I become agitated unintentionally. In order to prevent stress from taking over, I try to maintain my positive attitude and find little ways to have fun. I'm also fortunate to have helpful coworkers; we support one another, particularly when someone is struggling financially. I make sure to give my family my time and attention despite all of these

obstacles. It would be easier to balance work and family obligations if guards like us received higher pay.

Security Guard 3

Balancing my work as a security guard with my responsibilities at home has been one of the biggest challenges I've faced over the years. I've been in this job for more than two decades, and while I chose it because it keeps me close to my family, finding the right balance hasn't always been easy. When I first started, night shifts made it difficult for me to take my children to school or attend to them as much as I wanted, especially when their school was far from home. Over time, I learned to adjust and set routines that helped me manage my duties both at work and in the household. What makes the balance harder is the financial side of things. Stress often comes when money runs short, because there are always needs at home. That's why budgeting carefully and avoiding unnecessary spending has become essential. I've learned that once you overspend, it's hard to focus on your work because your mind is full of worries. To ease the pressure, I make sure to talk with my family after my shift to see what they need and how I can help. On my days off, we spend time together, go to church, or simply talk, which keeps our communication strong. Despite the challenges, I'm grateful that my job allows me to stay near my loved ones and support them every day. Still, I believe that better financial support like an increase in salary would help guards like me manage both our work and family responsibilities with less strain.

Security Guard 4

Balancing my duties as a security guard with the needs of my family has been the greatest challenge in managing my time. Since I began this work in 2019, I have focused on protecting property and ensuring the safety of students, but I also carry the responsibility of providing for my children and supporting their education. At times, the demands of the post can be heavy, yet I draw strength from my family and from knowing that what I do keeps them safe and cared for. I cope by making the necessary adjustments between my schedule and my household duties, maintaining mutual understanding with the people I work with, and keeping good relationships so daily tasks run smoothly. I also entrust everything to God, which helps me stay calm and focused when life becomes difficult. Encouraging cooperation especially asking students to follow school rules makes my job easier and creates an orderly environment. With these approaches, I am able to handle my responsibilities at work and at home, even when circumstances are demanding.

Security Guard 5

I started here in 2009 and graduated from here. When I graduated, things were still tough for me. Luckily, there was a job opening, and I was hired, so I grabbed the opportunity while I was still reviewing. The work was challenging at first because it was

really hard. But over time, you'll get used to it. For me, time management is key. After work, I have to deal with my family again. That's where time and space come in, because we have a lot of work to do here. So, we make sure to check in on our family and just balance our time. There's no negative impact because they know we're working for them, so they understand and accept it. I'm trying to balance everything out, and when I have time after work, I try to fit in some exercise. Sometimes I go to the gym or go jogging. My employer is supportive sometimes. In terms of family, they always support us. For me, it didn't have any bad effects, except that I made sure to inform them about my work, and they accepted it. My experience is that balancing our time is up to us. And when we have a chance or extra time after work, we should prioritize our family.

Security Guard 6

I've been working for about 8 years now. Having a family really motivates me to work hard, as I have something to provide for and live for. Time management is crucial - I wake up early to take care of my family and get ready for work. It's all about finding a balance and managing stress. If I push myself too hard, I'll just end up feeling overwhelmed. Prioritizing both work and family can be tough, but I make sure to check in on my loved ones and see how they're doing. When I'm not working, I love spending quality time with my family - we might go for a walk or hang out at the mall. During the pandemic, I was grateful to receive financial assistance from this agency, which really helped me out. None that's it.

Security Guard 7

I have been working for 18 years already. Due to my family, I am comfortable and encouraged to keep on working. Each time I go home, the joy of spending time with my family lessens the tiredness brought about by work when I look at my children. With my 12-hour shift, I normally catch up on rest and personal time during my days off. Sundays are spent at church, and we also spend quality time as a family. I have already become accustomed to the routine after working for so long. I do not let myself get stressed about misbehaving students because I know they will, in due time, graduate and move away. I prefer to remain positive and love what I do. As for benefits, only our employer offers them not the agency. Here in Misamis University, we get perks such as a tuition discount for my child who's a student, and we have loans and cash advances available. But it does impact me in that I only have one day off every two weeks. That's about it really.

