

Psychosocial environment and coping strategies of police officers: A basis for health promotion model

Perez, Charedes Alban ✉

Graduate School, Lyceum of the Philippines University - Batangas, Philippines (perezchaye@gmail.com)

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Abstract

The study aimed to assess the psychosocial environment and coping strategies of police officers during the pandemic, forming the basis for a health promotion model. The study employed a combination of quantitative and qualitative research design, providing a comprehensive understanding of the topic, identifying patterns and trends, and validating the findings through statistical analysis, thus enhancing their credibility and reliability. Survey questionnaires distributed to one hundred fifty (150) police officers of Batangas City Police Station was analyzed using statistical techniques and presented in a detailed report. Question-guided interviews were conducted to gain a deeper understanding of participants' experiences and perspectives, uncovering hidden nuances and diverse viewpoints. Twelve participants were interviewed for their diverse perspectives. The consistent emergence of similar themes and opinions indicates crucial cooperation and support for accurate and meaningful results in this study. Police officers face a complex work environment, balancing work and life beyond it. They face challenges like lack of control, high-risk work, and poor benefits. A positive psychosocial environment helps them cope with challenges like trust, limited interaction, and COVID-19. Coping strategies include maintaining well-being, maintaining a sense of purpose, and improving police-community relations. Strategies include counseling, physical exercise, spiritual support, and increasing staffing to avoid overtime work. The conclusions drawn from the study include the need for PNP National and subnational organizations to develop healthy mental and physical programs, regular monitoring of mental health, stress, and gap analysis, organizational transparency, and the development of command-and-control systems to improve police effectiveness. The recommended health model can be utilized to achieve the goal of a healthy environment and healthy policemen.

Keywords: psychosocial environment, challenges, coping strategies, health promotion

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1. Introduction

The interplay between various stresses in our lives and how each of us as individuals and as a community responds to those stressors is known as the psychosocial environment. In the literature, the phrase "psychosocial" is frequently used in reference to the consequence of health. The roots of 'psychosocial health' lie in the World Health Organization's definition of health as 'a state of complete physical, mental and social well-being and not merely the absence of disease and infirmity'. Our psychosocial environment influences how we respond to life's challenges, whether they are simple or complicated situations. The interaction we have with the members of our families, our friends, our coworkers, and other individuals and groups with whom we participate in our communities are significant components of this environment. These could have an impact on our capacity to manage stress. When we are in supportive and encouraging relationships, we may more readily make use of all our innate skills to manage stress in healthy ways. Research involving police personnel has identified several stresses, including inactivity, boredom, bureaucratic administration, connections with coworkers and superiors, the public's impression of police work, and insufficient ties with supervisors (Acquadro et al., 2018).

It is well acknowledged that working as a police officer is quite demanding. Overwork, hostility, violent crimes, unexpectedly long workdays, the continual strain of executing responsibilities in difficult circumstances, enforcing law and order are all factors that contribute to police stress. This is due to a variety of factors, including the pay scale and the lengthy promotion procedure. It is widely known that sustained exposure to stress alters the structure and function of the brain in ways that are harmful to mental health. According to research on stress and mental health among police officers, problems including depression, anxiety, violence, substance misuse, suicidal thoughts, and attempted suicide have all been documented. (Singh et al., 2021). Police officers today carry more tools, employ more equipment in patrol cars, and face more public scrutiny because of cellphones and social media. The work has become increasingly demanding and stressful, necessitating the hiring, training, and retention of the most mentally and physically fit officers to handle the complicated and tough nature of modern law enforcement (Blumberg et al., 2019).

This study is concerned with the overall wellness of police officers in relation to their existing psychosocial environment. Understanding theoretically how the police view the factors causing this phenomenon is important given the significance of their role in society and the positive effects of good psychological health at work.

Objectives of the Study - The study determined the psycho-social environment and coping strategies of police officers during the pandemic which is the basis for a health promotion model. Specifically, this study assessed the psychosocial environment; identify problems and challenges encountered by police officers relative to the psychosocial environment; determine the coping strategies being done; and finally, developed a Health Promotion Model that will improve the psycho-social environment of the police officers.

