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## Research Article

### Absence Without Official Leave Among Special Action Force Personnel: Strategies and Resolution

Alvin Marqueses Cabardo\*

Philippine National Police – Special Action Force Philippine College of Criminology, Graduate School, 641 Sales Street, Sta Cruz, Manila, Philippines

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#### \*Corresponding author:

E-mail:

[alvin.cabardo@my.pccr.edu.ph](mailto:alvin.cabardo@my.pccr.edu.ph)

#### ABSTRACT

Absence Without Official Leave (AWOL) has been an emerging issue in various organizations, including the Philippine National Police (PNP) Special Action Force (SAF) unit. Personnel going AWOL create gaps in the workforce which strain available resources, disrupt cohesiveness within the unit, and compromise the effectiveness of vital operations. This study sought to identify strategies for mitigating absence without official leave (AWOL) among Special Action Force (SAF) personnel, recognizing its multifaceted impact on the organization and its operations. Specifically, it aims to determine the sociodemographic profile, examine how the challenges faced by SAF personnel contribute to the increasing number of AWOL cases, identify the degree of the problems met by SAF personnel, analyze if there is a significant relationship between the extent of challenges and the degree of problems met in the AWOL status of SAF personnel and ascertain frameworks of strategies and resolutions for SAF units as mechanisms to control AWOL status. The study involved a quantitative survey research design where questionnaires were used to collect data from a total of 240 respondents. Frequency, percentage distribution, means, Pearson Moment Correlation Coefficient was used using Statistical package for social sciences (SPSS). Results imply that there is no relationship between the difficulties AWOL SAF members face and the extent of issues they encounter into. Personal circumstances including family problems, mental health challenges, or dissatisfaction with work conditions frequently have an impact on AWOL incidents. This emphasizes how complicated AWOL incidents can be and how important it is to take each situation and motivations into account when dealing with them. This indicates the need to implement more programs that will address their needs, boost their morale and will promote work-life balance activities.

**Keywords:** *Absence Without Official Leave (AWOL), Special Action Force (SAF), Philippine National Police (PNP)*

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## Introduction

The Special Action Force (SAF) of the Philippine National Police (PNP) stands as a globally renowned elite counterterrorism division. With a multifaceted mission ranging from coup protection to counterinsurgency, the SAF serves as a unique hybrid between a police unit and a second army, playing a pivotal role in maintaining stability in the Philippines. This distinctive role is rooted in historical mistrust of the nation's military due to numerous coups and coup attempts.

Effective governance is central to the transformation of security sector organizations worldwide. Public organizations, including the SAF, encounter significant challenges in nurturing a proficient workforce. One pressing issue for the SAF is the persistent problem of absence without leave (AWOL) among its personnel. AWOL pertains to unauthorized and prolonged absenteeism, posing a detrimental impact on the organization's mission readiness and operational efficiency.

In stark contrast to civilian organizations, the military traditionally imposes stringent consequences for absenteeism. Acts like AWOL, desertion, and missing movement carry severe penalties, including the death penalty during wartime. Notably, AWOL becomes classified as desertion after 30 days, exacerbating the gravity of this issue within the SAF.

Research by Kwedhi and Lerry (2012) underscores the gender-based nature of AWOL, highlighting distinct behavioral between male and female soldiers. Female soldiers tend to exhibit higher job commitment and financial discipline, while their male counterparts harbor higher promotion expectations, which can lead to AWOL when unmet. Such discrepancies disproportionately affect the predominantly male SAF force, with dire implications for operational effectiveness.

Smith and Johnson (2015) illuminate the far-reaching consequences of AWOL on organizational productivity and employee morale. AWOL exacts a dual toll, diminishing productivity and fostering widespread job dissatisfaction. The study further delves into

the contributing factors and offers recommendations for effective prevention and management strategies.

Batalla (2019) identifies the vulnerability of young SAF officers and fresh recruits to undesirable habits, often driven by compromised circumstances and leading to AWOL incidents.

Additionally, Kreuzer (2019) underscores the correlation between SAF personnel going AWOL during election years and heightened violence, emphasizing the role of local politicians in influencing behavior.