Security Guard 8

I, being the security guard, tend to have a hard time managing work and family life due to unpredictable working hours like night shifts, holidays, and weekends. This is challenging to engage in family activities and tends to cause stress and fatigue. With the

help and comprehension of family members, it is easier to endure such sacrifices. Most of us depend on good communication and planning to find a work-life balance. Adapting to shifts, particularly night work or overtime, is actually so difficult. I end up missing special family events because I'm working, and multitasking is so exhausting. It would be better if there were flexible working schedules or more convenient shift exchanges. I would also like to have more company programs that take care of the mental and emotional well-being of security guards. To de-stress, I pray and exercise whenever I can. I also ensure that I talk with my family so they know where I stand, and I find time for quality time, although it may be just a little. Yes, my family is always understanding and supportive of my work. My colleagues assist by covering shifts, which considerably relieves the stress. On occasion, my relationship with family members is strained because I lack time for them. Nevertheless, I attempt to communicate and give love in spite of the exhaustion. I work predominantly nights or the weekends, so my time with my family is limited. That's why I do my best to make the days off special to target them. Although the work is exhausting, one needs to do everything one can to give time to family. We need also employers' and colleagues' respect and understanding. We would benefit from regular work schedules, mental health support programs, and stress management training. Granting incentives or other benefits for overtime and night shifts would also be of great assistance.

Security Guard 9

As a security guard, it is sometimes hard to balance family life and work because most of our work is at night or overtime, so I do not have much time with my family. I miss some special family occasions due to work. But I try to schedule and allot time for my family, even though it's little, and the support of my wife and kids assist me in keeping my work and home responsibilities in check. Time management is actually difficult, especially when I have night shift or extended working hours. At times, I forget significant family events due to work, and it's also extremely exhausting to concentrate on work at home. It would be helpful to have a clear rotation of schedule and the chance to shift when needed. Assistance from the employer, in the form of counseling or wellness programs, would also assist in stress management. I use simple relaxation methods such as deep breathing and prayer. I also try to talk to my family in a good manner so they know what I am going through and can help me. Yes, my family always gets it and gives me support. My colleagues assist in covering shifts whenever it is necessary, which reduces my workload. My relationship with my family has been influenced because sometimes the time I have with them is limited. But I still strive to give them time despite my busy schedule. Since I mostly work at night, the time we spend together during the day is short. That's why I make sure that the time we do have together is meaningful. I just want to emphasize that mental health for security guards is very important because the job is quite stressful. Flexible scheduling, support groups, and wellness seminars would really assist security guards in managing stress and balancing work effectively.

Security Guard 10

Being a security guard in this university, at times work and family life becomes unbalanced, particularly since we have shift work that sometimes is at night and at other times during the day. The stress of the job, for instance, to watch security and implement rules, becomes exhausting and stressful. In spite of this, I make an effort to continue spending time with my family despite the limited hours through time management and communication as a way of planning my schedule better, and relaxation techniques such as praying and exercise to help de-stress. Encouragement from my family and colleagues is also very crucial. Adjusting to non-standard work schedules, particularly night shifts or overtime, is difficult, and at times there isn't sufficient time to spend with my family, making it more difficult to concentrate on household work. Well-defined and flexible rotation of schedules would enable me to sleep and enjoy time with my family, while employer support in the form of counseling, wellness programs, and team-building exercises would assist in stress reduction. To deal with it, I prioritize and plan my day, relax through deep breathing, praying, and exercising, and communicate openly with my family so they can grasp my situation. I have also had the support of my family who always gets me and urges me to do my best, of coworkers who provide shift coverage when necessary, and of my employer who occasionally arranges wellness seminars that deal with stress. My relationship with my family is impacted because at times I do not have adequate time to spend with them, though I make an effort to give quality time to have a good relationship. Because my work is largely during the night, the time we get to spend together during the day is short, so it is critical that the time we get to spend together counts. I want to emphasize that mental health is very important for security guards because it is often overlooked due to work pressure. In my opinion, having flexible scheduling, clear shift rotations, and programs focused on mental health and wellness would greatly help us manage stress and balance work and family life better.

APPENDIX D

THESIS/RESEARCH DATA GATHERING APPROVAL FORM



Misamis University

Ozamiz City



MISAMIS UNIVERSITY RESEARCH CENTER

CERTIFIED: ISO 21001: 2018 Educational Organizations Management System by DNV
ACCREDITED: Philippine Association of Colleges and Universities Commission on Accreditation (PACUCOA)

MU-RC-042/13 November 2024

Thesis/Research Data Gathering Approval Form

Date: March 30, 2024

Name of Authors: Crallibol Pretney Jane O., Paglinawan Kenn A., Lapiz Chriza Mae T., Jagonia Joewic F.

