

Police Mobile Force Company: A Post-Pandemic Analysis of Job Satisfaction, Stress Levels, and Professional Profiles of Police Officers

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ABSTRACT

Police Mobile Forces after the pandemic may have been affected by the pandemic where uncertainties regarding their job and particularly the conduct of it since police officers re mandated to be with the community. This study focused on determining the level of job satisfaction and level of stress of the officers in the 1st Nueva Vizcaya Provincial Mobile Force Company. It aimed to evaluate their satisfaction level regarding duty details, position, work-life balance, compensation and benefits, and place of assignment. It also aimed to evaluate their stress level in terms of teamwork, relationship with other members of the team, family responsibilities, emotional stress or psychological status, physical health and safety, and community perception, and determine if there is a significant difference between the satisfaction level and stress level of respondents when grouped according to profile variables. A descriptive-comparative research method was used to analyze data collected from 152 police officers of the 1st NVPMFC through a survey questionnaire. The results showed that they are satisfied to a great extent in terms of duty details and place of assignment while moderately satisfied with work-life balance, compensation, and benefits. It also showed that police officers are not stressed by traumatic events, teamwork, relationships with other team members, family responsibilities, emotional or psychological stress, physical health and safety, and community perceptions. Job satisfaction and stress level results suggest no significant difference when grouped according to their profile variables. Therefore, it was suggested that the police administration continue to sustain existing salary, benefits, and compensation packages and design new work-life balance programs while ensuring that the low-stress level is maintained through several programs, activities, and projects.

Keywords: Police Mobile Force, police officers, job satisfaction, compensation and benefits, emotional stress, community perceptions

INTRODUCTION

The Philippine National Police (PNP) is the national police force of the Republic of the Philippines. It is a national and local police force, providing all law enforcement services throughout the country. The PNP, which resulted from a merger of the Philippine Constabulary and the Integrated National Police, was established on January 29, 1991. Its national headquarters are at Camp Crame, Quezon City, in the National Capital Region. To prevent and investigate crimes and bring offenders to justice, the PNP enforces laws and ordinances and performs statutory functions, while the Armed Forces of the Philippines (AFP) exercises primary responsibility on matters involving the suppression of insurgency and other serious threats to national security.

In implementing various programs of the PNP, uniformed personnel are often in constant move to fulfill their duties and responsibilities. Their role in society is vital and critical in maintaining and sustaining an orderly and peaceful society. More often than not, their human faculties are most used to deliver quality policing in the community and areas of responsibility. Police personnel often face difficult challenges and elements that need immediate solutions. The job entails physical, mental, social, and emotional convergences, which result in exhaustion and stress, if not burnout. In addition, the recent pandemic must have added a burden on their part as they execute their mandates.

Job satisfaction is a multi-defined term. However, it is best described as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences. There are numerous factors affecting job satisfaction. Such factors include employee compensation and benefits, working conditions, work, workplace relationships, company policies, employee appraisal and recognition, and other factors [1].

Rewarding work remains a subject of great concern as workplace managers fear this shortage of satisfaction leads to higher turnover and organizational losses of knowledge [2]. Police chiefs consistently classify losses of police officers by leaving the top or among their two greatest concerns in management [3]. Job satisfaction for law enforcement professionals can vary based on individual experiences, personal preferences, and the specific role within the law enforcement sector. While some law enforcement professionals derive great satisfaction from their work, others may face challenges and experience lower levels of job satisfaction. Some factors that can influence the job satisfaction of law enforcement as professionals asserted are sense of purpose, variety and challenge, camaraderie and teamwork, opportunities for advancement, and job security [4].

However, it is also important to consider challenges that may impact job satisfaction in law enforcement. Law enforcement professionals often face high-pressure situations, including handling emergencies, dealing with dangerous individuals, and witnessing traumatic events. This can result in stress, burnout, and decreased job satisfaction and the nature of law enforcement work can take an emotional toll, as professionals may frequently encounter traumatic situations, violence, and human suffering. Emotional fatigue can impact job satisfaction and overall well-being [5]. It is important to note that job satisfaction can vary from person to person, and individual experiences may differ significantly within the law enforcement field.

Law enforcement professionals often face numerous stressors due to the nature of their work. Some of the most common stressors in law enforcement include rotating shifts, including overnight, weekends, and holidays. This disruption of regular sleep patterns can adversely affect physical and mental health, increasing stress and fatigue [6].

Recent systematic reviews suggest that being a police officer is very demanding and stressful because of the current traits of modern societies. These characteristics include the unpredictability and danger associated with the ongoing threat of terrorist attacks, the rise in firearm violence in urban areas, and the lack of adequate human and material resources [7].

