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REVIEWER'S REPORT

Manuscript No.: **IJAR-58500****Title:** "Assessment of Job Hazards Impeding the Performance of Police in F.C.T, Abuja."

	Rating	Excel.	Good	Fair	Poor
Recommendation:	Originality	✓			
Accept with Minor Revisions.....	Techn.		✓		
	Quality		✓		
	Clarity		✓		
	Significance		✓		

Reviewer Name: Faheem Abdul Muneeb

Reviewer Report

Overall Assessment

The manuscript entitled "Assessment of Job Hazards Impeding the Performance of Police in F.C.T, Abuja" investigates the occupational hazards encountered by police officers serving in the Federal Capital Territory (FCT), Abuja, and examines how these hazards influence their job performance. Using a mixed-method approach consisting of questionnaires administered to police officers and interviews with Divisional Police Officers (DPOs), the study identifies major physical hazards, explores the organizational factors contributing to these hazards, and proposes strategies for improving occupational safety within the Nigerian Police Force. The study is theoretically anchored in Structural Functionalism and utilizes descriptive statistical analysis to interpret data collected from 210 respondents and six senior police officers.

The topic addressed by the manuscript is highly relevant, particularly in the context of increasing security challenges and occupational risks faced by law enforcement agencies in developing countries. Police

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officers operate under demanding and often dangerous conditions, making occupational health and safety an important area of public administration and criminological research. The study therefore addresses an important practical problem with significant policy implications.

The manuscript demonstrates considerable effort in combining empirical evidence with interview responses, and the findings provide useful insights into the realities faced by police personnel in Abuja. However, although the research question is important, the manuscript remains largely descriptive and would benefit from improvements in conceptual development, methodological rigor, statistical analysis, integration of qualitative findings, and academic presentation. Most of these limitations concern the depth of analysis rather than the validity of the overall study. With appropriate revisions, the paper has the potential to make a meaningful contribution to literature on occupational safety and police administration.

Strengths of the Paper

One of the strongest aspects of this manuscript is the relevance of its research topic. Occupational hazards affecting police officers remain an underexplored area in many developing countries, particularly within the Nigerian context. The study addresses an important gap by focusing specifically on hazards experienced by officers in the Federal Capital Territory, where policing demands are particularly complex due to rapid urbanization, political activities, and security concerns.

Another notable strength is the use of a mixed-method research design. The combination of questionnaires with interviews involving Divisional Police Officers allows the study to complement quantitative findings with qualitative perspectives. The interview excerpts enrich the discussion by providing practical explanations for the statistical findings and offer valuable insights into operational realities within the police organization.

The literature review demonstrates familiarity with occupational hazard research, police safety studies, and organizational performance. The manuscript draws upon both Nigerian and international literature, helping to position the study within the broader field of occupational health and policing. The inclusion of different categories of job hazards—including physical, biological, chemical, and psychosocial hazards—provides readers with a comprehensive understanding of the occupational risks associated with police work.

The methodology is generally well organized. The sampling procedure, selection of police divisions, administration of questionnaires, and interview process are adequately described, allowing readers to understand how data were collected. The response rate is also satisfactory, with 210 completed questionnaires retrieved from 240 distributed.

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The findings themselves are presented clearly through well-organized tables. The identification of assaults as the most frequently experienced physical hazard, together with shortages of manpower and operational equipment as major organizational constraints, provides useful evidence that may assist policymakers in improving police welfare and operational effectiveness. The recommendations relating to training, recruitment, modern equipment, and welfare improvements are practical and directly connected to the empirical findings.

Areas to be Improved

Although the study adopts Structural Functionalism as its theoretical framework, the integration between theory and empirical findings remains relatively weak. The theoretical discussion occupies a substantial portion of the manuscript, yet the findings are not consistently interpreted through the structural-functionalist perspective. The discussion would become much stronger if the authors explicitly demonstrated how institutional structures, organizational dysfunctions, and systemic failures explain the occupational hazards experienced by police officers.

The literature review requires greater critical synthesis. While numerous previous studies are summarized individually, the review tends to be descriptive rather than analytical. The manuscript should identify the major debates within existing scholarship, explain inconsistencies in previous findings, and clearly establish the specific research gap that the present study seeks to address. Incorporating more recent international literature published during the last three to five years would further strengthen the review.

The methodological section would benefit from additional detail regarding the research instrument. Although the sampling procedures are explained, the manuscript does not provide sufficient information on questionnaire development, validity testing, reliability assessment, pilot testing, or ethical approval. Including these methodological details would improve the transparency and credibility of the research.

The statistical analysis is another area requiring improvement. The study relies exclusively on descriptive statistics, primarily frequencies and percentages. While these are suitable for describing respondents' opinions, they do not adequately establish relationships between variables or provide stronger empirical evidence. The manuscript would benefit from inferential statistical analyses such as chi-square tests, regression analysis, or correlation analysis to determine whether demographic variables significantly influence perceptions of occupational hazards or job performance.

The qualitative component also deserves further development. Although interview quotations are included throughout the findings section, the analysis remains largely narrative. A more systematic

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thematic analysis identifying recurring themes across respondents would provide greater analytical depth and demonstrate stronger integration between qualitative and quantitative evidence.

Several conceptual issues require clarification. Throughout the manuscript, the terms "job hazards," "physical hazards," and "job performance" are frequently used interchangeably, despite representing different concepts. The operational definitions of these variables should be presented more clearly, and the relationship between occupational hazards and job performance should be explained using an explicit conceptual model.

The discussion section primarily restates the survey findings rather than critically interpreting them within existing literature. Greater emphasis should be placed on explaining why shortages of manpower, inadequate equipment, poor motivation, and organizational practices contribute to occupational hazards. The discussion would be significantly strengthened by comparing the findings with previous empirical studies conducted in similar policing environments.

The manuscript also contains numerous grammatical errors, awkward sentence constructions, punctuation inconsistencies, typographical mistakes, and formatting problems. Several references contain incomplete bibliographic information, inconsistent citation styles, broken hyperlinks, and inaccurate formatting. Careful proofreading and adherence to the journal's referencing style are necessary before publication.

Finally, although the recommendations are relevant, they remain relatively general. The paper could improve its practical contribution by providing more specific policy recommendations regarding occupational health policies, psychological support services, risk assessment protocols, equipment modernization strategies, leadership reforms, and institutional accountability mechanisms within the Nigerian Police Force.

Recommendation

This manuscript addresses an important and policy-relevant issue concerning occupational hazards affecting police officers in the Federal Capital Territory of Abuja. The study is based on original field data, incorporates both quantitative and qualitative evidence, and presents findings that are valuable for improving police welfare and operational effectiveness. While the manuscript requires improvements in theoretical integration, methodological reporting, statistical analysis, discussion, language, and editorial presentation, these shortcomings do not undermine the overall value of the research. The suggested revisions are largely developmental rather than fundamental. Therefore, I recommend that the manuscript be **accepted with minor revisions**.