College/Department: College of Criminology

Research Title: Between Home and Duty: Exploring the work-life balance of security guards

Data Gathering Procedure:

a. Type of Research: (Kindly check)

☐ Quantitative	☒ Qualitative	☐ Experimental
☒ Approved Research Title & Problem/Objectives	☒ Approved Data Gathering Procedure	☐ Approved Data Gathering Instrument/Data Sheets

b. Respondents/Participants/Subject/Samples to be Collected: _____

c. Procedure:

☐ Survey	☒ Interview	☐ Experimentation	☐ Laboratory Testing
---------------------------------	---	--	---

d. Place of Implementation/Study Area: _____

If to be conducted outside the school campus, indicate the nature of transportation to be used:

☐ Own private vehicle	☐ public utility vehicle	☐ rental	☐ Others, please indicate _____
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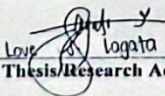
e. Date/s of Implementation/Sampling: _____

Attachments:

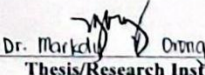
☐	Approved Letter of Consent from the designated authority in the area/place where the study is to be conducted
☐	Signed Parents' Consent

The thesis proposal mentioned above is hereby recommended for the commencement of data gathering implementation.

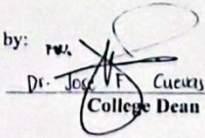
Recommended by:



Thesis/Research Adviser



Dr. Markel D. Oring
Thesis/Research Instructor

Approved by: 

Dr. Jose F. Cuevas Jr.
College Dean

CONTROLLED DOCUMENT

APPENDIX E

INFORMED CONSENT FORM



Misamis University
H. T. Feliciano St., Ozamiz City, 7200 Philippines
MISAMIS UNIVERSITY RESEARCH ETHICS BOARD
Phone: +6388 521 0367 | Fax: +6388 521 2917
Email: muresearchethics@mu.edu.ph

MU-REB-010/03 March 2022

INFORMED CONSENT FORM (PORMA SA NASABTAN NGA PAGTUGOT)

Name of the Researcher/Investigator
(Nagtuon): Bretnay Jane O. Gallibot, Kenn A. Paglinawan, Chirza Mae T. Lapiz, Joeric F. Jagonia
Course: Bachelor of Science in Criminology
College: College of Criminology - Misamis University
Email / Contact Number: 09562677849 / bretnaygallibot@gmail.com
Thesis Title: Between Home and Duty: Exploring the Work-life Balance of Security Guards

PART I. INFORMATION SHEET

Introduction (Pasiuna)	Good day! I am <u>Bretnay Jane O. Gallibot</u>, the principal researcher/investigator of the study entitled "<u>Between Home and Duty: Exploring the Work-life Balance of Security Guards</u>". I am a graduate student under the program <u>Bachelor of Science in Criminology</u> at Misamis University in Ozamiz City. I am to conduct the research with <u>Security Guard</u> as participant. In this vein, I am respectfully seeking your voluntary participation, being qualified to give your informed consent to take part in this study. Before you decide whether to participate or not in this study, please read the succeeding information about the study and feel free to ask questions anytime should there be anything you do not understand or want to clarify. If you agree to answer the interview, you will be asked to affix your name and signature on this form for which you will be given a copy. (Maayong adlaw! Ako si <u>Bretnay Jane O. Gallibot</u>, ang nagpahigayon sa pagtuon kabahin sa "<u>Between Home and Duty: Exploring the Work-life Balance of Security Guards</u>". Ako usa ka estudyante sa <u>Bachelor of Science in Criminology</u> sa <u>Ozamiz City</u>. Ako nagapili kanimo isip participant nga maoy mutubag sa gikinahanglang impormasyon niining gihimong pagtuon. Ako matinahurong naghangyo sa inyong bulontaryo nga pag-apil niini nga pagtuon. Gikinahanglan nga ikaw naa sa saktong edad ug naay kakayahon nga mohatag sa pagtugot aron makaapil niini nga pagtuon. Sa dili pa ka mohukom sa pag-apil niini nga interview, palihug sa pagbasa sa mga impormasyon sa ubos ug gawasnon ka nga makapangutana kon adunay wala nimo nasabtan o gusto nimong iklaro. Kung motugot ka sa pagahimoon nga interview, papirmahon ka niini nga porma ug tagaan usab ka ug imong kaugalingong kopya.
Purpose (Katuyoan)	The purpose of this study is to <u>Explore the work-life balance of security guards</u>. This research <u>highlights the work-life balance of security guards</u>. (Indicate the significance). (Ang katuyoan niini nga pagtuon mao ang <u>Pag-ila ug giunsa pagbalanse sa buhay / trabaho sa mga security guards</u>. Kini nga pagtuon makahalag og <u>ideya ug giunsa pagbalanse sa buhay / trabaho sa mga security guards</u>.)
Type of Research Intervention (Matang sa Interbensyon sa Pagtuon)	This study will be conducted through interviews. The gathering of data will be conducted in person. (Kining pagtuon pagabuhaton pinaagi sa interview. Personal ang pagkuha sa datos.)
Selection of Participants	The selection of the participants is based on the following inclusion criteria: <u>currently employed as security guard</u> <u>have experience in securing the area</u> and <u>willing to share their experiences</u>. (Indicate as applicable to your study.)