The law enforcement officers endure great stress due to their jobs. Often, the public only hears a small portion of what these officers and their families endure: poor management, inadequate or broken equipment (Often due to a lack of funds), excessive overtime (both voluntary and involuntary), frequent rotating shifts (often due to low staffing), regular changes in duties (example: spending time on a call about animal cruelty and the next intervening in a violent domestic dispute [8].

Other stressors for these officers may include low pay (depending on the area; this can lead to the need for voluntary overtime), perceived lack of support and negative attitudes towards law enforcement, threats to

the officer's health and safety, boredom (possibly from working in an agency with limited options outside of patrol), need for sudden alertness and mobilized energy, responsibility for the lives of others, continual exposure to people in distress/pain, controlling emotions, especially when provoked [9].

Peace and order in a community is necessary for growth and development. Without peace and order, the community will be in chaos. Keeping peace and order in the community is one of the main functions of the PNP. They have to make sure that people in the community are safe. The 1st NVPMFC is an arm of the PNP in Nueva Vizcaya tasked to check on the community's safety as an anti-insurgency task force of the Philippine National Police. They are engaged in the upkeep of peace and order in the community and trying to ensure that bad elements of terrorism are removed or neutralized.

Like the police officer's work in the 1st NVPMFC, stress will always be part of their job. The times that they are away from their family, the nature of their work, like they do not know when the enemy will be encountered, the possibility of a deadly encounter with lawless elements, and the pressure of being an officer may add to the stress level of the members of the 1st NVPMFC. However, since they have decided to be part of the national peacekeeping force, there must also be factors that keep them in the 1st NVPMFC force. They must also find some job satisfaction in their work.

However, due to numerous incidents involving PNP members, people have been criticizing the organization. Overall, job satisfaction is a trade-off. You can not expect 100% satisfaction or 0% disappointment. Indeed, even in the best work they have disappointment [10].

Contentment at work remains a subject of tremendous attention as employers fret that a lack of satisfaction will result in higher staff departure rates and a decline in organization [2]. Consistently, police chiefs rate the loss of police officers' turnover as one of their top two or top three worries [11]. Focusing on law enforcement's job satisfaction, officers, as seen via the generational cohorts' viewpoint, a study assessed things that might influence stress [12].

The following research supports these efforts to find significant differences. One study found that work-life balance and job satisfaction are two job-related experiences that have been linked to gender [13]; another research found that sex can have a significant influence on stress [14]; another found that civil status can influence job satisfaction [15]; civil status can have a significant influence to stress [16]; age can have a significant influence to job satisfaction and stress [17]; number of years of service have significant influences to job satisfaction and stressors [18]; and that rank can also be a vital influence on job satisfaction and stressors [19].

The police force is a very important element of a government. There have been many researches on job satisfaction and level of stress among other organizations or institutions, but very few, if not none, concerning the Philippine National Police as a government agency. This study focused on assessing stress and job satisfaction to understand how stress affects workers and how job satisfaction is related to stress levels. In its course of completion, this study sought to determine the job satisfaction and stress levels of 1st NVPMFC. More specifically, the study aimed to identify the profile of the respondents in terms of sex, age, civil status, rank, and number of years of service; determine the satisfaction levels of the respondents in terms of compensation and benefits, working conditions, and work itself, interpersonal relationship and supervision, and policies and recognition; and determine if there is a significant difference in the satisfaction levels of the respondents when grouped according to profile variables.

METHODOLOGY

This study used a quantitative research design. It employed the descriptive-comparative method to determine the level of satisfaction and stress of the Police Officers of the 1st Nueva Vizcaya Police Mobile

Force(1st NVPMFC), who are based in the Northern Province of Cagayan Valley in Luzon, Philippines. It used a quantitative research design because it measured the level of satisfaction and the level of stress of the police officers in the 1st NVPMFC in a post pandemic time. The data gathered were analyzed through the use of quantitative statistical tools, both descriptive and inferential. The comparative design compared the officers' satisfaction and stress levels when grouped by their profile variables. The ultimate goal was to surface possible recommendations to enhance satisfaction and decrease the stress level of the officers of the 1st NVPMFC.

