

Demographics, Psychological Resilience, and Coping Mechanisms of Non-Officer Policemen in Distant Assignments: A Mixed-Method Study

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Abstract

This study examined the psychological resilience and coping mechanisms of non-officer policemen assigned to distant deployments within the Police Regional Office Bangsamoro Autonomous Region (PRO BAR). Grounded in stress appraisal theory, resilience theory, and person–environment fit theory, the research utilized an explanatory sequential mixed-methods design. Quantitative data were collected from 151 non-officer policemen selected through purposive sampling from 247 eligible personnel. Standardized instruments measured resilience and coping, and statistical analyses included descriptive statistics, multivariate analysis of variance, non-parametric tests, and Spearman’s rank-order correlation. A qualitative phase involving ten participants with moderate to high resilience levels employed inductive thematic analysis to explore lived experiences. Findings revealed generally moderate resilience across demographic groups, with problem-focused coping emerging as the dominant strategy. A weak, marginal positive association was observed between resilience and problem-focused coping, while no significant relationships were found between resilience and emotion-focused or avoidant coping. Significant differences in coping were identified across age, marital status, and years of service, but not by sex or rank. Qualitative themes highlighted cultural adaptation, sustained family communication, emotional maturity, and strengthened professional commitment as central to resilience, reflecting Filipino values of unity, empathy, and shared identity. The study concludes that resilience among non-officer policemen is a socially and organizationally supported process shaped by institutional structures and cultural foundations. It recommends strengthening psychological services, institutionalizing resilience-building and coping enhancement programs, enhancing family connectivity initiatives, and integrating comprehensive workplace mental health systems within the PNP. This study aligns with SDG 3 (Good Health and Well-Being), SDG 8 (Decent Work and Economic Growth), and SDG 16 (Peace, Justice, and Strong Institutions) by promoting mental health, improving working conditions, and reinforcing institutional effectiveness in law enforcement. Its sustainability impact lies in supporting institutional resilience, workforce stability, and governance effectiveness in geographically and politically complex regions such as BARMM.

Keywords: Bangsamoro Autonomous Region in Muslim Mindanao (Barmm); Coping Mechanisms; Distant Assignment; Non-Officer Policemen; Person–Environment Fit Theory; Psychological Resilience; Stress Appraisal; Sustainable Development Goals

1. Introduction

Distant reassignment is an institutionalized practice within the Philippine National Police (PNP), requiring personnel to serve in various geographic areas to ensure operational balance and organizational efficiency. While framed as a professional responsibility and career opportunity, distant assignment imposes psychological, social, and occupational demands, particularly on non-officer policemen who comprise the majority of the force and often have limited control over their deployment. Prolonged separation from family, adjustment to unfamiliar socio-cultural environments, and exposure to occupational stressors may significantly influence their resilience and coping mechanisms. This study examines the psychological resilience and coping mechanisms of non-officer policemen assigned to distant locations, specifically within the Police Regional Office Bangsamoro Autonomous Region (PROBAR). It investigates demographic influences, multivariate differences, relationships between resilience and coping, and the lived experiences of selected personnel using a sequential exploratory mixed-methods design. The findings aim to inform evidence-based policies, psychological interventions, and resilience-building programs within the PNP.

1.1 Background of the Study: Distant Assignment, Resilience, and Coping among Non-Officer Policemen in PROBAR

Reassignment has long been embedded in PNP operations, requiring flexibility and readiness for nationwide deployment. Data from the Localization of Assignment Program indicate that 8,561 personnel requested reassignment to their home areas, with 7,410 qualified, representing 3.7–3.9 percent of the overall PNP strength of 221,419 personnel in 2020 (Philippine News Agency, 2020). In 2023, approximately 2,956 police personnel were reassigned to administrative support

