



Stress and Coping Strategies Among Uniformed Personnel of the Philippine National Police

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Abstract:

The demanding nature of law enforcement places under significant stress, necessitating effective coping strategies. Studying the connection between the level of stress and the extent of coping strategies among Philippine National Police (PNP) uniformed personnel in one of the Provinces in Western Visayas during the first quarter of 2024 revealed significant insights. Data for this descriptive-correlational study was collected from 193 uniformed personnel using a survey questionnaire that has passed the rigorous validity and reliability tests. Notably high-stress levels affect stressors particularly in occupational and personal lives, while the appraisal-focused domain, required noticeable improvement despite coping displayed by PNP officers across various dimensions. Subsequently, there was a significant correlation between stress levels and coping mechanisms underscoring their interconnectedness in shaping PNP personnel experiences. The findings of this study call for initiatives that include implementing accessible counseling services, peer support networks, resilience-building activities, and specialized training opportunities.

Keywords: *Uniformed personnel of the Philippine national police, level of stress, the extent of coping strategies, occupation, personal, appraisal-focused, Province, Western Visayas, Philippines*

Introduction:

Nature of the Problem

The Philippine National Police (PNP) has effectively fulfilled its mandate of maintaining public safety and upholding law and order across the country in recent years. The stress faced by PNP uniformed personnel is multifaceted, stemming from organizational, occupational, and personal dimensions (Violante et al., 2017). The demanding nature of law enforcement tasks, organizational pressures for results (Paoline et al., 2019), and the emotional toll of the job create a complex web of stressors (Papazoglou & Andersen, 2014).

An examination of appraisal-focused, problem-focused, and emotion-focused coping strategies (Bradley, 2020) is warranted. These approaches provide a comprehensive framework for understanding how police officers perceive, tackle, and manage stressors, aiding targeted support and resilience-building initiatives. However, stress and individual coping are extensively studied and acknowledged for their significant multifaceted effect on individual functioning (Stogner, 2020).

The recent surge of 109 reported cases of Grave Misconduct and Irregularity among the Philippine National Police (PNP) from 2017 to the present was highlighted (Provincial Administrative and Records Management Unit, 2023). In this context, the researcher explored the correlation between stress levels and the extent of coping strategies among PNP uniformed personnel in one of the Provinces in Western Visayas, Philippines.

Current State of Knowledge

Wolter (2019) affirms that emotional exhaustion stemming from job demands and organizational stressors can result in mental health issues among police officers, emphasizing the necessity for systemic reforms and mental health support systems. Similarly, Warren (2015) identified a significant correlation between trauma exposure and mental health problems among police officers, indicating the need for policy and training enhancements to support officers' well-being. These studies highlight the critical importance of addressing stressors and trauma in law enforcement environments to safeguard the mental health and well-being of police personnel.



Likewise, Passos (2020) highlights the impact of organizational stressors on officers' mental and physical health, leading to burnout and reduced job performance. These findings emphasize the critical need to address work conditions and organizational stress to maintain the well-being and effectiveness of police officers. By alleviating stressors within the work environment and implementing supportive measures, law enforcement agencies can better support their personnel's mental and physical health, ultimately enhancing their overall effectiveness and job satisfaction.

Personal stressors, such as family issues and health problems, significantly impact officers' stress levels and work performance, emphasizing the importance of effective coping mechanisms (Sangeetha & Khan, 2020). Additionally, Christopher et al. (2018) suggest that mindfulness-based interventions, social support, and physical exercise can help reduce stress levels and enhance work performance among police officers. These findings underscore the need for comprehensive support systems and coping strategies tailored to address personal stressors and promote well-being within law enforcement agencies.

The stress experienced by uniformed personnel of the Philippine National Police (PNP) is complex and significantly affects their work performance. Organizational stress, including high workload, lack of recognition, bureaucratic hurdles, and operational stressors like exposure to violence and critical incidents, are significant concerns (Espartero, 2023; Dos Santos et al., 2023). Lopez et al. (2017) emphasize the importance of effective coping strategies, such as problem-solving and social support, in mitigating these stressors. Addressing these challenges is crucial for improving the well-being and performance of PNP officers, highlighting the need for supportive measures within the organization and the development of effective coping mechanisms.