The respondents of this study were the whole population of the officers of the 1st Nueva Vizcaya Provincial Mobile Force Company. The population was defined by their sex, civil status, age, number of years of service, and rank. There are 152 total force of the four Maneuver Platoons of the 1st NVPMFC. No sampling was done since the population was taken for this study. The study included police officers of the 1st NVPMFC who were currently detailed in the research locale whether male or female, commissioned or non-commissioned officer while it excluded officers who were not within the research locale during the data-gathering phase, whether they were male or female, commissioned or non-commissioned officers, and those on maternity, study, and sick leave and had their day off. The gathered data were treated by the following statistical tools: Frequency and Percentage were used to describe the profile variables; Means and Standard Deviations were used to determine the level of job satisfaction and stress level of the officers in the 1st NVPMFC and the t-test and ANOVA were used to compare the level of job satisfaction and level of stress of the research participants when grouped according to their profile demographics. Table 1 shows the Likert Scale and qualitative descriptions of the different Mean levels.

TABLE 1 LIKERT SCALE for LEVEL of JOB SATISFACTION and LEVEL of STRESS

Scale	Range	Level of Job Satisfaction		Level of Stress	
		Des-cription	Qua-litative Des-cription	Des-cription	QD
4	3.50-4.00	Strongly Agree	Satisfied to a great extent	Always	Stress to a great extent
3	2.50-3.49	Agree	Satisfied to a moderate extent	Sometimes	Stress to a moderate extent
2	1.50-2.49	Moderately Disagree	Satisfied to a little Extent	Rarely	Stress to a little extent
1	1.00-1.49	Strongly Disagree	Not Satisfied	Never	Not Stressful

The study used a researcher-made survey questionnaire as a data gathering tool with three parts: Part I included the personal profile of the respondents; Part II asked for the level of job satisfaction such as duty details, position, work-life balance, compensation and benefits, and place of assignment; and Part III asked for the level of stress about the internal and external stressors such as work schedule, traumatic event, teamwork, relationship with other officers, family responsibility, emotional/psychological stress, physical health, and safety and community perception. The research tool has undergone pilot testing at the 2nd NV PMFC to determine its reliability. The results show that it has a Chronbach Alpha value of 0.984, which means the instrument has an excellent internal consistency.

RESULTS AND DISCUSSION

Data showed that the 1st NVPPMFC has more males, married, relatively young, and non-commissioned officers in its ranks.

Section 1: Level of Job Satisfaction of Officers in the 1st Provincial Mobile Force Company

TABLE 2 SUMMARY TABLE for LEVEL of JOB SATISFACTION of OFFICERS IN THE 1ST PROVINCIAL MOBILE FORCE COMPANY

Areas	Mean	SD	QD
Duty Details	3.67	0.38	Satisfied to a Great Extent
Position	3.03	0.70	Satisfied to a Moderate Extent
Work-Life Balance	3.16	0.59	Satisfied to a Moderate Extent
Compensation and Benefits	3.33	0.47	Satisfied to a Moderate Extent
Place of Assignment	3.50	0.51	Satisfied to a Great Extent

Legend: 1.00-1.49(Not Satisfied);1.50-2.49(Satisfied to a little extent);2.50-3.49(Satisfied to a moderate extent);3.50-4.00(Satisfied to a great extent)

In terms of **duty details**, Table 2 shows that the 1st NVP MFC police officers are satisfied to a great extent. However, when the officers of the 1st NVP MFC are assigned as *bodyguards to VIPs*, they are moderately satisfied. This finding would imply that among the areas of duty details, becoming a bodyguard is moderately satisfying due to the responsibility attached to the task. It might be more difficult to become a bodyguard than the other assignment details as one may not know who the enemy is. And the fact that you are guarding a VIP means that one has to really be attentive all the time. An officer might feel the tension as he might always be at the side of officers of high positions, not only in the PNP ranks but also in the government. These could be some reasons that could explain the difference.

The findings find support from a study [1] which specified that one source of job satisfaction is working conditions and the work itself. Duty details have something to do with job satisfaction, and it can be seen from the above findings that the working conditions, like being detailed as bodyguards of VIPs, make a difference in the job satisfaction of officers of the 1st NVP MFC.

In terms of their **positions**, they are satisfied to a moderate extent. The result manifests that officers of the 1st NVP MFC are okay with their ranks. Being in the middle rank suggests that individuals are satisfied with their position regardless of ranking position. It may also mean that they are satisfied even if they are in the lowest or higher rank among their co-officers. Generally, the officers are contented with their positions, which makes them satisfied to a moderate extent based on the overall results. However, the moderate level suggests that the officers of the 1st NVP MFC would still allow room for promotion to a higher rank, which might even bring higher job satisfaction.