during elections (PhilStar, 2023). Policy memoranda in October 2022 and January 2024 restricting voluntary reassignment further demonstrate tightening regulation of personnel movement. Distant reassignment is particularly complex in geographically and politically sensitive areas such as the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM), where environmental constraints, security risks, limited infrastructure, and cultural differences intensify occupational demands. Non-officer policemen deployed in such areas often endure prolonged family separation and social isolation, potentially affecting psychological well-being and performance. Psychological resilience, defined as a dynamic adaptive process enabling individuals to maintain or restore mental health despite adversity (Aldhaidan, 2020), functions as a protective factor in high-risk occupations. Complementing resilience are coping mechanisms—problem-focused, emotion-focused, and avoidance strategies—which help mitigate stress and burnout (Maresca et al., 2022). Empirical evidence suggests a positive relationship between resilience, adaptive coping, and lower work-related stress among police officers (Miller, 2020). However, limited research focuses specifically on non-officer policemen assigned to distant deployments in the Philippine context.

1.2 Themes and Insights from Related Literature on Reassignment, Demographics, Resilience, and Coping

Impact of Reassignment and Distant Assignment

Organizational stressors such as excessive workload, long hours, and inadequate support are significant challenges in policing (Duxbury et al., 2021). Work–family conflict and absence from significant family events intensify stress during prolonged assignments (Sousa et al., 2023). Reassignment within the PNP involves lateral movement without promotion or demotion (Aliusman et al., 2018), yet it may affect motivation and performance (Aliusman, Sampao, and Guimba-Basher, 2018). Resiliency and coping are therefore critical psychological resources (Burlakova et al., 2023). Marital status influences well-being and resilience (Hsu and Barrett, 2020; Najera et al., 2017). Married personnel may benefit from support systems, though separation can strain family dynamics. Soriano-Sanchez (2025) reported higher resilience among married uniformed personnel, while Chen and Bonanno (2020) and Santrock (2021) noted relative stability of resilience across the lifespan. Rank and occupational exposure also shape resilience. Non-officer policemen face high operational demands (Acquadro Maran, Zedda, and Varetto, 2018), while higher-ranking officers tend to exhibit greater resilience (Graham, Plater, and Brown, 2023). Gender differences in coping and resilience are complex. Female officers often employ broader adaptive coping strategies (Ijadi-Maghsoodi et al., 2022), yet gender role orientation may be more influential than biological sex (Bonner and Brimhall, 2021; Mayor-Silva et al., 2025; Soriano-Sanchez, 2025). Gender and age influence coping patterns, with females more likely to use emotion-focused strategies and males problem-focused or avoidant strategies (Lin, 2023; Nagy and Balazs, 2023). Marital status also affects coping styles (Ermasova, Ermasova, and Rekhter, 2020). Within the PNP, problem-focused coping is common, though reliance on emotional and avoidant coping may increase with rank and years of service (Alvarado, 2025). Police officers globally employ both adaptive and maladaptive coping (Modula et al., 2024; Smith and Johnson, 2021). Geographic relocation disrupts routines and community relations (Cheung and Wong, 2022). Problem-focused coping effectively reduces stress and adverse outcomes (Blumberg, Mumford, Park, et al., 2024). Social support moderates stress effects (Singh et al., 2021), and family support protects against psychiatric symptoms during deployment (Nordmo et al., 2020). Cultural sensitivity training is essential for effective adaptation in host communities (Nordin, Husin, and Salleh, 2021). Resilience encompasses adaptability (Kodden, 2020), positive thinking (Hanssen et al., 2018; Luo et al., 2020), and the capacity to bounce back from adversity (Park et al., 2021). Stress management programs incorporating mindfulness and psychological training are beneficial (Miller, 2020). Coping and resilience are mutually reinforcing constructs (Ward, Brady, Jazdzewski, and Yalch, 2021; Lee et al., 2021). Police remain vulnerable to occupational stress regardless of rank (Wijayanti et al., 2020).

1.3 Local, National, and Global Context of Distant Police Deployment

Globally, modern policing is characterized by heightened stress, unpredictability, and prolonged assignments (Queiros et al., 2020). International studies emphasize the importance of adaptive coping and social support in mitigating stress (Blumberg, Mumford, Park, et al., 2024; Singh et al., 2021). Nationally, PNP reassignment policies and localization programs (Philippine News Agency, 2020; PhilStar, 2023) reflect structural mobility demands. In the BARMM context, infrastructural limitations, cultural diversity, and security challenges intensify stressors, necessitating psychological adaptability and resilience among deployed non-officer policemen.