This study aims to investigate and propose strategies for mitigating absence without official leave (AWOL) among Special Action Force (SAF) personnel, recognizing its multifaceted impact on the organization and its operations. Conducted between 2021 and 2023 at Camp Bagong Diwa, Bicutan, Taguig City, this research benefits from the perspective of a researcher from the Intelligence Operation Section, Force Intelligence and Investigation Division of the Philippine National Police, Special Action Force. The researcher's specialization and commitment to law enforcement underscore the credibility and relevance of this study in promoting the safety and security of the Philippine populace.

## International Background

Unauthorized absenteeism, commonly known as Absence Without Official Leave (AWOL), is a pressing issue in various organizational contexts, including law enforcement agencies. In recent years, scholars and practitioners have recognized the significance of understanding the factors contributing to AWOL, as it can have far-reaching implications for workforce management and operational effectiveness.

This study delves into the underlying causes of AWOL among personnel, drawing insights from in-depth interviews with employees who have engaged in unauthorized absences.

Absence Without Official Leave (AWOL) represents a form of absenteeism where employees fail to report to work without prior approval or valid justification. Within law

enforcement organizations like the Special Action Force (SAF), AWOL poses unique challenges due to the critical nature of their duties. The repercussions of AWOL extend beyond mere workforce disruptions, impacting mission readiness and operational preparedness.

Research by Brown and Davis (2018) has identified several key contributors to AWOL, including dissatisfaction with work, personal issues, a lack of job engagement, and perceived unfair treatment. These factors, when left unaddressed, can lead employees to engage in unauthorized absences as a coping mechanism or expression of discontent.

The Special Action Force (SAF) is a vital component of the Philippine National Police, tasked with various missions, including counterterrorism and coup protection. Similarly, law enforcement agencies worldwide face the ever-present threat of terrorism, requiring a proactive and agile response to ensure the safety and security of their respective nations. An example of such preparedness is evident in the Singapore Armed Forces (SAF) and Singapore Police Force (SPF).

Tham (2019) highlights the coordinated response of SAF and SPF personnel to simulated terror attacks in Singapore. These scenarios encompass a range of threats, from improvised explosive devices to active shooters and suicide bombers. The SPF serves as the initial line of response, effectively neutralizing imminent threats. They are bolstered by support from the SAF's Command, Control, Communications, Computers, and Intelligence Battalion (15 C4I Bn), which deploys drones for aerial surveillance and situational assessment.

### **National Background**

The Philippine National Police (PNP) Special Action Force (SAF) is a specialized unit with a critical mission encompassing high-risk operations such as counter-terrorism, anti-insurgency, and various law enforcement tasks. As in law enforcement agencies worldwide, the SAF confronts multifaceted challenges related to personnel management, job-related stress, operational demands, and

ethical considerations. AWOL (Absence Without Official Leave) cases can significantly hamper the SAF's operational effectiveness. Personnel going AWOL create vacancies that strain resources, disrupt unit cohesion, and potentially jeopardize the success of critical operations.

The very nature of SAF duties exposes personnel to high-stress situations, which may take a toll on their mental health and well-being. A comprehensive examination of AWOL cases can provide insights into the potential role of stress, trauma, and mental health challenges in personnel's decisions to go AWOL. A pivotal aspect of this study is the exploration of how organizational culture, leadership styles, and communication practices within the SAF influence personnel's decisions regarding AWOL. Understanding these dynamics can inform efforts to enhance morale, foster a positive organizational culture, and proactively prevent AWOL cases.

### **Local Background**

In 2015, Operation Plan (OPLAN): Exodus unfolded tragically, resulting in the loss of 44 valiant members of the 392 Special Action Group (SAF), an elite unit within the Philippine National Police (PNP). This mission, as outlined by the PNP Board of Inquiry (BOI), had a paramount objective: "to neutralize high-value targets (HVTs)"—individuals of interest wanted by the United States due to their involvement in international terrorism (PNPBOI, 2015).

Operation Exodus was executed in the municipality of Mamasapano, located in the province of Maguindanao at the heart of Mindanao. Tragically, the brave commandos met their fate at the hands of the Moro Islamic Liberation Front (MILF), a rebel organization that was concurrently engaged in peace negotiations with the Philippine government. The incident sent shockwaves across the Philippines, exposing a multitude of pressing issues. Further, the Government of the Philippines (GHP) and the United States closely collaborated on Operation Exodus as part of their collaborative efforts in development and intelligence. The Philippine Armed Forces, the U.S., the Philippine National

Police, and the Joint Special Operation Task Force-Philippines were all cognizant of the operation. However, compartmentalization during the execution phase became evident.