Furthermore, Garcia et al. (2019) and Tan et al. (2020) corroborated the detrimental effect of stress on job performance, stressing the necessity of stress management interventions and organizational support. Various studies (Santos et al., 2020; Fernandez et al., 2021; Dela Cruz et al., 2022) pinpoint stressors like heavy workload, resource scarcity, and role ambiguity, which lead to decreased productivity and heightened turnover intentions among PNP personnel. These findings highlight the urgency of addressing these stressors to foster a healthier and more productive work environment within the organization.

Limited access to recreational facilities and financial constraints may hinder lower-income officers' ability to participate in physical exercise (Hanson et al., 2017). Meanwhile, appraisal-focused coping strategies, like cognitive reappraisal and positive reframing, have been proven to positively impact job satisfaction and psychological well-being (Lim et al., 2021; Gabasa et al., 2018). These findings suggest the importance of addressing socioeconomic barriers and promoting effective coping mechanisms to enhance the well-being of police officers.

Police officers with over ten years of experience exhibit higher levels of optimism, positively correlating with their psychological well-being (PWB) and job performance. However, organizational work hassles significantly impact both PWB and job performance, akin to traumatic incidents (Padhy, Chelli, & Padiri, 2015). Arnten et al. (2017) advocate for relational policing methods, emphasizing positive community engagement over routine law enforcement to foster trust and effectiveness. These findings highlight the importance of addressing organizational stressors and promoting community-oriented policing for officers' well-being and performance. Implementing strategies to mitigate organizational stress and prioritize community engagement can enhance officers' overall job satisfaction, mental health, and effectiveness. It's clear that supporting officers in managing stressors and building positive relationships with communities can greatly benefit both the officers themselves and the communities they serve.

Higher-income levels offer access to resources and social support networks, fostering a positive outlook on life (Diener & Biswas-Diener, 2014). Conversely, economic disparities, as highlighted by Marmot (2015), may restrict opportunities for skill development and time management, thus affecting productivity. Consequently, individuals from lower socio-economic backgrounds may encounter challenges in managing time effectively and prioritizing tasks, thereby impacting overall productivity. This underscores the importance of addressing economic disparities to ensure equitable access to resources and opportunities for all individuals.

Appraisal-focused coping strategies, such as cognitive reappraisal and positive reframing, play a crucial role in managing stress levels and enhancing work performance among PNP personnel. These approaches involve evaluating stressful situations from alternative perspectives and identifying positive elements within them. By reframing their thoughts and concentrating on solutions rather than problems, officers can boost their resilience, sustain job satisfaction, and adeptly handle the challenges inherent in law enforcement work (De Leon et al., 2018; Castillo et al., 2019).

Theoretical Underpinnings



This section establishes the theory that supports the study and provides concepts to help readers understand its scope. Lazarus and Folkman's (1984) Transactional Theory of Stress and Coping serves as a valuable framework for understanding stress and coping strategies among the Philippine National Police (PNP) personnel. This theory emphasizes individuals' appraisal of stressors and coping resources, crucial for managing duty-related stress. Stressors, like the demanding nature of work, trigger cognitive appraisal processes, influencing officers' decision-making and effectiveness (Dautovich et al., 2022).

Furthermore, applying this theory, the study explores how stressor appraisal and coping strategies affect stress levels and work performance of PNP personnel, stressing the significance of effective coping mechanisms and informing interventions to improve overall well-being.

Objectives of the Study

This study aimed to investigate stress levels and the extent of coping strategies among uniformed personnel of the Philippine National Police (PNP) in one of the provinces in Western Visayas, Philippines for the first quarter of the calendar year of 2024. Specifically, the study sought to answer the following objectives: 1) To assess the level of stress experienced by uniformed personnel of the Philippine National Police; 2) To determine the extent of coping strategies employed by uniformed personnel of the Philippine National Police. 3) To identify if there is a significant difference in the level of stress among uniformed personnel of the Philippine National Police; 4) To determine if there is a significant difference in the extent of coping strategies among uniformed personnel of the Philippine National Police; 5) To determine if there is a significant relationship between the level of stress and the extent of coping strategies among uniformed personnel of the Philippine National Police.

Research Methodology:

This section discusses the research design used, the respondents of the study, and the procedure for the analysis and interpretation of the data to give meaningful results of the study.