1.4 Theoretical and Conceptual Basis: Stress Appraisal, Resilience Processes, and Person–Environment Fit

This study is grounded in the Transactional Theory of Stress and Coping (Lazarus and Folkman, 1984), Resilience Theory (Garmezy, 1991), and Person–Environment (P–E) Fit Theory (French et al., 1974). The Transactional Theory explains stress as a cognitive appraisal process influencing coping selection. Distant reassignment serves as an environmental stressor, with demographic factors shaping appraisal and coping responses. Resilience Theory conceptualizes resilience as a dynamic interaction of risk and protective factors at individual, family, and environmental levels. The P–E Fit Theory posits that psychological strain arises from misalignment between individual capacities and environmental demands. Distant deployment may create misfit conditions, influencing resilience and coping outcomes. Together, these frameworks guide the examination of multivariate relationships among demographic characteristics, resilience, coping mechanisms, and lived experiences.

1.5 Research Gaps and Rationale

Existing research largely focuses on commissioned officers or general police populations. Limited studies examine non-officer policemen assigned to geographically distant and indefinite deployments within the Philippine context. Empirical evidence on multivariate differences in resilience and coping across demographic variables remains insufficient. Furthermore, the lived experiences of non-officer personnel in regions such as BARMM are underexplored. This study addresses these gaps by integrating quantitative analysis (including MANOVA and correlation) with qualitative Interpretative Phenomenological Analysis to provide a comprehensive understanding of resilience and coping among non-officer policemen with distant assignments.

1.6 Alignment with Relevant Sustainable Development Goals (SDGs)

This study aligns with SDG 3 – Good Health and Well-Being, SDG 8 – Decent Work and Economic Growth, and SDG 16 – Peace, Justice, and Strong Institutions. By examining resilience and coping mechanisms among non-officer policemen with distant assignments, the research contributes to the promotion of mental health and psychological well-being within high-risk occupations, directly supporting SDG 3. It advances SDG 8 by informing policies and interventions that foster healthier working conditions, sustained occupational performance, and workforce stability within the Philippine National Police. Furthermore, by strengthening personnel well-being and organizational effectiveness in geographically and politically complex areas such as BARMM, the study supports SDG 16 through its contribution to building responsive, accountable, and resilient law enforcement institutions that are essential to maintaining peace, justice, and public trust.

1.7 Importance of the Study to Multidisciplinary Sustainability

The study contributes to socio-economic sustainability by enhancing workforce stability and performance in law enforcement. It advances public health sustainability through evidence-based mental health interventions. It supports institutional and governance sustainability by informing PNP policies on distant assignments and personnel welfare. Through multidisciplinary integration of psychology, public administration, and law enforcement practice, the research promotes long-term organizational resilience, improved community relations, and sustainable institutional effectiveness within geographically complex regions such as BARMM.

2. Material and methods

2.1 Research Design

The study utilized an explanatory sequential mixed-method design. In this approach, the quantitative phase was conducted first, followed by a qualitative phase intended to explain and elaborate on the statistical results. Creswell and Plano Clark (2011; cited in Toyon, 2021) emphasized that this design prioritizes quantitative findings, with qualitative inquiry providing deeper insight. Quantitative data were analyzed to determine levels of resilience and coping and to examine relationships among variables. For the sixth research question concerning lived experiences, qualitative methods were employed. Thematic analysis was applied to identify patterns and themes within interview data, focusing on identifying, describing, and interrelating themes (Kampira, 2021). This process assumes that meaningful insights emerge through pattern recognition and interpretation of participant narratives (Braun & Clarke, 2006; Liebenberg et al., 2020; Xu & Zammit, 2020). The integration of numeric and textual data enabled a comprehensive understanding of resilience and coping among non-officer policemen with distant assignments.