In terms of **work-life balance**, the level of satisfaction of the officers of the 1st NVP MFC was satisfied to a moderate extent. The implications of this moderate level of satisfaction are that the organization may be effectively addressing certain aspects of the officer's personal lives, such as providing opportunities to attend to personal needs and exercise their faith. However, there may still be areas for improvement, particularly in supporting officers with their family responsibilities, relaxation, and social activities. Enhancing work-life balance initiatives within the organization could lead to a higher level of satisfaction and well-being among the officers, ultimately contributing to their overall effectiveness and morale.

However, while there are variations in the mean scores for different factors or constructs, the overall results show a generally satisfied level of work-life balance among the officers to a moderate extent. The

organization appears to prioritize factors such as personal needs and exercise of faith while still providing opportunities for officers to attend to their family, relaxation, and social life. The result could be explained by the fact that the PNP has a program called Kasimbayanan, where the religious dimension is incorporated into the tasks and functions of police officers, especially in their engagement with the community.

In terms of **compensation and benefits**, the officers of the 1st NVPMFC are satisfied to a moderate extent. It can be seen in the results that officers of the 1st NVPMFC are happy with their compensation and benefits. The fact that the highest level of satisfaction pertains to the officers receiving their salary on time also shows the commitment of the PNP to their personnel. This is likened to the statement, “Services delayed are services denied.”

Benefits, compensation, and the work itself are all considered to be a part of employee appraisal [1]. Such would explain and support the satisfaction of the police officers in the 1st NVPMFC. When their compensation and benefits are delivered to them, it adds to their job satisfaction. This is similar to statement about job security that contributes to job satisfaction [4]. The timely delivery of salaries and benefits is likened to their job security aside from their tenure in office.

In terms of **place of assignment**, it can be gleaned from the table that officers of the 1st NVPMFC are satisfied to a great extent. This implies that the officers of the 1st NVPMFC are satisfied with their place of assignment, based on the table’s overall findings. This may imply that the officers are well-trained and prepared for their functions and responsibilities. It must be noted that the main task or responsibility of the officers of the 1st NVPMFC is to counter terrorist groups through their various community-based and intelligence activities. As stated in the introduction, the officers of the 1st NVPMFC are now conducting various activities to engage the community and the local government unit to sustain the cleared status of the previously affected areas of Communist Terrorist Groups (CTGs). The 1st NVPMFC implemented various activities to address the enemy and target hardening initiatives to pre-empt the possible atrocities that can be perpetuated by the enemy. Thus, the officers of the 1st NVPMFC must be aware of the risk, especially in the placement of assignments.

Motivation in the place of assignment is defined as the willingness to exert high levels of effort toward organizational goals conditioned by the effort’s ability to satisfy some individual [20]. In Thailand, studies mentioned that police officers must live in the location where they work or as far away from it as is reasonable for them to do so in order to carry out their duties properly. The greatest distance that can be traveled from the place of assignment location is kilometers. The police officers may be mandated to go on missions, subject to the approval of the competent authority. This context is similar with our police force especially with officers of the 1st NVPMFC.

Table 1 shows the summary of the levels of job satisfaction of the officers of the 1st NVPMFC. It shows that the highest levels of job satisfaction are in place of assignment. While there are differences in the means, it can be noted that the officers of the 1st NVPMFC are generally satisfied with their job, as shown by the mean ranges.

The above satisfaction could be attributed to the fact that police officers may find being a peace officer a vocation. Many young people are aspiring to be part of the profession. When law enforcement finds purpose in upholding the law, protecting the community, and serving justice, all of these factors could contribute to job satisfaction [4]. Thus, no matter how difficult the place of assignment, the duty details, and even if they are in the lower rank, the work-life balance, and the current compensation and benefits, they still find their job satisfying.

Section 2. The Level of Stress of Officers in the 1st Nueva Vizcaya Provincial Mobile Force Company

TABLE 3 SUMMARY TABLE of LEVEL of STRESS of OFFICERS in the 1ST PROVINCIAL MOBILE FORCE COMPANY

Areas	Mean	SD	QD
Work Schedule	2.12	1.08	Stress to a Little Extent
Traumatic Events	1.93	1.05	Stress to a Little Extent
Teamwork	2.14	1.25	Stress to a Little Extent
Relationship with Other Officers	1.99	0.87	Stress to a Little Extent
Family Responsibilities	2.16	1.16	Stress to a Little Extent
Emotional Stress and Psychological Status	1.79	0.82	Stress to a Little Extent
Physical Health and Safety	2.01	0.96	Stress to a Little Extent
Community Perception	2.43	1.07	Stress to a Little Extent

Legend: 1.00-1.49(Not Stressful);1.50-2.49(Stress to a little extent);2.50-3.49(Stress to a moderate extent);3.50-4.00(Stress to a great extent)