Research Design

This study employed a descriptive correlational design to investigate the relationship between stress levels and the extent of coping strategies among Philippine National Police uniformed personnel. Descriptive correlational studies aim to delineate relationships between variables without attempting to establish causality (Copeland, 2022), emphasizing the understanding of associations. Similarly, this approach describes the components and relationships between and among variables (Stangor & Walinga, 2019), providing insight into the interconnections. Copeland's statement underscores the study's focus on understanding how stress and coping strategies relate to each other, rather than establishing direct cause-and-effect relationships.

Respondents

This study employed stratified random sampling with proportional allocation, using the Cochran formula ($N=384$; $n=193$) to determine respondents.

Instruments

A research-made survey questionnaire was employed to collect data on the stress and coping strategies of PNP uniformed personnel for the first semester of the calendar year 2024. It was subjected to validity (4.7-excellent) and reliability (0.730 for level of stress and 0.707 for extent of coping strategies). All of them were interpreted as worthy and good, respectively. The questionnaire comprises two sections. Part I gathers information on respondents' demographic profiles. Part II consists of three sections, each with ten (10) items: organizational, occupational, and personal statements for assessing stress levels, and appraisal-focused, problem-focused, and emotion-focused coping strategies, respectively. Respondents rated each item on a 5-point Likert scale, with 5 indicating "always," 4 indicating "often," 3 indicating "sometimes," 2 indicating "rarely," and 1 indicating "almost never," respectively.

Data Gathering Procedures

After establishing the validity and reliability of the instrument, the researcher wrote a letter to the Provincial Director and Head of the Provincial Administrative and Record Management Unit, requesting permission to conduct the study. The researcher sought the assistance of the City and Municipal Chiefs of Police in two Congressional Districts in the province to identify the respondents. After obtaining approval, the researcher administered the



questionnaire to the respondents, guiding them carefully in answering and providing the necessary data, and retrieving the questionnaires. The respondents were assured of the confidentiality of the data gathered. After answering the survey, the questionnaires are immediately retrieved, and the data are tallied, analyzed, and interpreted by the researcher to solve the problem with answers and come up with a valid conclusion using the proper statistical tools with the aid of the Statistical Package for Social Sciences (SPSS) by the statistician assigned.

Data Analysis and Statistical Treatment

Appropriate statistical tools provided relevant and meaningful results throughout the research. Objective no. 1-2 used the descriptive analytical scheme and mean to determine the level of stress and extent of coping strategies among uniformed personnel of the Philippine National Police. Objective no. 3-4 used the comparative-analytical scheme and Mann Whitney U test to determine the significant difference in the level of stress and extent of coping strategies among uniformed personnel of the Philippine National Police. Lastly, objective no. 5 used the Spearman Rho to determine the significant relationship between the level of stress and the extent of coping strategies among uniformed personnel of the Philippine National Police.

Ethical Considerations

To ensure ethical integrity, the researcher sought approval from the PNP Provincial Director and the Head of the Provincial Administrative and Record Management Unit through a formal letter. This approved letter was included with the questionnaire as evidence of permission. All respondent information was kept confidential, following the guidelines of the Data Privacy Act, guaranteeing that basic details would not be disclosed. Respondents were assured of their anonymity and given the option to withdraw or avoid answering any questions they found ethically uncomfortable, ensuring their comfort and autonomy throughout the research process. This rigorous ethical approach not only respects the rights and privacy of the respondents but also upholds the standards of integrity and transparency in the research.

Results and Discussion

The result of the data collected, treated, tabulated, analyzed, and interpreted following the study's specific objectives. It displays the study's results by applying statistical tools and treating descriptive and inferential data.

Table 1
Organizational Stress among the Uniformed Personnel of the Philippine National Police

Items	Mean	Interpretation
1. Workload and demands significantly impact experienced stress.	4.58	Very High Level
2. Unclear work expectations lead to potential negative consequences.	3.01	Moderate Level
3. Colleagues' lack of support hinders coping.	3.20	Moderate Level
4. The absence of cooperation within an organization contributes to stress.	4.02	High Level
5. Communication gaps and rigid policies create barriers and elevate stress.	4.11	High Level
6. Limited career growth opportunities increase frustration.	2.84	Moderate Level
7. Scarce resources and organizational objectives affect stress.	3.87	High Level
8. High bureaucracy and administrative tasks contribute to stress.	3.18	Moderate Level
9. Lack of recognition from superiors detrimentally affects stress.	2.12	Low Level
10. Balancing professional standards and personal values influences stress levels.	3.05	Moderate Level
Overall Mean	3.40	Moderate Level

Table 1 summarizes the result of the analysis of the level of stress experienced by uniformed personnel of the Philippine National Police in the area of Organizational factors. The overall mean of 3.40 was interpreted as a moderate level of stress among the respondents. This indicates that while areas are contributing to stress, it is not uniformly high across all factors. The moderate level suggests a multifaceted understanding of stressors within the organizational context. Likewise, the moderate overall mean set the stage for a detailed examination of specific stressors affecting the uniformed personnel.