Misamis University

H. T. Feliciano St., Ozamiz City, 7200 Philippines

MISAMIS UNIVERSITY RESEARCH ETHICS BOARD

Phone: +6388 521 0367 | Fax: +6388 521 2917

Email: muresearchethics@mu.edu.ph

MU-REB-010/03 March 2022

STATEMENT BY THE RESEARCHER (PAGPADAYAG SA NAGTUON)

I will read the Information sheet to the potential participant. With the best of my ability, I make sure that the participant will understand the interview questions and that possible follow-up interviews may be undertaken.

(Akong pagabasaon ang mga nasulat niining Information Sheet ngadto sa potensyal nga partisipante. Katob sa akong mahimo siguroon nako nga masabtan sa partisipante ang mga pangutana sa interview ug ang possible nga follow-up nga interviews.)

I can assure that the participant will be given an opportunity to ask questions about the study, and all the questions raised will be answered fully. I can likewise assure that the participant will not be coerced into giving consent that must be free and voluntary.

(Gisiguro ko nga ang partisipante mahatagan og panahon sa pagpangutana kabahin niining pagtuon og ang tanang pangutana nga iyang gihatag matubag sa hingpit. Siguroon ko usab ang maong partisipante dili mapugos sa paghatag sa pagtugot nga kinahanglan nga gawasnong og boluntaryo.)

A copy of this Informed Consent Form will be provided to the participant.

(Ang kopya sa niining Informed Consent Form ihatag ngadto sa respondent.)

Print Name of Researcher (Ngalan sa Nagtuon): Brethney Jane O. Galipot, Kenn A. Paglinduan
Chrisa Mae T. Lapiz, Jorvic F. Jagonia



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Phone: +6388 521 0367 | Fax: +6388 521 2917
Email: miresearchethics@mu.edu.ph

MU-REB-010/03 March 2022

PART II. CERTIFICATE OF CONSENT

This research entitled "~~Between Home and Duty: Exploring Work-Life Balance of Security Guards~~" ^{Guarded, Bagligasay, Lapiz, Taganila} with the aim of gathering information and data pertaining to the challenges of Security Guards in balancing their duties, has been presented and explained to me clearly. Since the study involves Security Guards, I am chosen as one of the participants.

(Kini nga pagtuon gitutulohan, "~~Between Home and Duty: Exploring Work-Life Balance of Security Guards~~" ^{Guarded, Bagligasay, Lapiz, Taganila} adunay tumong sa pagkuha og impormasyon ug datos kabahin sa pagpapaligay sa mga security guards nga gipasabot og klaro kanako. Tungod kay ang pagtuon kay kabahin sa Security Guards, ako napilian isip usa sa mga partisipante.)

I have read the foregoing Informed Consent Form, or it has been read to me. I had the opportunity to ask questions, which were subsequently answered fully. I consent voluntarily to be a participant of this study.

(Akong nabasa ang nauna nga Informed Consent Form, o gibasa kini kanako. Natagaan ako og higayon nga makapangutana nga natubag sa hingpit. Ako mosugot nga boluntaryo nga mahimong participant sa niining pagtuon.)

Print Name of Participant (Ngalan sa Partisipante): KIER GALLETTO
Signature of Participant (Pirma sa Partisipante): [Signature]
Date: [MM/DD/YYYY] _____

If Illiterate (Kung dili makasulat ug makabasa)

If the respondent is illiterate, a witness who is literate will sign. The respondent will choose him/ her and who is without connection with the researcher or the research group to attest this undertaking. The respondent will affix his thumb print.