2.2 Locale of the Study

The study was conducted within the Police Regional Office Bangsamoro Autonomous Region (PRO BAR). This region comprises geographically dispersed and operationally demanding areas where non-officer personnel are often assigned to distant and indefinite deployments. The unique cultural, environmental, and security characteristics of the region provide a relevant context for examining psychological resilience and coping mechanisms among deployed personnel.

2.3 Respondents of the Study

The respondents were non-officer policemen assigned to PRO BAR. The total non-officer population in the region was 6,740 personnel. Participants were identified through administrative records obtained from the Regional Personnel and Records Management Division. Eligibility criteria were applied to ensure participants met the study requirements. For the qualitative phase, ten respondents demonstrating moderate to high resilience levels based on quantitative results were selected for in-depth interviews. This selection strategy allowed the exploration of adaptive coping processes among those who had demonstrated resilience in occupational adversity.

2.4 Sample and Sampling Procedure

Purposive sampling, a non-probability method, was used to select participants who met specific inclusion criteria aligned with the study objectives (Obilor, 2023). From 247 eligible personnel, Cochran's formula with finite population correction indicated a required minimum sample size of 151 respondents at a 95% confidence level and 5% margin of error (Stat

Study Hub, 2026). To account for possible non-response, 160 personnel were invited to participate. Although 160 responses were obtained, only 151 were analyzed to maintain methodological consistency. During the qualitative phase, ten participants were selected based on resilience levels. This approach aligns with Hassan and Elsayed (2025), who emphasized focusing on individuals demonstrating resilience to better understand adaptive processes. Final interviewees were chosen using computer-generated random selection to minimize researcher bias. Data saturation was observed when no new themes emerged (Saunders et al., 2018).

2.5 Research Instrument

Demographic data were collected using a Data Information Sheet, validated by a registered psychologist to ensure content appropriateness (Hammer, 2011). An aide-memoire guided qualitative interviews, allowing flexibility and responsiveness in probing participant responses (Hamill, 2014). Field notes were maintained to capture contextual observations (Phillippi et al., 2017). For Quantitative Instruments, Resilience was measured using the Brief Resilience Scale (BRS) developed by Smith et al. (2008). The BRS consists of six Likert-scale items rated from 1 (strongly disagree) to 5 (strongly agree). Raw scores range from 6 to 30 and are divided by the number of items to produce a mean score between 1.00 and 5.00 (Smith et al., 2013). Higher scores indicate greater resilience. Psychometric evaluation demonstrates strong internal consistency (.80 to .91) and validity (Smith et al., 2013). Rodriguez-Rey et al. (2016) confirmed the unidimensional structure with satisfactory reliability ($\alpha = .83$; intraclass coefficient = .69). Interpretation categories based on Smith et al. (2008) classify resilience as high (4.31–5.00), moderate (3.00–4.30), and low (1.00–2.99). These categories correspond to distributions approximating standard deviation units. Coping was assessed using the Brief COPE developed by Carver (1997). This 28-item instrument uses a 4-point Likert scale to measure coping frequency. It includes 14 subscales categorized into adaptive and maladaptive coping (Carver, 1997). Alternative factor structures have identified avoidant and approach coping (Eisenberg et al., 2012) and three broader factors: problem-focused, emotion-focused, and avoidant coping (Dias et al., 2012). Normative comparisons were informed by Poulus et al. (2020), and clinical percentiles were referenced from Hegarty & Buchanan (2021). Problem-focused coping reflects active problem-solving behaviors. Emotion-focused coping involves managing emotional responses. Avoidant coping includes disengagement and withdrawal behaviors. Validity and factorial structure were established through construct validation (Carver, 1997). The conceptual framework illustrates a sequential explanatory design in which demographic variables (sex, age, marital status, rank, and years of service) influence psychological resilience and coping mechanisms. Resilience and coping are treated as interrelated dependent variables, examined quantitatively through multivariate analysis. The qualitative phase follows, exploring lived experiences to contextualize statistical findings. This integration highlights how demographic factors shape resilience and coping within distant assignments.