Table 2
Occupational Stress among the Uniformed Personnel of the Philippine National Police



Items	Mean	Interpretation
1. Job responsibilities affect the ability to perform effectively.	2.46	Low Level
2. Pressure to meet targets and deadlines creates immense stress.	4.65	Very High Level
3. Exposure to dangerous situations triggers heightened stress.	4.82	Very High Level
4. Quick decision-making in high-stakes situations affects performance.	3.33	Moderate Level
5. Lack of control over schedules disrupts work-life balance.	3.92	High Level
6. Low work satisfaction diminishes stress management.	2.54	Moderate Level
7. Conflicts with colleagues or superiors raise stress levels.	4.14	High Level
8. Limited growth prospects contribute to stress.	3.63	High Level
9. Job security uncertainty affects stress levels.	3.21	Moderate Level
10. Insufficient support for work-life balance impacts stress.	4.17	High Level
Overall Mean	3.69	High Level

Table 2 generalizes the outcome of the analysis on the level of stress experienced by uniformed personnel of the Philippine National Police in the area of occupational factors. The overall mean of 3.69 indicates a high level of stress among the respondents concerning personal factors. This suggests that personal aspects significantly contribute to the stress levels experienced by uniformed personnel. Understanding these factors is crucial for developing targeted interventions to mitigate stress and enhance well-being.

Table 3
Personal Stress among the Uniformed Personnel of the Philippine National Police

Items	Mean	Interpretation
1. Balancing work and personal life strains elevate stress.	4.54	Very High Level
2. Financial instability or job insecurity pressures heighten stress.	3.71	High Level
3. Managing personal health conditions impacts work performance.	4.25	High Level
4. Family or relationship stressors significantly affect work.	4.45	High Level
5. Juggling personal commitments and work triggers stress.	3.85	High Level
6. Neglecting self-care intensifies stress.	3.93	High Level
7. Mismatched personal goals and work pressure raise stress.	2.29	Low Level
8. The emotional demands of work contribute to the exertion of stress.	3.91	High Level
9. Limited personal growth prospects increase stress.	4.02	High Level
10. Perceived lack of control over work decisions influences performance-related stress.	4.28	High Level
Overall Mean	3.92	High Level

Table 3 encapsulates the result of the study on the level of stress among uniformed personnel of the Philippine National Police in the personal domain. The overall mean of 3.92 suggests a high level of stress related to personal factors. This indicates a significant influence on officers' well-being beyond the professional sphere. Addressing the challenges of work-life balance is paramount, given its substantial contribution to overall stress.

Table 4
Appraisal-focused Coping Strategies among Uniformed Personnel of the Philippine National Police

Items	Mean	Interpretation
1. Solicit feedback from supervisors or colleagues to improve work performance.	3.56	Great Extent
2. Assess strengths and weaknesses for self-improvement.	3.67	Great Extent
3. Reframe challenges as growth opportunities.	4.08	Great Extent
4. Set realistic goals and create improvement plans.	3.71	Great Extent
5. Regularly monitor progress toward objectives.	3.55	Great Extent
6. Seek additional training for skill enhancement.	4.12	Great Extent
7. Reflect on areas needing work performance improvement.	3.80	Great Extent
8. Maintain a positive mindset and focus on accomplishments.	4.59	Very Great Extent
9. Manage time and tasks effectively.	3.04	Moderate Extent
10. Adapt to changes for continued high performance.	4.08	Great Extent
Overall Mean	3.82	Great Extent

Table 4 provides a detailed examination of coping strategies employed by uniformed personnel of the Philippine National Police in the domain of Appraisal-focused. The overall mean score of 3.82 indicates a great extent of coping strategies, suggesting a proactive approach to coping with stress. The robust overall mean vividly portrays the Philippine National Police's proactive stance in coping strategies. Moreover, this implies a collective commitment to resilient and effective appraisal-focused coping mechanisms.

