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## Research Article

### Spiritual and Psychological Well-Being among Uniformed Personnel in Philippine National Police

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## ABSTRACT

This study aimed to determine the spiritual and psychological well-being among uniformed personnel in Philippine National Police. The descriptive correlational research design was used employing the survey questionnaire distributed randomly to 100 uniform personnel of the PNP province of Cavite. The descriptive statistical tools were used including the percentage, mean, ranking and Pearson-r.

The research highlights the significant impact of spiritual and psychological well-being of uniformed police personnel. Regular practices like prayer, meditation, and yoga help maintain balance, concentration, and resilience against adversity. This positive mental health contributes to job satisfaction, morale, and stress reduction. A sense of belonging and camaraderie within the police force also contributes to overall wellbeing. A strong spiritual affiliation can serve as a coping mechanism, enhancing mental well-being and fortitude in challenging professional situations. A positive outlook on life can impact colleagues, work, and obstacles faced in the police force. A strong spiritual foundation provides a sense of identity, purpose, and value, enhancing the effectiveness, satisfaction, and resilience of public sector personnel. Recognizing and addressing this component can improve the effectiveness, satisfaction, and resilience of the police force.

**Keywords:** Philippine National Police, Psychological Well-being, Spiritual Well-being, Uniformed Personnel

## Introduction

Nowadays, the terms "psychological well-being" and other related ones are commonly used since an increasing number of individuals are aware that they should lead healthier life-styles. For some, this refers to physical health

and for others to both physical and mental health. Today, the term well-being also incorporates the spiritual dimension. This suggests that there are multiple methods to describe psychological well-being. This covers the disciplines of meditation, prayer, and introspection.

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It also includes the notion of connecting with something greater than oneself and discovering meaning and purpose in life. Well-being also includes connecting with a community of people who share similar values (Bozek et al., 2020).

People view well-being as a multifaceted problem that is inherent in human nature; they each feel wellness in different ways. Recently, spiritual has been suggested as a critical component of overall health alongside mental, physical, and emotional. A person's overall health and happiness should take into account their spiritual state. Worry for one's soul involves broadening the definition of spiritual health, acknowledging the existence of spiritual issues, and treating such issues accordingly (Chitra & Karunanidhi, 2021).

In spite of the fact that the founding figures in psychology viewed religion as central to an understanding of human behavior, the field of psychology largely neglected religious issues for much of the 20th century. The past 20 years have witnessed an important shift in this trend. The number of studies on religion has grown, and it has become clear through the research that religiousness can play a significant role in response to major life stressors. The findings of the study are as follows first, there is evidence that religiousness can help people move beyond prior levels of adjustment to achieve fundamental positive transformation. Second, some forms of religiousness may exacerbate rather than mitigate the effects of major life stressors. Finally, we conclude with an illustration of some promising approaches that integrate religious resources into interventions designed to enhance individual resilience to life stressors. (Pargament et. al., 2010).

Spiritual well-being is a new concept that is known as the fruit of several attempts to establish a link between spirituality and well-being and an indication of the underlying state of a person's spiritual health (Koburtay & Alzoubi, 2021). In addition, according to Kent et al. (2021), spiritual well-being is also measured by the quality of the relationship that one has with oneself, with others, with the environment and with God, or Transcendental. It should be noted that relationships by themselves do not make a person spiritual; rather, the nature of a

person's relationships—with God, the Transcendent, other people, and the environment—seems to indicate the state of their general spiritual health or well-being at the moment. Spiritual well-being is reflected in the quality of relationships that people manifest in the four relational components while the mind cannot be directly seen, its capacity can be "assessed" using various IQ measures.

In Islam, organization has an important role in developing self-esteem and social relations of its members. Western researchers such as Maslow also suggested that organizational managers identify deficiencies in the needs of their employees as this may affect one's attitude and behavior. Maslow's motivational needs can be met through the support of organizations through their reward programs and so on. In the study of Ngadimana et. al. (2019) they conducted to evaluate the perception on organizational support and the level of involvement of the spiritual and social activities of the B40 Muslim community that can help improve their self-esteem and social relations. A total of 378 low-income Muslim of Felda who are also borrower were involved in the study. They used questionnaire and data was analyzed by using descriptive method and mean score statistic. The result show that the perceived organizational support is at moderate level. However, the involvement of spiritual and social activities is at low level. Implicitly, the study can aide Felda management, employers and certain parties in Malaysia to draw up human development plan to further strengthen B40 self-esteem and social relationships in accordance with the syariah compliance.