Table 3 shows the level of stress in terms of **work schedule**. It can be seen from the table that officers of the 1st NVPMFC are stress to a little extent. These results imply they take their temporary duties like taking over a post or relieving a fellow officer, which may indicate that officers are more at ease performing these kinds of activities than they are with their normal daily routine. The officers’ regular daily activities, on the other hand, are the subject of the highest mean statement, suggesting that the demands of their routine are a greater source of their felt stress. The officers’ perceived stress appears to be more influenced by the kind, frequency, and impact of routine work than by temporary relief responsibilities, even if both are classified as only stress to a little extent. In general, the officers of the 1st NVPMFC are stressed to a little extent, which means that they may not even be stressed from their work, but it does not mean that stress is absent.

While generally, the officers are not stressed, their work and their job as police officers may bring a little degree of stress. Working shifts is a prerequisite for police work schedules and is regarded as one of the most challenging job requirements [21]. It has been linked to mental health consequences for police officers. Police officer’s night and day shift jobs were substantially linked to long-term injuries. However, it was mentioned that to create the best possible working environment for both employers and employees, it can be helpful to look at examples of work schedule possibilities that address various needs of the workforce like allowing night shifts or flexible scheduling can be beneficial for workers who need to do errands during the day or have a family [22].

In terms of **traumatic events**, which indicates that officers of the 1st NVPMFC are stressed to a little extent. The results imply that traumatic incidents they experienced while doing their duties contribute to a small amount of stress among the 1st NVPMFC officers. It clarifies a number of important elements or concepts that contribute to their stress, illuminating the difficulties experienced by law enforcement officials under duress. Many police officers voiced their concerns over car crashes that result in fatalities or serious injuries, citing the psychological toll that these events take on their mental health. The table also emphasizes the stress that comes with participating in gunfights with other law enforcement personnel against armed individuals, highlighting the inherent hazards and dangers that are encountered throughout law enforcement operations. While the effect may be very low, as indicated to a small extent, one cannot discount the presence of stress among the officers in performing their duties and responsibilities. Officers also report feeling stressed out while investigating or watching crime scenes, which is understandable given the emotional toll that confronting criminal activity and its consequences takes. The respondents come into contact with traumatic situations while performing their duties; they suffer substantial amounts of stress.

Although the overall level of stress was classified to a little extent, the data indicates that the high-stress situations that are a part of a law enforcement job have a substantial psychological impact. These results highlight the intricate difficulties that law enforcement professionals encounter and stress the significance of implementing practical measures to promote their resilience and mental health.

There are several sources of stress that cannot be separated from the functions and responsibilities of police officers in the 1st NVPMFC. Police officers deal with a lot of stressful situations in their line of work, but some of the most unpleasant ones might be from seeing violent crimes, seeing dead corpses, and abusing children [23]. In Sweden, investigators discovered that police officers who responded to a fatal fire experience had higher stress levels. The study supports the statement as the highest rated factor was *Being able to injure or kill someone in a police operation*, which is similar in nature to responding to accidents in Sweden [24].

In terms of **teamwork**, which indicates that all the officers of the 1st NVPMFC are stressed to a little extent.

This implies that the officers in the 1st NVPMFC generally felt comfortable and confident in their teamwork abilities. They seem to have effective communication, collaboration, and leadership skills, which contribute to a supportive and low-stress work environment. Additionally, the positive perception of teamwork indicates a strong sense of cohesion and mutual support within the force, fostering a productive and efficient working atmosphere. The results indicate that officers perceive a relatively low level of stress when it comes to teamwork. Across the different aspects evaluated, such as working in a team, leadership roles, interaction with superiors, and handling mistakes, the perceived level of stress remains consistently low. This suggests a positive perception of teamwork within the force.

With risky tasks, police officers rely more on one another as part of a team. The nature of law enforcement work can take a toll, as professionals may frequently encounter traumatic situations like violence and human suffering [5]. However, teamwork fosters more confidence, and using competencies reduces occupational stress and promotes job satisfaction. In order to keep employees motivated and focused at work, a modest amount of stress is beneficial [25]. In addition to boosting morale and improving communication, teamwork can increase safety, efficacy, and success for a police force. Synergy is a quality of a well-functioning team; members benefit from one another's ideas and activities by working together. It should deal severely with officers who disregard team standards and should not allow officers to degrade each other. The advice from Law enforcement training becomes very relevant when officers should improve teamwork to reduce [26].

In terms of **Relationship with other officers**, the officers of the 1st NVPMFC are stressed to a little extent.