Table 5
Problem-focused Coping Strategies among Uniformed Personnel of the Philippine National Police



Items	Mean	Interpretation
1. Develop a problem-solving strategy.	3.91	Great Extent
2. Accumulate relevant information to facilitate informed decision-making.	4.68	Very Great Extent
3. Deconstruct intricate issues into more manageable segments.	3.95	Great Extent
4. Explore avenues for enhancing the circumstance rather than simply accepting it.	3.66	Great Extent
5. Arrange tasks by priority, addressing the most crucial ones first.	3.96	Great Extent
6. Seek guidance from colleagues or superiors as needed.	4.03	Great Extent
7. Leverage training and prior experiences as decision-making aids.	3.90	Great Extent
8. Proactively anticipate potential issues and plan.	3.07	Moderate Extent
9. Employ technology or available resources to aid in problem resolution.	3.97	Great Extent
10. Pause and reevaluate the situation when things deviate from the initial plan.	3.95	Great Extent
Overall Mean	3.91	Great Extent

Table 5 offers an in-depth examination of coping strategies used by uniformed personnel of the Philippine National Police in the area of Problem-focused. The overall statistical mean score of 3.91 indicates a great extent of coping strategies, suggesting a proactive approach to addressing challenges. The data shows a commendable readiness to address challenges systematically and emphasizes the potential effectiveness of these strategies in enhancing the Philippine National Police's adaptive capabilities.

Table 6
Emotion-focused Coping Strategies among Uniformed Personnel of the Philippine National Police

Items	Mean	Interpretation
1. Seek out someone to discuss their emotional state.	2.63	Moderate Extent
2. Engage in activities that promote relaxation or divert attention.	4.67	Very Great Extent
3. Reframe positive thoughts to alleviate negative feelings.	4.34	Great Extent
4. Embrace their emotions and allow them to dissipate.	3.89	Great Extent
5. Utilize physical activities as an outlet for anger or frustration.	3.14	Moderate Extent
6. Consume food or beverages for emotional comfort.	3.88	Great Extent
7. Avoid dwelling on the stressful circumstances.	3.79	Great Extent
8. Opt. for sleeping or watching TV as a means of escaping stress.	3.77	Great Extent
9. Express frustration or anger to relieve tension.	3.97	Great Extent
10. Find solace in the belief that challenging situations are integral to personal growth and daily life.	4.11	Great Extent
Overall Mean	3.82	Great Extent

Table 6 provides a comprehensive overview of coping strategies employed by uniformed personnel of the Philippine National Police in the domain of Emotion-focused. The overall mean of 3.82 indicates a great extent of engagement in these strategies, reflecting a proactive approach to addressing emotional stressors. The substantial overall mean determined the proactive stance of the Philippine National Police in employing Emotion-focused coping strategies, emphasizing a collective dedication to addressing emotional stressors effectively.

Table 7
Difference in the Level of Organizational Stress among the Uniformed Personnel of the Philippine National Police when grouped and compared according to variables

Variable	Category	N	Mean Rank	Mann Whitney U	p-value	Sig. level	Interpretation
Age	Younger	88	105.61	3862.500	0.046		Significant
	Older	105	89.79				
Sex	Male	120	94.86	4123.000	0.487	0.05	Not Significant
	Female	73	100.52				
Average Family Monthly Income	Lower	141	97.88	3542.500	0.715		Not Significant
	Higher	52	94.63				
Length of Service	Shorter	103	98.20	4511.000	0.745		Not Significant



Longer 90 95.62

Table 7 indicates a significant difference in stress levels among Philippine National Police personnel based on age. Younger personnel experience higher organizational stress (mean rank 105.61) compared to older personnel (mean rank 89.79). This suggests that younger individuals, especially those in early career stages, may face elevated stress due to factors like adjusting to new responsibilities and organizational expectations. Other variables examined show no significant differences.