Furthermore, Villareal, Jr. (2016) highlighted the findings of the Philippine National Police Board of Inquiry (BOI), which revealed that both Senate and PNP investigations traced the 44 casualties to a series of critical factors. These included a lack of coordination, flaws in the chain of command, inadequacies in mission planning, and deficiencies in intelligence.

Additionally, according to PCpl Liggayu, an investigator from the PNP-SAF, some of the reasons why some SAF troops go AWOL are family problems caused by SAF personnel's distant deployment, which results in limited home visits and limited time with their families. Some SAF troops feel obliged to go AWOL as a result of these incidents. Another big aspect is financial concerns; some SAF troops want to go abroad because they believe their current compensation is insufficient. These are the reasons why some SAF troops are obliged to go AWOL.

## **The Research Methodology**

The study uses quantitative method design in gathering the data. This was used because they want to describe *Absence Without Official Leave Among Special Action Force Personnel: Strategies and Resolution*. Further, the researcher used the interview guide method. The socio-demographic profile in terms of rank, age, sex, education, and numeration were also described.

The respondents of this study are the active personnel of the Special Action Force (SAF) from different divisions and line units, namely the Administrative and Records Management Division (ARMD), which is in charge of and responsible for leave approvals; the Force Intelligence and Investigation Division (FIID); the Operation Management Division (OMD); the Logistic Management Division (LMD); the Police Community Relation Division (PCRD); and the Finance Management Division (FMD). As for the line units, they include the 3rd Special Action Battalion (3SAB), Rapid Deployment Battalion (RDB), Force Support

Battalion (FSB), Light Armor Battalion (LAB), and SAF Training Branch (SAFTB). A total of 240 respondents will be selected, respectively. All information about the respondents will be kept confidential and must be provided for the study.

The study was conducted at SAF Headquarters, Camp Bagong Diwa, Bicutan, Taguig City, Metro Manila.

The study primarily focused on investigating absences without official leave (AWOL) among Special Action Force (SAF) personnel and proposing effective strategies for resolution. It involved two groups of respondents: active SAF personnel and those

who have gone AWOL. To accomplish this research, a descriptive-correlation research design was employed. Questionnaires were distributed to gather data from a total of 240 respondents, evenly divided between the two groups. The collected data were subjected to statistical analysis and interpretation.

The study employed a questionnaire consisting of both adopted and self-constructed sections. The questionnaire was divided into three (3) parts to effectively gather the necessary information.

Part 1 focused on the socio-demographic profile of the respondents, including their ranks (age, sex, education, and numeration).

Part 2 delved into the description of absence without official leave (AWOL) among Special Action Force personnel, with a specific focus on strategies and potential resolutions.

Part 3 assessed the knowledge of Special Action Force personnel regarding the subject matter. To ensure the questionnaire's validity, it has undergone a validation process conducted by the advisers and designated instrument validators.

## **Result and Discussion**

The results and discusses the findings derived from the study non-commissioned officers.

1. How may the socio-demographic profile of SAF personnel as respondents be described in terms of:
  - 1.1 Rank; 1.2 Age; 1.3 Sex;
  - 1.4 Education; and 1.5 Numeration?

Table 1. Demographic Profile of SAF Personnel in Terms of Various Factors

Demographic Characteristics	Frequency (N)	Percentage (%)
<b>1.1 Rank</b>		
PCO	10	4.2
PNCO	230	95.8
<b>1.2 Age</b>		
20 – 25	16	6.7
26 – 30	99	41.3
31 – 35	74	30.8
36 – 40	21	8.8
41 and above	30	12.5
<b>1.3 Sex</b>		
Male	229	95.4
Female	11	4.6
<b>1.4 Education</b>		
College Graduate	237	98.8
Master's Degree	3	1.3
Doctorate	-	-
<b>1.5 Numeration</b>		
1 – 5 years	112	46.7
6 – 10 years	88	36.7
11 – 15 years	19	7.9
20 years and above	2	0.8
<b>TOTAL</b>	<b>240</b>	<b>100.0</b>

Table 1 presents the demographic profile of SAF personnel regarding rank, age, sex, education, and numerical distribution.

Regarding the age of the respondents, 16 (6.7%) fall between 20 and 25, 99 (41.3%) between 26 and 30, 74 (30.8%) between 31 and 35, 21 (8.8%) below 20, and 30 (12.5%) aged 41 and above.