The results imply that the interactions of the officers with other team members do not contribute to stress in their jobs. The low levels of stress indicated across many parameters demonstrate the 1st NVPMFC officers' impressive ability to handle interpersonal interactions within their squad. Even in the face of the inevitable difficulties of working in any workplace, such as miscommunications among coworkers and cultural or religious differences, the officers remain composed and handle these circumstances with the least amount of stress possible. Furthermore, female officers in the squad do not seem to interfere with the harmonious working environment, suggesting an inclusive and respectful culture. The officers also show assurance in their ability to report to higher-ups, indicating a supportive leadership hierarchy and open lines of communication. The results show that the officers reported low stress levels in their interactions with other team members. They seem to manage various interpersonal interactions with minimal stress, such as miscommunication, working in pairs with other officers, answering to superiors, and cultural or religious differences. This implies that there is good communication and a positive team dynamic inside the force.

The relationship among an experienced police officer group is between work values, job burnout, and work engagement. It looked into the relationships between work values and burnout and work engagement, as

well as the distinctions between the work values in groups and the hierarchy of work values based on Super's theory of career development [27]. However, the relationships that police officers develop with members of the community might differ greatly from the ideal of policing [28]. In addition, law enforcement should reassess how the legal system operates and search for strategies to foster relationships based on the trust of each officer. Also, officer relationships are seen as high risk because of the demands of the job and the stress that comes with working shifts [29].

In terms of **family responsibilities**, the officers of the 1st NVPMFC are stressed to a little extent.

This suggests that although family obligations are acknowledged as important, most officers did not view them as excessive sources of stress. The survey's findings about the 1st NVPMFC officers' reported stress levels in relation to their family responsibilities point to a generally optimistic picture. Officers typically report stress related to various family responsibilities, including supporting the family financially, morally, and physically and performing familial roles. This shows that most officers are able to manage these tasks without experiencing a great deal of difficulty, indicating a healthy balance between their professional duties and familial obligations. And that the officers must be aware of the nature of their duty and obligations as police officers.

The officers of the 1st NVPMFC have a different status as against the findings of one study where they found out that families of police officers face a number of challenges, including financial difficulties, the stress of seeing a loved one deal with trauma, and a poor public image of the police [30]. This is not the case with the officers of the 1st NVPMFC, where these problems do not have a negative effect on their police duties and responsibilities even if they are family men or women; their marriages and family dynamics do not lead to emotional weariness and work-family conflict. Additionally, prior studies on the relationship between policing and families demonstrate that the effects on police officers' families vary depending on whether or not a family member works as a police officer [31]. In this case, the stress might have a toll on their families but not upon them.

In terms of **emotional stress and psychological status**, the officers of the 1st NVPMFC are stressed to a little extent.

The above findings draw attention to four main issues: inability to control anger, worry impairing productivity at work, loneliness while alone, and trouble expressing feelings. The level of stress shows a little extent across all the variables, indicating that officers may not have difficulties in controlling their emotions and maintaining their psychological health at work. The psychological status and emotional stress also show that the officers may not find it difficult to control their emotions and maintain their psychological health, as indicated by the overall mean score for combined emotional stress and psychological status comments. But it must be noted that while they are not so stressed, the possibility of stress creeping into their work is possible. All these findings may only imply that the officers of the 1st NVPMFC are prepared well to deal with their personal and psychological issues.

The findings are in contrast to the results of one study where they found that police officers suffer greatly on an emotional and psychological level from the rage and frustration of not being able to control the circumstances, save the people they want to save, and aid the people they want to help [32]. This has an effect on police officers who are unable to avoid the emotional and psychological effects it has on them and incorporate it into their daily lives. In the current study, these factors do not count as stressors to police officers of the 1st NVPMFC. Additionally, controlling emotions, especially when provoked, could be a source of increased levels of stress [9]. However, in the current study, anger, being alone, difficulty in expressing one's emotion, and even anxiety do not have much effect as stressors for the police officers of the 1st NVPMFC.

In terms of physical health and safety, the officers of the 1st NVPMFC are stressed to a little extent.

These results list a number of important elements that are responsible for this stress, such as officers' concerns about their physical well-being and certain medical conditions like hypertension. The table also shows how vigilant and cautious officers are when they are not in uniform, indicating a general awareness of potential hazards even in non-operational contexts. Moreover, it shows that officers experience higher levels of anxiety when conducting police operations since they are under constant pressure to perform well and face inherent hazards. Finally, officers underscore the emotional toll and dual obligations encountered by law enforcement personnel by expressing significant worry about the safety and security of their families as a result of their line of work. This could be explained by the fact that many officers of the 1st NVPMFC are married men and women. These results highlight the complex relationship between stress and law enforcement, underscoring the need for specialized support systems and tactics to improve officers' well-being and capacity to serve their communities. But it must be noted that while these factors or elements may bring stress to our police officers, the above elements contribute to a little extent to the level of stress of our police officers. It may further mean or imply that while personal safety is always at risk, they still give more thought to the safety of their family.