Table 8

Difference in the level of stress by the uniformed personnel of the Philippine National Police in the area of Occupation when grouped and compared according to variables

Variable	Category	N	Mean Rank	Mann Whitney U	p-value	Sig. level	Interpretation
Age	Younger	88	93.70	4329.500	0.443	0.05	Not Significant
	Older	105	99.77				
Sex	Male	120	95.72	4226.000	0.676	0.05	Not Significant
	Female	73	99.11				
Average Family Monthly Income	Lower	141	97.57	3585.500	0.811	0.05	Not Significant
	Higher	52	95.45				
Length of Service	Shorter	103	96.69	4603.500	0.934	0.05	Not Significant
	Longer	90	97.35				

Table 8 shows the results of a Mann-Whitney U test assessing the relationship between demographic variables (age, sex, average family monthly income, and length of service) and mean rank. For age, sex, income, and length of service, the p-values were 0.443, 0.676, 0.811, and 0.934 respectively, indicating no significant differences in mean rank among categories. None show significant differences, implying these variables are not strongly associated.

Table 9

Difference in the level of stress by the uniformed personnel of the Philippine National Police in the area of Personal when grouped and compared according to variables

Variable	Category	N	Mean Rank	Mann Whitney U	p-value	Sig. level	Interpretation
Age	Younger	88	93.59	4319.500	0.431	0.05	Not Significant
	Older	105	99.86				
Sex	Male	120	93.84	4000.500	0.307	0.05	Not Significant
	Female	73	102.20				
Average Family Monthly Income	Lower	141	100.30	3200.500	0.170	0.05	Not Significant
	Higher	52	88.05				
Length of Service	Shorter	103	90.82	3998.500	0.096	0.05	Not Significant
	Longer	90	104.07				

Table 9, there were no significant differences in stress levels among the Philippine National Police personnel in the area of Personal when grouped and compared based on variables. For age, sex, average family monthly income, and length of service, the p-values were 0.431, 0.307, 0.170, and 0.096 respectively, indicating no significant differences in mean rank among categories. This suggests that these variables do not strongly influence stress levels in the personal area for PNP personnel.

Table 10



Difference in the extent of coping strategies by uniformed personnel of the Philippine National Police in the area of Appraisal-focused when grouped and compared according to variables

Variable	Category	N	Mean Rank	Mann Whitney U	p-value	Sig. level	Interpretation
Age	Younger	88	93.38	4301.000	0.403		Not Significant
	Older	105	100.04				
Sex	Male	120	91.33	3700.000	0.067	0.05	Not Significant
	Female	73	106.32				
Average Family Monthly Income	Lower	141	97.22	3634.500	0.926		Not Significant
	Higher	52	96.39				
Length of Service	Shorter	103	93.04	4227.500	0.287		Not Significant
	Longer	90	101.53				

Table 10 examines the differences in coping strategies among Philippine National Police personnel in the area of Appraisal-focused, grouped and compared by variables. The p-values for age, sex, average family monthly income, and length of service were 0.403, 0.067, 0.926, and 0.287 respectively, indicating no significant differences in mean rank among categories. This suggests that these variables do not significantly affect coping strategies in the Appraisal-focused area for PNP personnel.

Table 11

Difference in the extent of coping strategies by uniformed personnel of the Philippine National Police in the area of Problem-focused when grouped and compared according to variables

Variable	Category	N	Mean Rank	Mann Whitney U	p-value	Sig. level	Interpretation
Age	Younger	88	96.19	4549.000	0.852		Not Significant
	Older	105	97.68				
Sex	Male	120	98.74	4171.000	0.572	0.05	Not Significant
	Female	73	94.14				
Average Family Monthly Income	Lower	141	96.28	3565.000	0.766		Not Significant
	Higher	52	98.94				
Length of Service	Shorter	103	94.38	4365.500	0.479		Not Significant
	Longer	90	99.99				

Table 11 investigates the differences in coping strategies among uniformed personnel of the Philippine National Police in the Problem-focused area, grouped and compared by variables. The p-values for age (0.852), sex (0.572), average family monthly income (0.766), and length of service (0.479), respectively, indicate no significant differences in mean rank among categories. This suggests that these variables do not significantly affect coping strategies in the Problem-focused area for PNP personnel.