In the study of Ryu et al. (2020) spiritual well-being has been found to reinforce psychological function and adaptation among police officers. It is thought to play a role in an individual's ability to adjust to illness and is a crucial aspect of general health. Wolter et al. (2019) added that spiritual well-being had a positive relationship with healthy behaviors, life satisfaction, quality of life, an increased state of subjective health, and self-management among police officers.

Moreover, according to Onyishi (2021), spiritual well-being plays a vital role in stress management among police officers. Increased

spiritual well-being significantly improved the quality of life in terms of health. Additionally, a high correlation has been observed between it and the quality of life experienced by individuals who are unwell. Psychological well-being, the widely acknowledged conceptual equivalent of happiness, appears to be favorably connected with spiritual well-being.

Certain spiritual well-being domains were discovered to have a strong correlation with happiness. For instance, Robinson (2019) found that personal and communal domains were positively correlated to happiness but not transcendental and environmental domains among police officers. Lentz et al. (2021) indicated that the three areas, classified as personal, communal, and environmental well-being showed further variance regarding the prediction of happiness, but not regarding transcendental domain in the case of high school students. It was predicted that transcendent spiritual well-being might be a critical factor in relationship to happiness in a particular group of police officers such as dedicated religious or under other particular circumstances.

The study of Olivar et. al., (2024) aimed to assess the occupational stress and coping mechanisms among senior uniformed personnel in the Philippine National Police. The results also showed that those who used adaptive strategies had better mental health outcomes. Individuals who employed adaptive coping strategies experienced lower levels of stress compared to those who used maladaptive strategies. This highlights the importance of cultivating effective coping mechanisms to mitigate stress. The study indicates that the choice of coping strategies has a notable impact on mental health outcomes. Those who employed adaptive strategies reported better mental health, suggesting that the way individuals cope with stressors can have lasting effects on their overall psychological well-being. The findings support the promotion of adaptive coping mechanisms to enhance stress resilience. This could involve educational programs, workshops, or interventions aimed at equipping individuals with effective strategies to cope with stressors in healthier ways.

Stress is common among police personnel leading to several negative consequences. The

performed a systematic literature review to identify risk factors for stress among police officers. The study searched PubMed and Scopus electronic databases through to July 2018 and conducted this review according to the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) statement. The Newcastle-Ottawa scale was used for studies quality assessment. After selection, 29 cross-sectional studies met the inclusion criteria and included in the review. The average quality of studies was low since no study was rated as having low risk of bias, three studies (10.3%) as moderate risk and 26 studies (89.7%) were rated as having high risk of bias. Stress risk factors were summarized in the following categories: demographic characteristics; job characteristics; lifestyle factors; negative coping strategies and negative personality traits. Identification of stress risk factors is the first step to create and adopt the appropriate interventions to decrease stress among police personnel. The early identification of police officers at higher risk and the appropriate screening for mental health disorders is crucial to prevent disease and promote quality of life. (Galanis et. al., 2021)

Furthermore, according to Jalan and Garg (2022), the demands and challenges of the roles of police officers can lead to high levels of stress, burnout, and mental health issues. Mental health issues can lead to decreased productivity, difficulty in managing work, and even difficulties in police operations. Unmanaged stress can even lead to depression and anxiety, so it is vital to take the necessary steps in managing stress and burnout in order to ensure the well-being of police officers. They must take proactive measures to deal with this stress, like making reasonable goals for their work, practicing self-care, and getting help from a professional if necessary. To stop things from getting worse, it's critical to identify the symptoms of burnout and give your mental health first priority.

Thus, developing an intervention program on the spiritual and psychological well-being among police officers is a crucial endeavor and a significant undertaking. It requires a thoughtful, evidence-based approach and a

commitment to improving the lives of those who serve the communities.

The study sought to answer the following questions:

1. How do uniformed personnel assess their spiritual well-being in terms of:
  - 1.1. Personal;
  - 1.2. Communal;
  - 1.3. Environmental; and
  - 1.4. Transcendental?
2. How do uniformed personnel assess their psychological well-being in terms of:
  - 2.1. Autonomy;
  - 2.2. Environmental mastery;
  - 2.3. Personal growth;
  - 2.4. Positive relations with others, and
  - 2.5. S Self-acceptance?
3. Is there significant relationship between the spiritual well-being and psychological well-being among uniformed personnel?

## Theoretical Framework

The study was based on Well-being theory. According to this idea, psychological well-being has six dimensions: self-acceptance, positive relationships with others, personal growth, environmental mastery, autonomy, and purpose in life. Promoting these aspects can improve police personnel' well-being. Cops may find it easier to handle stress, burnout, and other mental health problems if they do this.