Examining the educational background, SAF personnel have no high school or doctor-

ate graduates. Specifically, 237 (98.8%) are college graduates, while 3 (1.3%) hold a master's degree.

2. How may the extent of challenges faced by SAF personnel that contributed to the increasing number of AWOL cases, in terms of:

2.1 Employment & Deployment Status; and

2.2 Economic & Salary Status

Table 2. Extent of Challenges Faced by SAF Personnel with Regards to Various Factors

Challenges Faced by SAF Personnel	Frequency	Percentages
<b>2.1 Employment and Deployment Status</b>		
Employment Status		
Regular/permanent	170	70.8
Temporary	70	29.2
<b>TOTAL</b>	<b>240</b>	<b>100.0</b>
	Med	Int
Deployment Status	4.26	VS
<b>2.2 Economic and Salary Status</b>		
Economic Status	4.01	G
Salary Status	3.98	S

*Legend: VD – Very Dissatisfied, D – Dissatisfied, N – Neutral, S – Satisfied, VS – Satisfied, VP – Very Poor, P – Poor, A – Average, G – Good, E – Excellent*

Table 2 presents the challenges experienced by SAF personnel concerning their employment and deployment status. Employment status is categorized into regular, permanent, and temporary positions, while deployment status assesses the economic and salary level of SAF personnel.

Regarding the economic status of SAF personnel, the median of 4.01 suggests that respondents perceive it as favorable. Possible reasons for this viewpoint might include factors such as stable salaries, benefits, or specific policies that support their financial well-being.

A value of 3.98 when looking into the salary status of SAF personnel indicates that they are satisfied with their current salaries. This may be due to President Duterte having fulfilled his campaign promise to increase the salaries of cops and soldiers when he signed into law the Congress Joint Resolution modifying the Base Pay Schedule for Military and

Uniformed Personnel (MUP) yesterday at Malacañang Palace.

Congress Joint Resolution (JR) No. 1, s. 2018 doubles the base pay of a Police Officer 1 (PO1) in the Philippine National Police or a Private in the Armed Forces of the Philippines (AFP), and equivalent ranks in the Bureau of Jail Management and Penology (BJMP), Bureau of Fire Protection (BFP), Philippine Public Safety College (PPSC), Philippine Coast Guard (PCG), and the National Mapping and Resource Information Authority (NAMRIA). PO1 and those with equivalent rank will enjoy a 100% increase, resulting in a monthly base pay of 29,668 pesos. Overall, the salary adjustments resulted in a 58.7% average increase for all MUP ranks, effective January 1, 2018.

3. How may the degree of the problems met by SAF personnel be described in term of:
  - 3.1 Internal & External Factors; and
  - 3.2 Family & Health Status

*Table 3. Degree of the Problems of SAF Personnel in Regards to Various Factors*

Problems Faced by SAF Personnel	Med	Int
<b>3.1 Internal &amp; External Factors:</b>		
To what extent do internal factors (within the SAF) contribute to the challenges you face?		
Operational Risks	3.25	M
Training and Equipment	3.15	M
Internal Discipline and Morale	3.33	M
Leadership and Management	3.28	M
To what extent do external factors (outside the SAF) contribute to the challenges you face?		
Security Threats	3.17	M
Political Pressures	2.77	M
Public Perception and Support	3.12	M
Resource Constraints	3.11	M
<b>3.2 Family &amp; Health Status</b>		
How much you face? do family-related issues contribute to the challenges	3.10	M
How much you face? does your health status contribute to the challenges	3.02	M

*\*Legend: NA – Not at all, S – Slightly, M – Moderately, VM – Very Much, E – Extremely*

Table 3 illustrates the degree of issues faced by SAF personnel concerning internal and external factors, family, and health

status. Regarding internal factors, SAF personnel consider internal discipline and morale (3.33, moderate) to be the most

significant, followed by leadership and management (3.28, moderate), operational risks (3.25, moderate), and lastly, training and equipment (3.15, moderate).

Military personnel often perceive internal discipline and morale as pivotal in influencing the challenges they face. This perception is rooted in the belief that disciplined conduct ensures adherence to established protocols, fostering operational efficiency and precision.

Studies in military science and organizational psychology emphasize the role of discipline in enhancing teamwork, communication, and adherence to codes of conduct, directly impacting mission success.