2.6 Data Gathering Procedure

Permission was secured from the Chief Psychologist of PRO BAR before data collection. Participants were identified using administrative records. The survey was conducted from June to July 2024 during quarterly wellness monitoring sessions. Participants accessed the survey via Google Forms, with on-site assistance provided as needed. Confidentiality was ensured through private rooms with secure internet access. For qualitative data, ten participants participated in five interview sessions lasting 30–45 minutes each, consistent with Bernard's (2013, as cited in Sharma et al., 2024) recommendation. Interviews continued until data saturation was reached (Saunders et al., 2018). Follow-up sessions clarified responses and ensured accuracy. Member checking and consultation with a registered psychometrician enhanced trustworthiness. Reflexivity was maintained to minimize researcher bias.

2.7 Data Analysis Techniques

Descriptive statistics summarized demographic variables using frequencies and percentages (Marshall and Jonker, 2010). Mean scores were computed for resilience and coping. Multivariate analyses of variance (MANOVAs) assessed differences in resilience and coping across demographic groups. Although labeled MANCOVAs in output, no covariates were included. Pillai's Trace was used due to robustness (Tabachnick & Fidell, 2019). Significant effects were followed by univariate ANOVAs. Because some assumptions were violated, non-parametric Kruskal-Wallis tests and Dwass-Steel-Critchlow-Fligner pairwise comparisons were conducted. Analyses were performed using jamovi (Version 2.6; The jamovi project, 2024). Spearman's rank-order correlation assessed relationships between resilience and coping mechanisms. Qualitative data were analyzed using inductive thematic analysis (Braun & Clarke, 2006), with themes developed hierarchically to capture patterns across participants.

2.8 Ethical Considerations

Informed consent was obtained after clearly explaining the study's purpose, procedures, and rights of withdrawal. Privacy and confidentiality were protected through encryption, password protection, and restricted data access. Participation was voluntary, and respondents could decline to answer questions. Data were securely stored in Google Drive with exclusive researcher access and properly disposed of when no longer needed. Cultural sensitivity was ensured, and harm reduction measures were implemented. The study upheld fairness, disclosed conflicts of interest, avoided data manipulation, and respected intellectual property rights.

3. Results and Discussion

3.1 Demographic Profile of Non-Officer Policemen

3.1.1 Distribution by Sex, Age, Marital Status, Rank, and Years of Service

The sample consisted of 151 respondents, with 50.33% male and 49.67% female participants. Most respondents were aged 26–30 years (35.10%), followed by 31–35 years (29.80%) and 36–40 years (19.21%). A majority were married (62.91%), while 37.09% were single. Patrolmen comprised 45.03% of the sample, followed by Police Corporals (25.83%) and Police Staff Sergeants (19.87%). Nearly half (47.02%) had 1–5 years of service. The balanced sex distribution reflects the PNP's gender-equity policy framework (PNP Circular No. 2005-006) and the expanding role of women in policing (Philippine News Agency 2025; Philippine National Police 2025). The age concentration aligns with statutory recruitment requirements under RA 8551 (1998). The high proportion of married respondents is consistent with national trends (Philippine Statistics Authority, 2024). The dominance of lower ranks and shorter service years reflects institutional deployment practices under RA 6975 (Lawphil, 1990; Lawphil 1998) and intensified recruitment efforts (NAPOLCOM 2005).

3.2 Resilience of Non-Officer Policemen

3.2.1 Level of Resilience Across Demographic Variables

Resilience levels were generally moderate across all demographic groups. Mean scores ranged within the moderate classification for age, marital status, rank, sex, and years of service. Only the 20–25 age group recorded a low mean score of 2.97, while all other groups remained within moderate levels. The relative stability of resilience supports the perspective that resilience is influenced more by adaptive experiences and support systems than by demographic characteristics (Santrock, 2021; Chen and Bonanno, 2020). The absence of strong differences by sex aligns with Soriano-Sanchez (2025) and Angehrn et al. (2023). Although Hsu and Barrett (2020) found marital status influences well-being, resilience in this study appears maintained regardless of marital status, possibly due to broader social support systems (Najera et al., 2017). Moderate resilience across ranks reflects shared exposure to operational stressors (Acquadro Maran, Zedda, and Varetto, 2018; Graham, Plater, and Brown, 2023).