Additionally, it can strengthen their resilience, enabling them to deal with obstacles at work more skillfully. In the end, this can support police officers in maintaining their professional health and happiness.

## Methods

This study used survey methods in conjunction with descriptive correlation analysis. Cavite was the sole research location. Using a random selection technique, 100 uniformed personnel in the research area were chosen as responders.

The research instrument in this study was a survey questionnaire adopted from Mendoza and Ortiz (2022). All the strands of the spiritual well-being and psychological well-being among uniformed personnel were rated by the respondents based on a 5-point scale. To attain the validity of the survey questionnaire, the instrument was submitted to the experts, for review, scheme and validation including Senior Officers in the Philippine National Police.

Data were analyzed using percentage, mean, rank order and Pearson-r.

## Results

The results derived from the information gathered from the study's 100 respondents are presented in this section.

Table 1. Spiritual well-being of uniformed personnel

	<b>Spiritual Well-being</b>	<b>Uniformed Personnel</b>	
		<b>Mean</b>	<b>Int</b>
<b>Personal</b>		<b>3.85</b>	<b>AA</b>
I have inner peace.		3.90	AA
Right now my life is happy.		3.82	AA
I feel very fulfilled and satisfied with life.		3.84	AA
<b>Communal</b>		<b>3.95</b>	<b>AA</b>
My faith helps me to make decisions		3.98	AA
I feel that life is a positive experience.		3.90	AA
My religious faith gives meaning to my life.		3.96	AA
<b>Environmental</b>		<b>3.89</b>	<b>AA</b>
I believe in the goodness of all people.		3.90	AA
Most people are friendly to me.		3.88	AA
Religious activities improve my well-being.		3.88	AA
<b>Transcendental</b>		<b>3.97</b>	<b>AA</b>
I have a personally meaningful relationship with God.		3.98	AA

<b>Spiritual Well-being</b>	<b>Uniformed Personnel</b>	
	<b>Mean</b>	<b>Int</b>
I believe that God loves me and cares about me.	3.98	AA
The only home for Heaven is through personal faith	2.96	AA
<b>Overall</b>	<b>3.92</b>	<b>AA</b>
3.26-4.00	Above Average	
2.51-3.25	Average	
1.76-2.50	Low	
1.0 – 1.75	Very Low	

Transcendental yielded the highest mean of 3.97 with an interpretation of above average on the assessment of spiritual well-being among uniformed personnel, while environmental yielded the lowest mean of 3.89 with an interpretation of above average and an overall weighted mean of 3.92 with an interpretation of above average.

The personnel wearing police uniforms have a positive spiritual wellbeing, according to the results. They are able to handle the pres-

sures of their work and maintain their motivation and output as a result. Police officers can maintain their equilibrium and sense of groundedness by engaging in regular spiritual practices like yoga, meditation, and prayer. This makes individuals more robust in the face of difficult circumstances and helps them stay focused and cognizant of their thoughts and feelings. Additionally, it aids in stress reduction, mental health enhancement, and attitude maintenance.

*Table 2. Psychological Well-being of uniformed personnel*

<b>Psychological Well-being</b>	<b>Uniformed Personnel</b>	
	<b>Mean</b>	<b>Int</b>
<b>Autonomy</b>	<b>3.42</b>	<b>AA</b>
1. I am not afraid to voice my opinions, even when they are in opposition to the opinions of most people	3.47	AA
2. For me, life has been a continuous process of learning, changing, and growth."	3.42	AA
3. In general, I feel I am in charge of the situation in which I live	3.38	AA
<b>Environmental Mastery</b>	<b>3.39</b>	<b>AA</b>
4. Most people see me as loving and affectionate	3.30	AA
5. I tend to worry about what other people think of me	3.45	AA
6. I have been able to build a living environment and a lifestyle for myself that is much to my liking	3.42	AA
<b>Personal Growth</b>	<b>3.42</b>	<b>AA</b>
7. I enjoy making plans for the future and working to make them a reality	3.40	AA
8. My decisions are not usually influenced by what everyone else is doing	3.40	AA
9. I have a sense of direction and purpose in life	3.46	AA
<b>Positive Relations with Others</b>	<b>3.31</b>	<b>AA</b>
10. People would describe me as a giving person, willing to share my time with others	3.32	AA
11. My attitude about myself is probably as positive as most people feel about themselves	3.30	AA
12. I enjoy being in new situations that require me to change my old familiar ways of doing things.	3.33	AA

Psychological Well-being		Uniformed Personnel	
		Mean	Int
<b><i>Self-acceptance</i></b>		<b>3.34</b>	<b>AA</b>
13. I think it is important to have new experiences that challenge how you think about yourself and the world	3.33	AA	
14. In general, I feel confident and positive about myself	3.34	AA	
15. I know that I can trust my friends, and they know they can trust me	3.36	AA	
<b>Overall</b>	<b>3.38</b>	<b>AA</b>	
3.26-4.00	Above Average		
2.51-3.25	Average		
1.76-2.50	Low		
1.0 – 1.75	Very Low		

When it came to the psychological well-being of uniformed personnel, positive relationships with others yielded the lowest mean (3.31) with an interpretation of above average, while autonomy and personal growth yielded the highest mean (3.42) with an interpretation of above average. The overall weighted mean (3.38) also yielded an above average interpretation.