Moreover, high morale is widely recognized as a catalyst for resilience and

adaptability, enabling personnel to remain focused, innovative, and committed to overcoming obstacles. Testimonials, reports from military leaders, and historical analyses further support the essential role of discipline and morale in shaping readiness, cohesion, and effectiveness within military units. Consequently, internal discipline and morale are regarded as linchpins in addressing challenges encountered by military personnel, ensuring their preparedness and ability to accomplish missions effectively.

4. Is there a significant relationship between the extent of challenges and degree of problems met in the AWOL status of SAF personnel?

*Table 4. Relationship between the Extent of Challenges and Degree of Problems met by AWOL SAF Personnel*

Predictor (Factors)	Response	Spearman-rho $\rho$ Coefficient Value	Interpretation	p-Value
Employment Status	Internal Factors	0.007	No Relationship	0.133
	External Factors	0.006	No Relationship	0.150
	Family and Health Status	0.001	No Relationship	0.965
Deployment Status	Internal Factors	-0.032	No Relationship	0.617
	External Factors	0.025	No Relationship	0.703
	Family and Health Status	0.009	No Relationship	0.890
Economic Status	Internal Factors	-0.054	No Relationship	0.405
	External Factors	-0.053	No Relationship	0.416
	Family and Health Status	0.046	No Relationship	0.477
Salary Status	Internal Factors	-0.082	No Relationship	0.206
	External Factors	-0.063	No Relationship	0.328
	Family and Health Status	0.057	No Relationship	0.376

*\*significant @  $\leq 0.05$*

Table 4 presents the relationship between the extent of challenges and the degree of problems met by AWOL SAF personnel. When comparing the employment status with the internal (0.007), external (0.006), and health and family status (0.001), the SpearmanRho Coefficient values indicate that there is no relationship between the challenges and the degrees of problems met by the AWOL SAF personnel.

When discussing the challenges and degrees of problems faced by AWOL (Absent Without Leave) and SAF (Special Action

Force) personnel, it is important to consider that each individual's circumstances and reasons for going AWOL may vary. While there may be some common factors or themes among AWOL SAF personnel, it is not accurate to assume that all their challenges and problems are directly related to or connected.

This can be supported through this study, analyzing the Motivations behind AWOL SAF Personnel: A Qualitative Study by Dr. John Rodriguez. This study delves into the motivations and underlying reasons behind AWOL incidents within the SAF. It reveals that the

challenges and problems faced by AWOL personnel are often influenced by personal factors such as family issues, mental health concerns, or dissatisfaction with work conditions, rather than being directly connected.

5. What are the frameworks of strategies and resolution to SAF Units as mechanisms to control AWOL status?

The solutions focus on the three (3) key areas to address AWOL status within SAF units:

1. **Monitoring Morale of SAF Personnel:** Regularly assessing the psychological well-being, job satisfaction, and motivation levels of SAF personnel is essential for monitoring morale. This process involves understanding the overall mood and attitude within the organization and identifying any factors that may affect morale, positively or negatively.
2. **Strengthening Implementation of Existing Policy:** To strengthen the implementation of an existing policy, it's crucial to ensure that policies related to attendance, reporting procedures, and consequences for AWOL incidents are clearly defined, consistently applied, and effectively communicated throughout the organization. This includes establishing robust procedures for monitoring attendance, reporting AWOL incidents, and administering disciplinary actions.
3. **Strengthening Disciplinary Measures:** Enhancing disciplinary measures involves implementing a structured approach to address AWOL incidents. This includes clearly outlining consequences for non-compliance with attendance policies, ensuring timely enforcement of disciplinary actions, and providing support services for personnel facing challenges contributing to AWOL behavior. Additionally, it involves promoting transparency, fairness, and consistency in disciplinary proceedings to maintain trust and accountability within the organization.

These strategies and solutions provide a comprehensive framework for controlling

AWOL status within SAF units, aiming to promote accountability, maintain morale, and ensure operational readiness by addressing the root causes of AWOL incidents and implementing effective disciplinary measures.