Table 12

Difference in the extent of coping strategies by uniformed personnel of the Philippine National Police in the area of Emotion-focused when grouped and compared according to variables

Variable	Category	N	Mean Rank	Mann Whitney U	p-value	Sig. level	Interpretation
Age	Younger	88	99.73	4380.000	0.530	0.05	Not Significant



	Older	105	94.71			
Sex	Male	120	96.63	4336.000	0.906	Not Significant
	Female	73	97.60			
Average Family Monthly Income	Lower	141	97.85	3545.500	0.724	Not Significant
	Higher	52	94.68			
Length of Service	Shorter	103	95.84	4516.000	0.756	Not Significant
	Longer	90	98.32			

Table 12 examines how coping strategies among Philippine National Police personnel in the Emotion-focused area vary based on different variables. The analysis indicates that neither age ($p = 0.530$), sex ($p = 0.906$), average family monthly income ($p = 0.724$), nor length of service ($p = 0.756$) significantly affect coping strategies. This suggests that regardless of demographic factors, PNP personnel tend to employ similar coping mechanisms to manage emotional stress. This could imply that within the PNP, there are consistent training or support systems in place to equip personnel with effective coping strategies, irrespective of their individual characteristics.

Table 13

Relationship Analysis between the Level of Stress and Extent of Coping Strategies by the Uniformed Personnel of the Philippine National Police

Variable	rho	p-value	Sig. level	Interpretation
Level of Stress				
Extent of Coping	0.261	0.000	0.05	Significant

Table 8 shows the relationship between the level of stress and the extent of coping strategies among uniformed personnel of the Philippine National Police (PNP) revealing a significant positive correlation ($\rho = 0.261$, $p < 0.01$). This finding suggests that as the level of stress experienced by PNP personnel increases, their utilization of coping strategies also tends to increase. This indicates that individuals facing higher levels of stress are more likely to engage in various coping mechanisms to manage and alleviate their stressors effectively. Therefore, the positive correlation between stress and coping strategies observed in this study is consistent with theoretical expectations and empirical evidence in the field of stress management and coping.

Conclusions

This paper found the significant challenges faced by Philippine National Police (PNP) uniformed personnel, with high stress levels evident in both their occupational and personal domains. It emphasizes the need for targeted interventions, especially in the area of appraisal-focused coping, to enhance coping strategies among PNP personnel. The observed stress levels, particularly among female officers and in the personal domain, indicate the cumulative impact of high-pressure situations and the demanding nature of their roles. The study underscores a potential gap in accessing emotional support networks, suggesting a need for interventions to encourage open communication. Factors such as expectations related to maturity and experience contribute to stress, particularly among younger officers. Despite demographic differences, the study found a consistent approach to coping strategies, emphasizing the importance of effectively addressing stress to improve well-being and performance outcomes within the organization. Based on the findings of the study, the following recommendations are proposed: 1). Encourage PNP uniformed personnel to Tailor stress management initiatives, training programs, and salary improvement efforts to address the unique needs of aged, shorter-tenured, and lower-income Philippine National Police personnel to optimize work performance. 2). Implement accessible counseling services and peer support networks through the Personnel Administrative and Records Management Unit (PARMU) Official to assist Philippine National Police personnel in developing effective stress management techniques, particularly when facing dangerous situations in the line of duty. 3). The PNP Provincial Director may Introduce peer support groups and mentorship programs for personnel facing high stress levels, fostering camaraderie and solidarity. 4). The NAPOLCOM officials may Implement periodic performance recognition programs for Philippine National Police (PNP) personnel to incentivize continued excellence. 5). The Chief of Police may conduct a gender-sensitive stress management programs specifically tailored for female Philippine National Police (PNP) personnel to address heightened stress levels in the Personal domain. 6). DILG Officials may be Implement specialized training for younger PNP personnel to enhance emotional intelligence and communication skills, enabling them to seek and provide support within peer groups. 7). To address the disparity in work performance linked to higher average family monthly income among Philippine National Police (PNP) personnel, PNP Supervisors may propose a targeted



training and career development programs accessible to all income brackets. 8). Establish a mentorship program pairing younger officers with experienced counterparts to provide guidance on stress management techniques and coping strategies. 9). Retired PNP officials can play a pivotal role by sharing their experiences and stress management techniques with current personnel, fostering a culture of mutual support and resilience within the organization. 10). PARCU personnel and staff may initiate a comprehensive feedback mechanism to regularly assess the factors contributing to consistent work performance levels among Philippine National Police personnel. 11). Administrative Officials may establish a holistic stress management program in the Philippine National Police (PNP) to address the interconnectedness of stress levels and coping mechanisms among personnel.

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