The psychological wellness of the police uniformed officers was found to be positive. Because of the sense of purpose and camaraderie that comes with their employment, they feel satisfied with their jobs. This promotes mental

wellness by lowering tension and anxiety. Additionally, their general quality of life might be enhanced by having a nice work environment. A feeling of self-worth can be derived from a variety of factors, including a sense of purpose in life, a sense of belonging, and job satisfaction. This, in turn, can help to reduce stress and anxiety, which can lead to better mental and physical health. Additionally, the camaraderie and support that comes with being part of a police force can help to foster a sense of belonging and connection, which can be beneficial to one's overall wellbeing.

*Table 3. Significant relationship between the spiritual well-being and psychological well-being among uniformed personnel*

Variables	R-Value	Interpretation
Spiritual Wellbeing*Psychological Wellbeing	.910	High Positive Correlation

The data indicates a high positive connection, with an r-value of .910, between military personnel's psychological and spiritual well-being. The findings showed that there is a substantial correlation between military personnel's psychological and spiritual well-being. This suggests that a key component of uniformed personnel's psychological wellbeing is their spiritual health. Moreover, stress reduction, morale-boosting, and job happiness can all be influenced by spiritual well-being.

Moreover, spiritual well-being can play a role in reducing stress, improving morale, and increasing job satisfaction. The results of the study suggest that those who have a strong spiritual connection are more likely to have a

positive outlook on life and have higher levels of self-esteem and wellbeing. This positive outlook can lead to greater resilience and ability to cope with difficult work situations, which can lead to better outcomes in terms of job satisfaction and job performance.

## Discussions

The uniformed police personnel have a state of spiritual well-being that is favorable. This ensures that they remain motivated and productive while coping with the difficulties of their profession. Police personnel maintain a sense of equilibrium and serenity by the incorporation of regular spiritual practices, including prayer, meditation, and yoga. This increases

their mental and emotional awareness, assists them in maintaining concentration, and fortifies them against adversity. Additionally, it facilitates the maintenance of a happy attitude, reduces stress, and enhances mental health.

Positive mental health is also present among the uniformed police personnel. A feeling of job satisfaction is attained as a result of the companionship and sense of meaning that are inherent in their occupation. As a result, one experiences a healthier mental state and less tension and worry. Furthermore, an individual's general quality of life may be enhanced by a favorable work environment. In addition to objective fulfillment and professional contentment, a sense of belonging to a greater whole contributes to the development of self-esteem. As a result, the individual may have improved mental and physical health as a consequence of less stress and worry. Moreover, the sense of connection and camaraderie that may be fostered via membership in a police force can contribute to an individual's overall well-being by providing support and encouragement.

The psychological health of military people is significantly impacted by their spiritual well-being. Furthermore, the enhancement of job satisfaction, morale, and stress reduction are all potential benefits of spiritual health. Spiritually connected individuals are more likely to have a good attitude on life, as well as more self-esteem and overall wellbeing, according to the study's findings. A constructive mindset has the potential to enhance one's capacity to endure and manage challenging professional circumstances, hence culminating in improved job performance and satisfaction.

The results indicate that for members of the armed forces in uniform, a robust spiritual affiliation may function as a beneficial coping strategy, aiding in pressure management. Implementing this coping mechanism might perhaps enhance one's mental well-being and fortitude when confronted with arduous professionally circumstances. A favorable perspective on life is more prevalent among those who possess a robust spiritual affiliation. Cascading repercussions may result from this optimistic outlook, which may affect their dispositions toward colleagues, work, and any obstacles they

may confront in the course of their professional responsibilities.

Moreover, the study found a favorable correlation between general well-being, self-esteem, and spiritual well-being. A strong spiritual foundation can provide someone a sense of self, worth, and purpose by improving their psychological health.

The findings of the study underscore the diverse and crucial influence that spiritual well-being has on the mental health of those in uniform. Putting this component into recognition and attending to it can enhance the effectiveness, satisfaction, and resilience of the public sector personnel.

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