The findings of this study contradict the results of one study which concluded that physical health can suffer from occupations in public safety [33]. One runs a higher risk of developing obesity, diabetes, and hypertension if you work as a first responder due to stress. They are more likely than the average person to get a heart attack, especially if it occurs when one is still young. However, in the current study, it was shown that physical condition, even hypertension, is not a stressor for the police officers who may be considered as first responders to emergency situations. It is also noteworthy that police officers in the 1st NVPMFC are mostly married men and women, and so they must be concerned about their families. While they are stressed to a small extent, it cannot be denied that their job would also require the safety of their families as they usually do not know who their enemies are.

In terms of community perception, the officers of the 1st NVPMFC are stressed to a little extent.

Officers of the 1st NVPMFC experience a moderate amount of stress from having to make sure they look put together and approachable in public, so keeping a pleasant and professional appearance in the community is a serious worry, same with the pressure to implement community programs by the Philippine National Police successfully. These two important areas are sources of moderate stress. It must be noted that from the public perspective, the PNP does not have a good image. The project Tokhang even worsens the negative image of the police force. That is why the PNP has been trying to improve its image, even to the extent of inner cleansing of police officers involved in crimes and professionalizing the police ranks. These could be some of the reasons why the public and the officer's image are sources of moderate stress among the 1st NVPMFC officers. Nowadays, police officers are pressured to show the public a positive image of the PNP. Meanwhile, the lowest mean is when ongoing national or local difficulties involve police officers. This suggests that stress is caused by public scrutiny and media coverage of police-related matters.

Overall findings show that officers are under a moderate amount regarding how the community perceives them. The biggest sources of stress are keeping up a polished and amiable public persona and running community programs successfully, both of which have a moderate stress level. Officers also experience a little melancholy in response to disparaging remarks about the police force and some anxiety over current events involving police officers. These results imply that although police officers are somewhat impacted by community opinion, their main worries are about maintaining their reputation and meeting community expectations.

The result of the study is supported by the idea of community policing, which has recently gained popularity

[34]. It stresses the increased participation of law enforcement and community members. However, it has not considered how the public and police view each other's influence on social control. A similar study found that the public eye and public scrutiny are sources of external pressures that have an impact on mental well-being and job satisfaction among law enforcement personnel [35]. Indeed, public office is public service. Being a police officer carries with it a sense of social responsibility that is always scrutinized by the public. And so, police officers must always ensure that they are under the regulations of the law.

Section 3. Significant Difference in Level of Job Satisfaction When Grouped According to their Profile Variables

For the significant difference in the job satisfaction of officers of the 1st NVPMFC when grouped according to their profile variables, along with the relevant demographic characteristics and the accompanying job satisfaction levels, the t-test and ANOVA showed no significant differences when the officers of the 1st NVPMFC were grouped according to their profiles.

In terms of sex, the p-value suggests that the difference in job satisfaction between males and females is not statistically significant ($p=.145$). This implies that being a male or female police officer would not have any bearing on job satisfaction. This may be attributed to the reality that being a police officer does not anymore discriminate against women or even the third sex.

Similarly, regarding civil status, the p-value indicates that the difference in job satisfaction between single and married officers is not statistically significant ($p=.402$). This may imply that whether a police officer in the 1st NVPMFC is single or married does not have any difference in their level of job satisfaction. This might be because, as police officers, they have the same function. Whether one is single or married, they have to carry out whatever functions or missions that were given to them and again, there is no discrimination between the civil status of who or who may not be in the line of duty.

In terms of age, for the 24-31 age group compared to the 32-39 age group, the p-value suggests that the difference in job satisfaction is not statistically significant. Furthermore, for the 40-47 age group compared to the 24-31 age group, the absence of a p-value might indicate insufficient data for statistical analysis, with an overall p-value of .208 for the age group. The absence of a p-value or a non-significant result suggests that there is no significant difference in job satisfaction among these age groups. It would mean further that whether they are young or old, there is no distinction between their job satisfaction. Their age or even their age range has no bearing on their job satisfaction.

