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Abstract

Brazil is a violent society and police officers play a fundamental role in this scenario. Police work is a stressful occupation, dealing with routine violence, police officers must have high standards of physical and mental health. The problem has a negative impact on the life quality of security officers, who play an important role in insecurity issues. Because without security, economic development is a futile dream. A cross-sectional design study investigated a random sample of 525 male military police officers, engaged in patrolling the streets of Salvador, Brazil. The accessible population was composed of all the 4700 military police officers from 32 battalions. The study included only males, engaged in visible patrolling in public spaces in the city, and excluded those who were on medical leave, engaged in administrative functions, or in specific situations not related to their core-activity. Health-related quality of life was evaluated through the 36-Item Short Form Health Survey Questionnaire (SF-36). Preliminary data collection required self-administered questionnaires for the target population. The expert applied the test re-test technique to choose the reliability of the exam study. To establish the relationship between the variables, Pearson correlation analysis was performed on the dependent and independent variables confidence interval. The study found that the Physical Component Summary was associated with poor work ability ($P < 0.001$). The mean Physical Component Summary was 3.368 units lower among those with poor work. The study concludes that the military police officers investigated presented low health-related quality of life, associated with younger age, excessive alcohol consumption, and poor work ability. Therefore, improving police working environment through timely promotion will play an important role in improving the life quality of the Brazil's military policemen.

Keywords: *Promotion procedure, Duty assignment, Deployment, Life quality, working conditions:*

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1.0 Background of the Study

Brazil is a violent society and police officers play a fundamental role in this scenario. Police work is a stressful occupation. Dealing with routine violence, police officers must have high standards of physical and mental health. Patrolling the streets involves several risks and stressful situations that may hamper military policemen's quality of life. The identification of factors associated with health-related quality of life may help in planning and providing adequate care to military policemen. Fair police accountability in a democratic process is essential and sophisticated Carter & Sapp (1992). They must uphold the law, respect constitutional restrictions on the exercise of government power, respond to individual requests for assistance, and respond to society's needs for security Travis (1996).

If the police do their job well, the community or society will benefit even more; if the police act miserably, the damage to police confidence and democratic ideals may be irreparable Goldstein (1997). Security has essentially become a global surveillance concern. As a result, several countries have come together to develop policies that focus on creating a flourishing atmosphere for development and mission. However, insecurity persists around the world. As issues of insecurity become exponentially daily news, police action is an essential element. Several problems appear when it comes to life quality. This study focuses on how promotion, duty assignment and deployment affect police life quality.

Business fairness is a tool used to understand work Behaviors and form judgments about relationships and consequences. Cojuharencu & Patients, 2013; Jelley, Bonaccio, & Chiocchio (2014). Occupational fairness refers to the standards and procedures used to make choices, such as wage increases in addition to job gains, that are fair and reasonable, Cloutier, Pascale, & Bilodeau (2012). Claimed equity affects how workers relate to their organization and is important to worker life quality (Cojuharencu & Patient, 2013; García-Izquierdo et al., 2012; Jones & Skarlicki, 2013).

In Louisiana, the city used two systems (senior and merit-based promotions) to promote city police officers. However, these systems have been flagged as obsolete and do not serve employees, departments, and careers. Thompson (2005); Tobias (2004). Promotion based on seniority depends on the length of the company's tenure (García-Izquierdo et al., 2012). In contrast, life quality-based job gains depend on employee success and life quality (Louisiana Legislature Amended Regulation (2016). Although the merit-based system is a widely accepted means of rewarding exemplary work, the system is still abused through corruption, favouritism, autocracy, tribalism and cronyism in promotions, Thau & Mitchell (2010). The results of the study show that police departments consider merit-based promotion unfair because it creates a foothold for cronyism, tribalism and corruption. Traditional advertising methods are quite acceptable, with seniority being more influential in promotion decisions in Louisiana, Dragos et al. (2014).

1.2 Research Objective

To examine how working environment affect life quality among Brazilian Military police.

1.3 Research Questions

How does the working environment affect quality of life among Brazilian Military police in Brazil?