[Kung ang participant kay dili makabasa o makasulat, mopirma ang usa ka makabasa ug makasulat nga testigo. Ang respondent ang mopili kaniya nga walay koneksyon sa nagtuon o sa iyang grupo para mopamatuod sa gimbuhaton. Ang respondent mobutang sa iyang tamla (thumb print)].

Name and Signature of the Witness
(Ngalan ug Firma sa Testigo)

Thumb mark

APPENDIX F

PARENT'S CONSENT

	MISAMIS UNIVERSITY Ozamiz City Department of Student Affairs & Services
---	--

MU-DSAS-006/02 June 2023

PARENT'S CONSENT

College of Criminology
Sponsoring Group/Organization

I am allowing my son/daughter/ward, JOELIC F. JAGONIA, to join the RESEARCH DATA GATHERING (activity) to be held on APRIL at OZAMIZ CITY under the supervision of DR. MARKDY Y. ORONG (Adviser/Faculty).

I understand that Misamis University exercises the necessary safety precautions in this activity.

In consideration of the benefits to be derived from the above activity, I expressly waive any and all claims against the administration or any member of the faculty and staff of the Misamis University on account of any unforeseen accident or injury that my son/daughter/ward might incur in connection with the aforementioned activity.


MATHIE F. JAGONIA
 Signature over printed name of
 Parent/Guardian

1 / 6 / 20
 Date


JOELIC F. JAGONIA
 Signature over printed name of
 Student

1 / 6 / 20
 Date

Important: This form shall be submitted to the DSAS Office at least two (2) days before the conduct of the activity.

SUBSCRIBED AND SWORN to before me, this 06 day APR 2020 at OZAMIZ CITY, Philippines, that the herein affiant personally came and appeared with his/her _____, as evidence of his/her personal identity.

Doc. No. 61
 Page No. 10
 Book No. XI
 Series of 20 14

ATTY. HRY B. BINAG, RMT
 Notarial Commission No. 2025-10
 Notary Public for Ozamiz City and Clarin
 City Hall Drive, Barmad Subdivision, Agaña, Ozamiz City
 PTR No. 6097751; 01/05/2020, Ozamiz City
 IBP O.R. No. 576185; 12/29/2020, Pang City
 Attorney's Roll No. 7,348
 MCLE Compliance No. V01-0014127; Valid until 04/14/2028

Notary Public
 Until _____
 PTR No. _____
 IBP No. _____
 TIN No. _____
 Roll No. _____

(For DSAS Personnel only)

APPENDIX G

DOCUMENTATION



We interviewed one of the participants to collect data for the study. The process of interviewing made it possible for us to get useful data on the topic of security guards' experiences in work-life conflict.



We interviewed the participants to get firsthand responses for the research. Interviewing helped us to gather based on the participants' experience



We communicated with the participant prior to the interview process. Communication with the participant before the interview made it clear for the participant to understand the objective of the research and share experiences.



Interviewing one of the participants in a specific area to collect key data for the study. We were able to get key insights on the difficulties and coping mechanism of security guards when balancing work and life.

APPENDIX H



MJBAS
PROMOTING RESEARCH & KNOWLEDGE

Mediterranean Journal of Basic and Applied Sciences

| Website: www.mjbas.com | Quarterly International Journal | Email: mjbaseditor@gmail.com |
| ISSN: 2581-5059 | Impact Factor: 5.999 | Ref. No.: MJBAS/2026/579385 |

Certificate of Publication

This is to certify that
Jose F. Cuevas, Jr.
Has published an article entitled
**Between Home and Duty: Exploring the Work-Life Balance of
Security Guards**
In
Volume 10, Issue 1, January-March 2026
Mediterranean Journal of Basic and Applied Sciences





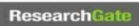
MJBAS
PROMOTING RESEARCH & KNOWLEDGE

Mediterranean Journal of Basic and Applied Sciences

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Certificate of Publication

This is to certify that
Love S. Lagata
Has published an article entitled
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In
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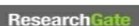
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Certificate of Publication

This is to certify that
Bretney Jane O. Gallibot
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**Between Home and Duty: Exploring the Work-Life Balance of
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Certificate of Publication

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Chriza Mae T. Lapiz

Has published an article entitled

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This is to certify that

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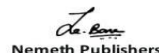
Has published an article entitled

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