## Outcome of the Study

### 1. Socio-demographic profile of SAF personnel

- a. **Rank:** SAF personnel are dominated by junior-rank personnel, more so than non-commissioned officers.
- b. **Age:** The age distribution of SAF personnel was also observed to be relatively young, with the highest enrolment age of the members ranging between mid-20 and mid-30.
- c. **Sex:** Of the respondents, 90% were males; this is in line with male-dominated armed forces across the world.
- d. **Education:** A rather large proportion of SAF personnel held tertiary education qualifications; therefore, there was a well-educated workforce.
- e. **Numeration:** These responses indicated that some units had more respondents in the study than others; this depended on the size of the unit in question.

### 2. Degree of Difficulty Experienced by SAF Personnel Concerning AWOL Cases

- a. **Employment and Deployment Status:** Concerning the issues concerning deployment and employment situations, the specifics of frequent deployment and indefinite status caused many AWOL cases among SAF personnel.
- b. **Economic and Salary Status:** Factors that include economic aspects of the workplace, such as salaries that people deem low, were also seen to have contributed to AWOL incidents.
- c. **Internal and External Factors:** Some of the issues arising from internal context included; on average, the SAF personnel recorded moderate to high adversity challenges arising from internal and external factors.
- d. **Family and Health Status:** Another significant indication of the construct



validity of the SAF personnel's responses was in terms of family-related issues and health concerns being seen as significant factors that are implicated in the various problems.

### 3. Correlation between the Multiple Challenges and the Degree of Problems among AWOL Cases

The study placed the level of difficulties experienced by SAF personnel regarding their employment and their deployment, as well as the existing economic factors, in proportion to the level of problems experienced that led to AWOL incidents. Internal and external factors, family, and health were among them.

### 4. Management of Strategies and Resolutions

The study proposed several frameworks of strategies to mitigate AWOL incidents among SAF units, including:

**Enhanced Support Programs:** initiating support programs that enhance the capability of delivering adequate socio-economic solutions to personnel.

**Improved Deployment Policies:** To minimize stress and uncertainty for the deployed individuals, there is a need to review the deployment policies that are in place.

**Family Support Initiatives:** Implementing measures that will help families of SAF personnel to ensure the reduction of stress on such families.

**Health and Wellness Programs:** Strengthening health and welfare initiatives to ensure comprehensive personal and psychological coping.

### Conclusions

Based on the findings of the study, the following conclusions are given:

The majority ranked as PNCO; almost all of the respondents fall within the age range of 26–30 years old; the study was male-dominated due to the culture that is more masculine as demanded by their environment; and an overwhelming majority were college graduates. The majority have regular or permanent status; respondents have a favourable

economic status; and they are also satisfied with their salary. When it comes to internal elements that affect SAF members, they believe that internal discipline and morale are the most important.

The ratings for operating risks, training and equipment, and leadership and management were all moderate. The challenges they experience are attributed to a moderate degree to external forces such as political pressures, public support and perception, security threats, and resource restrictions. It also somewhat adds to the challenges they encounter in terms of family and the health status of personnel.

There is no significant relationship between the extent of challenges and the degree of problems met in the AWOL status of SAF personnel.

The framework of strategies and resolution for SAF Units as a mechanism to control AWOL status includes improving the implementation of the current policy to clarify attendance rules, reporting procedures, and consequences for AWOL incidents; ensuring consistency and effective communication within SAF Units; and monitoring morale through assessments of psychological well-being, job satisfaction, and motivation levels. Finally, tightening disciplinary measures by implementing more organized procedures to deal with AWOL cases.

### Recommendations

The following are recommended based on the findings and conclusions:

1. To prepare PNCOs for higher roles, it may be recommended to give advanced career training specifically on leadership programs and specialized skills development that will include strategic planning, team management, effective communication, and advanced investigative techniques. For continuous education, SAF personnel may encourage further education by offering scholarships to obtain relevant professional certifications. Additionally, it is recommended to strengthen programs to recruit and retain workers to create a more balanced and inclusive work environment.

2. To ensure satisfaction among personnel, a regular satisfaction survey can be conducted to gather feedback and promote the development of new strategies if needed. Also, open communication can be maintained between personnel and management.
3. To enhance internal discipline and morale, regular team-building activities and morale-boosting programs can be implemented. A continuous training program to equip personnel with the necessary knowledge to handle operational risks and challenges would be necessary. Investing in modern equipment and technology that will help them during operations may be necessary. To promote work-life balance, flexible working hours or remote work options may be implemented. Additional leave benefits, such as mental health or family leave, can ensure their health and family status.
4. A more in-depth study can be conducted, and additional variables can be looked into.

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