2.1 Theoretical Framework

The principles of organizational management were recognized by Henri Fayol, chief executive officer and mining engineer, when he judged a company by the perceptions of its executives

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and the conditions they might encounter. The theory holds that influential managers have six main roles, as listed: project, conspire, coordinate, guide, and regulate. He developed an ethos based on the ways that managers must form and integrate with other employees. For Fayol, these guidelines should not be inflexible but should leave managers to establish how they use them to function effectively. The guidelines require workers to show initiative and employers to practice fair play. In addition, employers are invited to provide better compensation. Compensation should be based on life quality ratings to link workers to the organization. The division of labor stipulates that workers must be assigned tasks based on their abilities and interests to help them become more productive and resourceful. And that employee must take orders from a single direct supervisor, be accountable to that individual, and have a balance between the individual's interests and the company's concerns. However, the company's welfare must take precedence as it will transfer the compensation to the person in question.

Furthermore, Fayol's principle of centralization states that the highest level of authority must be centralized. For a business to do business easily, the right person must have the right profession and have stability in terms of tenure to be effective. The theory that defines how task assignment should be approached in such a way that the workforce optimizes their skills. The theory of bureaucratic management initiated by Max Weber is based on the premise of structuring institutions to have appropriate governance guidelines. The founding principles of this agreement include the flow of instructions, the correct allocation of labor, the separation of personal and corporate assets from their owners, strict and reliable guidelines and protocols, the maintenance of Thoroughly record and archive, identify and enhance employee positions their job life quality and acquired skills.

3.0 Research Methodology

A cross-sectional design study investigated a random sample of 525 male military police officers, engaged in patrolling the streets of Salvador, Brazil. A structured questionnaire applied to the policemen collected information about age, education, marital status, income, house ownership, car ownership, police rank, working day, alcohol consumption, and smoking, frequency of vigorous physical activity, obesity, and work ability. The accessible population was composed of all the 4700 military police officers from 32 battalions. The study included only males, engaged in visible patrolling in public spaces in the city, and excluded those who were on medical leave, engaged in administrative functions, or in specific situations not related to their core-activity. Health-related quality of life was evaluated through the 36-Item Short Form Health Survey Questionnaire (SF-36). Work ability was assessed through the Work Ability Index questionnaire. Poor work ability was defined by a 7–27 points score. The research also took into account officers across all ranks, genders, working hours and subdivisions inside the stations.

The study implemented modest and stratiform random sampling methods to provide more comprehensive and reliable data. The stratiform stochastic method produces estimates of the limited population total with remarkable accuracy and warrants an additional illustrative illustration obtained from a comparatively normalized population. The collected data were analysed qualitatively and quantitatively. Testing of quantitative information was performed using descriptive and inferential statistics, tables, pie charts, tables, frequencies and percentages. When data were collected from open-ended questions, qualitative data analysis was applied and the data presented by themes. They propose that a regression model applies the format;

4.0 Findings and Discussion

The findings revealed that the Physical Component Summary was associated with poor work ability ($P < 0.001$). The mean Physical Component Summary was 3.368 units lower among those with poor work ability. According to the responses obtained in this study, it can be seen that the majority of the respondents agree with the statement that no suitable promotion process has been established. However, a third of respondents disagreed with this statement, while an eighth strongly agreed and a tenth strongly disagreed with this statement, with only 6.9 percent said that they are not sure. This has drawn mixed reactions. In conclusion, no promotional process was clearly defined, as detailed by an average of 3.15 and standard deviation of 1.33.

It was established that the general health and social functioning scores were particularly low for policemen in Salvador. All eight SF-36 scales contributed, with varying weights, to the Physical Component and Mental Component Summary scores. However, physical functioning, role physical, and bodily pain usually contributed more significantly to the Physical Component Summary, whereas social functioning, role emotional, and mental health contributed more significantly to the Mental Component Summary. The vitality, general health, and social functioning scales provided noteworthy contributions to both Physical and Mental Component Summary scores.

Sample respondents were asked to indicate that whether promotions were made on unfair means, according to the responses obtained, the majority and another a third agree and strongly disagree with the statement that promotions are made through means unfair, another a quarter and slightly more than a third respectively do not agree and strongly disagree with the same statement while only on eighth are not sure. Tribalism, corruption, patronage, and other factors tried to deny the promotion of worthy officers. The majority and some quarter of the respondents strongly agree and agree with the statement that they know they are supposed to be promoted to the next level, while another group uncertain. disagree and strongly disagree with the statement. As quoted by the mean is 4.23 and the standard deviation is 0.972. They said that the rank they held at the time of this study was below their expectations and felt that they should have been promoted to the next ranks at the time.