3.3 Coping Mechanisms of Non-Officer Policemen

3.3.1 Dominant Coping Styles

Problem-focused coping emerged as the primary strategy across all demographic variables. Emotion-focused coping followed, while avoidant coping had the lowest overall mean scores. Males reported slightly higher emotion-focused and avoidant coping than females. Older and longer-serving personnel demonstrated relatively higher emotion-focused and avoidant coping scores. These findings support Nagy and Balazs (2023), who identified task-oriented coping as prevalent among police personnel. Although Lin (2023) observed gender differences in coping, occupational norms may reduce such differences in policing. Mayor-Silva et al. (2025) emphasized that coping relates more to gender-role orientation than biological sex. Increased use of emotion-focused and avoidant coping among more experienced personnel aligns with Alvarado (2025), Modula et al. (2024), and Smith & Johnson (2021), suggesting coping expands with prolonged occupational exposure.

3.4 Relationship Between Resilience and Coping

Spearman's rank-order correlation revealed a weak, marginal positive association between resilience and problem-focused coping ($p = .159$, $p = .052$), but no significant association with emotion-focused coping ($p = .040$, $p = .623$) or avoidant coping ($p = -.050$, $p = .543$). Coping strategies were strongly interrelated, particularly problem-focused and emotion-focused coping ($p = .753$, $p < .001$). These findings suggest resilience operates relatively independently from specific coping styles, consistent with Smith et al. (2013). Although Ward et al. (2021) describe coping and resilience as interconnected processes, the present results indicate resilience among non-officer policemen may be sustained regardless of coping variation.

3.5 Differences in Resilience and Coping by Demographic Variables

3.5.1 Differences by Sex

No significant multivariate differences were found in resilience and coping across sex. This contrasts with findings suggesting gender-specific coping patterns in policing (Queirós et al., 2020), implying occupational expectations may standardize coping responses across male and female personnel.

3.5.2 Differences by Age

Significant multivariate differences were found across age groups, particularly for emotion-focused and avoidant coping. Younger personnel, especially those aged 26–30, reported higher avoidant coping compared to some older groups. Resilience did not significantly differ across age. These findings suggest age-related variation in coping preferences. Nagy and Balázs (2023) identified distinct coping profiles influenced by personal characteristics. Younger personnel's greater reliance on avoidant coping may reflect early-career adjustment to occupational stressors.

3.5.3 Differences by Marital Status

Significant multivariate differences were found by marital status, particularly in emotion-focused and avoidant coping. Married personnel reported higher use of both strategies compared to single personnel. These results align with Ermasova, Ermasova, and Rekhter (2020), who observed broader coping repertoires among married individuals. Soriano-Sánchez (2025) emphasized marital influence on resilience among uniformed personnel. Family-related emotional demands may explain greater emotion-focused coping among married participants.

3.5.4 Differences by Rank

No significant multivariate differences were observed in resilience and coping across rank categories. This suggests resilience and coping capacities are comparable regardless of hierarchical position within non-officer ranks.

3.5.5 Differences by Years of Service

Significant multivariate differences were observed across years of service for emotion-focused and avoidant coping. Personnel with 11–15 years of service reported higher use of both coping strategies compared to those with 1–5 years. Resilience remained stable across tenure groups. These findings support Alvarado (2025) and Ward et al. (2021), who noted that coping evolves with repeated exposure to occupational stress. Increased tenure may broaden coping strategies as personnel accumulate professional and emotional experiences.

3.6 Lived Experiences of Non-Officer Policemen

3.6.1 Cultural Adaptation

Participants described adapting to diverse cultural norms through respect, cooperation, and humility. They emphasized cultural sensitivity and adjustment to local traditions. These narratives align with Nordin, Husin, and Salleh (2021), highlighting the importance of cultural awareness and adaptation during deployment. The accounts reflect culturally grounded values consistent with Sikolohiyang Pilipino.