Theoretical Framework - The study will use the Transaction Model of Stress and Coping, by Lazarus and Folkman (1984), proposed that the person's ability to manage and response to challenges and problems is the consequence of interaction that occur between the person and their environment. Further, coping is both perceptive and behavioral responses that an individual use to manage stressors. Fig. 1 illustrates the Transaction Model of Stress and Coping by Lazarus and Folkman which demonstrates the relationship between the environment as a stressor or stimuli, person's interpretation of stressors and analysis of the available resources, and the coping strategies.

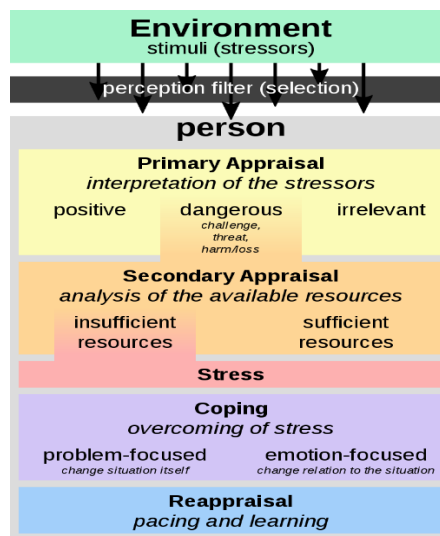


Fig.1 Transactional Model of Stress and Coping

Conceptual Framework

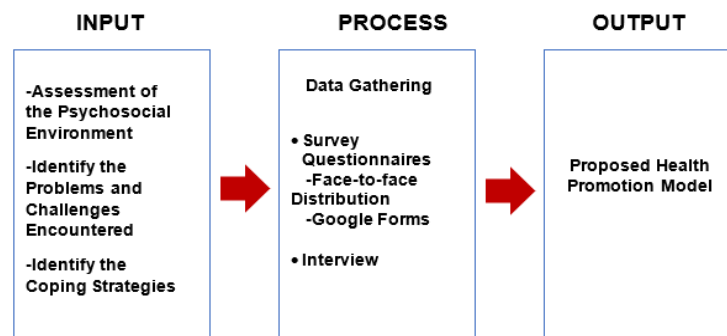


Fig 2 Conceptual Framework on the Psychosocial Environment and Coping Strategies of Police Officers

The study adopted the Input Process Output (IPO) Model. Fig 2 illustrates the concept model of the study which shows the process of formulating a health promotion model that is based on the evaluation of the challenges and problems relative to psychosocial environment of the police officers and the coping strategies being done using survey questionnaire. The IPO Model helped to structure and guide the study's research design and data collection methods. By utilizing this model, the researchers were able to outline the input factors, such as the challenges and problems faced by police officers in their psychosocial environment, and the processing of these factors through the evaluation stage. The final output of the study was the development of a comprehensive health promotion model tailored specifically to address the needs of police officers and their coping strategies. This model will serve as a valuable resource for improving the overall well-being and mental health of police officers in the future.

2. Method

Research Design - The study utilized both quantitative and qualitative research design. By incorporating both qualitative and quantitative data, researchers gained deeper insights into the complexity and nuances of the topic under investigation. The combination of qualitative and quantitative approaches enabled researchers to not only explore subjective experiences, meanings, and perspectives but also gather statistical data to support and

validate their findings. Further, by integrating qualitative and quantitative data, researchers have not only identified patterns and trends but also explored the reasons behind them. This approach enhanced the credibility and validity of the findings, making them more robust and reliable.