The research sought to gather police officers' views on promotion procedures versus life quality. This is important because it allows respondents to freely speak about obstacles to their employment growth. It's clear that patronage is the best when it comes to promotions. Rising to 53%, respondents highlighted bias as the most important factor that plays a major role in determining the promotion of police officers. The majority of respondents were of the opinion that the promotion process in the Brazilian military police needed comprehensive reform as in most cases the process was contaminated with corruption, patronage and autocracy. Therefore, the most qualified cadres are excluded for the reason that they are not privy to what goes on.

The situation remains exacerbated by the virtue of the federal police of Brazil not having a standard method for assessing skills of officers to be recommended for upgrade; Further, senior officers tended to reward interests of their preferred candidates, as confirmed by a key ROX1 informant who pointed out misconduct. I was asked some tough questions, but when my colleague walked into the same interview, being asked by the judges just one simple question to sing the first verse of the national anthem and deliver it, made me disappointed, he was offered a promotion and I passed and no explanation was given.

The means through which officers get designated for upgrade in the Federal Police of Brazil portrays several gaps that some commanders habitually use to sneak attacks on officers who do not have the necessary skills. Some respondents said that information about vacancies and suitable information for promotion has not been shared in a timely manner among police

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officers. Most of them said that the communication about promotion is very short, sometimes late at night, so they feel "ambushed to prepare and attend the promotion interview that they have not prepared well enough to do". They received information late or little so they were not well prepared to sit in front of the interviewing panellists. It could be a well-played plot to keep only a handful of cops that get incentives for promotions.

4.2 Inferential Analysis

Correlation Analysis

To establish the relationship between the variables, a Pearson correlation analysis was performed on the dependent variable and the independent variables.

Table 1: Correlation Analysis

Variable		Promotion Procedure	Duty Assignment	Deployment
Promotion Procedure	Pearson Correlation	1	0.323**	0.706**
	Sig		0.000	0.000

Source: Survey Data (2022)

According to the analysis summary in Table 1, it shows that the correlation at 5% significance level between working environment and quality of life is 0.418. This finding shows a strong association between the variables being studied, suggesting that a change of the variables [promotion procedure] results in a significant change in Brazilian military police operations.

Regression Analysis

A multiple regression analysis was performed to determine how effective working conditions was on police operations in Brazil.

Table 2: Model Summary

R	R ²	Adjusted R ²	Std. Error of the Estimate	Change Statistics			F
				R ² Change	F Change	Sig. Change	
.558 ^a	.628	.615	.773	.128	4.142	.001	

Grounded on the results in Table 2, an adjusted R² of 0.615 (61.5%) is observed, indicating that military police in Brazil quality of life is determined by the work environment, while the remaining percentage (38.5%) explained for other variables not mentioned in this study.

Table 3: Analysis of Variance

	Sum of Squares	df	Mean Square	F	Sig.
Regression	9.907	3	3.302	16.107	.001 ^a
Residual	67.560	299	0.205		
Total	77.467	302			

Based on the numbers in Table 3, the significance level (sig.) of 0.001^a is less than 0.05, showing the statistical significance of the working condition efficiency model to the scene life quality. The calculated value of F (16.107) is higher than the calculated value of F (3,302) at a threshold value of 5%, which confirms the validity of the model.

Table 4: Coefficients

	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
(Constant)	0.581	.698		0.832	.001
Working environment	0.659	.164	4.045	4.018	.000

Source: Survey Data (2022)

Based on the analysis summary in Table 4, the constant value 0.581 represents the quality of life of the military police in Brazil when the independent variables are at 95% confidence intervals. Furthermore, when the working environment is improved by one unit, the quality of life of the police changes by a factor of 0.659.

Summary of Findings

Research shows that the majority of military policemen in Brazil understand that the policies on working environment are in place but they are not properly implemented. Majority of respondents claiming that the measures applied to select the police for promotion in the service were unfair.

5.0 Conclusion

The military police officers investigated presented low health-related quality of life, associated with younger age, excessive alcohol consumption, and poor work ability. Improving police working environment through timely promotion will play an important role in improving the life quality of the Brazil's military policemen. Basically procedures for promotion, as working conditions, affect the quality of life among Brazil's military policemen.

6.0 Recommendations

Information obtained after identification of factors associated with health-related quality of life may be useful to propose adequate policies and to implement effective care to military policemen. The Federal Police of Brazil needs to put in place better policies that guides how the work environment of the military policemen in Brazil should be a policies so that an officer who has served for a specified time without being disciplined and who has passed all exams to automatically be promoted to the next level.

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