In terms of the number of years of service, the p-value for the group comparisons is 0.791. The p-value suggests that the differences in job satisfaction when grouped according to their years of service are not statistically significant. This result implies that being new or old in the service to the PNP does not affect job satisfaction. As shown in the previous tables, officers of the 1st NVPMFC are satisfied to a great extent with their job. Salaries and benefits are provided on time; teamwork in the 1st NVPMFC would make all equal in terms of their job satisfaction as police officers.

In terms of rank, the p-value for these comparisons is 0.409. The p-value suggests that the differences in job satisfaction between different ranks are not statistically significant. Just like the other areas or factors, the ranks of the police officers do not create a significant difference in their job satisfaction. Notably, the salaries of those in higher ranks must have been higher than those in the lower ranks, but this does not create a significant difference in their job satisfaction. And we always say, "Great power comes with greater responsibility." Those with higher ranks are given more responsibility, while those in lower ranks are also given their corresponding duties and responsibilities.

In sum, based on the results of the p-values that are greater than the 0.05 alpha level, the null hypothesis is

not rejected. This implies that the respondents have the same level of job satisfaction regardless of their demographic profile. Therefore, it failed to reject the null hypothesis, implying that there is no significant difference in job satisfaction when the officers of the 1st NVPMFC are grouped according to their profile variables.

Section 4. Significant Differences in the Level of Stress When Grouped According to their Profile Variables

The study found out that there are no significant differences in the level of stress of officers of the 1st NVPMFC when grouped according to their profile variables. The data on stress levels in relation to the different profile variables such as gender, civil status, age, years of service, and ranks showed no significant difference.

The p-values in the table indicate whether significant differences in the stress level when the participants are grouped according to their profile variables exist. The p-value for sex is .729, while .785 for civil status. Moreover, in terms of age, the p-value is .614, while in terms of years of service, it is .791. Lastly, in terms of ranks, the p-value is .166. Overall, the results suggest no significant difference in stress levels among the officers of the 1st NVPMFC when they are grouped according to their profile variables, as all the computed values are higher than the significance level of 0.05; thus, the hypothesis is not rejected. This implies that the respondents' stress level is not different among the profile variables. Therefore, the respondents' stress level does not significantly affect their work, and there are no significant differences in their level of stress.

This finding could also be attributed to the study's finding that officers of the 1st NVPMFC are satisfied to a great extent, which may mean that the officers are not so stressed in the performance of their duties and responsibilities. However, it must be noted that while there are no significant differences in their level of stress when grouped according to their profile variables, one must watch out because although police officers typically do their sworn duties and obligations with courage and determination, every officer eventually reaches their breaking point even if they are not stress to work [36].

Section 5. Recommendations to Enhance the Level of Job Satisfaction and Decrease the Level of Stress of the Officers in the 1st Nueva Vizcaya Provincial Mobile Force Company

In consideration of the results of the study, two recommendations are forwarded for consideration:

1. The officers of the 1st NVPMFC are very satisfied with their job. However, if one has to look into the different areas, there are three areas where the officers claim that they are moderately satisfied. The areas include position, work-life balance, and compensation and benefits. It is highly recommended then that the police administration, either of the 1st NVPMFC or the Nueva Vizcaya Provincial Police Office (NVPO), ensure that police officers, especially the non-commissioned officers of the 1st NVPMFC, be always open to promotion subject to strict implementation of promotional guidelines; that work-life balance must always be observed by the PNP ranks especially that the duties and responsibilities of police officers are always risky; and to ensure that compensation and benefits are properly and timely given to these police officers and their families.

2. The police officers of the 1st NVPMFC are not stressed on their job. This may mean they are not generally stressed in their job as police officers. But it must be noted that it does not discount the presence of stress, although at a very low level. Public office is a public trust. Police officers are usually under the scrutiny of the public, so a good image for police officers is a must. It is then recommended that training or workshops be conducted to sustain the very low level of stress among the officers of the 1st NVPMFC or even to remove any sign of stress among them by teaching them how to manage stress effectively. Such training or workshops could be done in partnership with other institutions like Saint Mary's University that

have the facility and the personnel to conduct such.

CONCLUSIONS

Based on the result of the study, the following conclusions were drawn. The officers in the 1st Nueva Vizcaya Provincial Mobile Force (1st NVPMFC) are dominated by married males aged 24-31 years old, in the service of PNP for 2-8 years, and have the rank of Patrolman. They are very contented and well pleased with their job. They are not also affected by stress in performing their functions.

Furthermore, There are no significant differences in the level of job satisfaction and level of stress of officers of the 1st NVPMFC when the officers are grouped according to their profile variables. Thus, the level of job satisfaction and stress cannot be determined by the 1st NVPMFC officer's sex, civil status, age, number of years of service, and rank.

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