3.6.2 Coping with Distance and Family Connection

Participants emphasized consistent communication through technology to maintain family relationships despite physical separation. Emotional strain due to distance was acknowledged, but proactive communication was maintained. These findings support Cheung and Wong (2022), who noted relocation disrupts routines and relationships, and align with Kamphuis, Venrooij, and van den CE, 2012, as cited in Nordmo et al., 2020, emphasizing family support as protective for mental well-being.

3.6.3 Emotional Maturity and Professional Growth

Participants reported increased patience, emotional regulation, and strengthened professional commitment despite stress and separation. Purpose-driven motivation and acceptance of duty were recurrent themes. These findings correspond with Santrock (2021), who framed development as a lifelong adaptive process, and with Aliusman, Sampao, and Guimba-Basher (2018), who noted reassignment influences motivation and job performance while reinforcing professional dedication.

3.7 Integrated Quantitative and Qualitative Findings

Quantitative findings revealed moderate resilience across demographics, a marginal association between resilience and problem-focused coping, and significant differences in coping across age, marital status, and years of service. Qualitative themes contextualized these results, highlighting family support, cultural adaptation, emotional maturity, and professional commitment as central to coping. The integration follows the merging strategy described by Piano and Creswell and Fetters, Curry, and Creswell (2013), demonstrating that resilience among non-officer policemen is a dynamic and socially embedded process influenced by Filipino values of kapwa, pagkakaisa, malasakit, and utang na loob (Pe-Pua & Protacio-Marcelino, 2000).

4. Conclusion & Recommendations

The study found that non-officer policemen assigned to distant postings generally demonstrated moderate resilience across all demographic variables, with problem-focused coping emerging as the dominant strategy. Resilience showed only a weak association with problem-focused coping and no significant relationship with emotion-focused or avoidant coping, indicating that resilience functions as a relatively distinct psychological capacity. Significant differences in coping strategies were observed according to marital status, age, and years of service, with married personnel and those with moderate tenure reporting higher emotion-focused and avoidant coping, and younger personnel showing greater reliance on avoidant coping. No significant differences were found based on sex or rank. Qualitative findings revealed that resilience is deeply rooted in family attachment, cultural adaptability, emotional maturity, and professional commitment, reflecting Filipino values of unity, empathy, and shared identity. These findings support resilience theory, stress and coping theory, and person–environment fit theory, and affirm that resilience among non-officer policemen is not merely an individual trait but a socially and organizationally supported process shaped by institutional structures and cultural foundations.

The study recommends strengthening psychological and family support systems within the Philippine National Police, particularly for personnel assigned to distant postings. Expanding psychological services at provincial and city levels, institutionalizing resilience-building and coping enhancement programs tailored to career stages, and implementing structured emotional regulation and stress management training are advised to address variations in coping strategies. Enhancing family connectivity initiatives and improving communication infrastructure in remote assignments are also recommended to reinforce emotional support systems. Furthermore, the development of a comprehensive workplace mental health system integrated into daily police operations, including regular psychological assessments, peer support mechanisms, and leadership training in psychological sensitivity, is encouraged to sustain resilience across the organization.

The study was limited to non-officer policemen assigned within a specific regional context, which may restrict the generalizability of the findings to other regions or commissioned officers. The reliance on self-reported measures may also introduce response bias. Although resilience and coping were examined quantitatively and qualitatively, the cross-sectional design limits the ability to determine causal relationships or changes over time. Additionally, the statistical differences observed were primarily within coping strategies rather than resilience levels, suggesting that other unmeasured organizational or environmental factors may also influence psychological adaptation in distant assignments.

Compliance with ethical standards

The study adhered to established ethical standards in the conduct of non-experimental survey and interview procedures. Participation was voluntary, and respondents were informed of their right to decline answering questions. Privacy and confidentiality were protected through restricted access, encryption, and secure data storage.

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Conflict of interest statement

The authors declare no financial, personal, or professional conflicts of interest related to this study.

Statement of ethical approval

The study involved non-invasive, survey-based and interview-based methods with minimal risk to participants, and no formal ethics board approval was sought.

Statement of informed consent

Informed consent was obtained after participants were informed of the study's purpose, procedures, and rights of withdrawal. Participation was voluntary, confidentiality was ensured, and no personal identifiers were reported in the findings.

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