Setting and Respondents of the Study - The study took place in Batangas City Police Station. This locale is deliberately selected since the number of personnel stationed is higher compared to other cities and municipalities. Further, this city is highly populated and dense where police operatives must deal with large number of crowds. In addition, Batangas CPS was selected as the setting of the research due to its accessibility and proximity to the participants. Additionally, the Batangas CPS offers a diverse range of participants, which allows for a more comprehensive and representative sample. The close proximity of the research site also allows for easier monitoring and follow-up sessions with the participants, ensuring accurate and reliable data collection. Furthermore, the accessibility of Batangas CPS makes it convenient for researchers to travel to and from the site, minimizing any logistical challenges that may arise during the study. Overall, choosing Batangas CPS as the research setting was an optimal decision that maximized both convenience and effectiveness. The respondents of the study were the one hundred fifty (150) police officers composing the Batangas City Police Station. These were designated as administrative, Intelligence, operation, logistics, police community relation, finance, patrol, investigation PNCO and Special Weapons and Tactics (SWAT) to gather data and insights from a diverse group of police officers within the Batangas City Police Station. By including all personnel from these different units, the study has captured a comprehensive understanding of the overall operational and dynamics of the police station which helped in better the assessment of the psycho-social environment.

Research Instruments - This study employed a research tool derived from multiple sources as well as statements specifically tailored for this investigation. The research tool used in this study was a combination of validated questionnaires and interviews conducted with participants. These sources were carefully selected to ensure the accuracy and relevance of the data collected for this investigation. Additionally, the tailored statements included in the research tool aimed to address specific aspects and variables that were of interest to the researchers. Pilot testing was conducted to identify any potential issues or areas that need improvement before the final administration of the questionnaire to the target sample. The Cronbach alpha test was used to assess the reliability of the questionnaire in terms of internal consistency. A high Cronbach alpha value indicates a strong internal consistency, suggesting that the questionnaire is reliable for measuring the intended variables. This test was crucial in ensuring the validity and reliability of the data collected for this investigation. The interviews conducted with participants allowed for a deeper understanding of their experiences and perspectives, providing valuable qualitative data to complement the quantitative findings. By using a combination of these research tools, the researchers were able to gather comprehensive and well-rounded data that helped address the research objectives effectively. Overall, this meticulous selection of sources and tailored statements enhanced the rigor and credibility of the investigation.

Data Gathering - The researcher asked permission from the Provincial Director through a letter of request to conduct a study in Batangas City. Upon approval, the researcher will proceed to the locale to coordinate with the Chief of Police to request further approval. Ensuring that all necessary permissions are obtained, and protocols are followed is crucial for the successful execution of the research study in Batangas City Police Station. The researcher will discuss the significance of the study and ask for their maximum cooperation. In addition, for privacy and confidentiality, the participant's identity will be kept anonymous throughout the study. The survey questionnaires are distributed to the participants to respond according to their own beliefs and understanding of the statements. Further, to ensure a high retrieval percentage the researcher employed google forms. The data collected from the survey questionnaires were analysed using statistical analysis techniques. The findings of the study was presented in a detailed report, outlining any patterns or trends observed from the participants' responses.

The researcher will also make recommendations based on the results, which can potentially inform future policy or procedures. Further question-guided interviews were conducted with participants, allowing for a deeper

understanding of their experiences and perspectives. Open-ended questions are employed to encourage participants to express their thoughts and feelings in detail, fostering a more comprehensive analysis. By conducting these question-guided interviews, the researcher was able to uncover hidden nuances and diverse viewpoints for a well-rounded investigation. The twelve (12) participants were selected from different ranks and designations within the police force in favor of their convenience to ensure a diverse range of perspectives. The face-to-face interviews allowed for in-depth discussions, enabling the researchers to gather comprehensive data on the topic. The consistent emergence of similar themes, ideas, and opinions among the participants indicates a strong consensus within the police community regarding the issues under investigation. Generally, the cooperation and support of the participants are crucial in obtaining accurate and meaningful results for this study.

Data Analysis

Quantitative Phase: A descriptive data analysis was utilized to describe and summarize the gathered data to identify patterns and associations that would be helpful to make or improve the health promotion among PNP personnel. This analysis involved calculating the weighted mean to get an idea of the average and variability of the data. The weighted means were calculated to provide a numerical representation of the level of agreement among the police officers in the Batangas City Police Stations. These means were determined based on the Likert scales used in the study, with a score of 4 indicating a strong agreement and a score of 1 indicating a strong disagreement. By calculating these weighted means, the researchers were able to gauge the overall tendency of the composite scores and understand the respondents' perceptions of the psychosocial environment.

Qualitative Phase

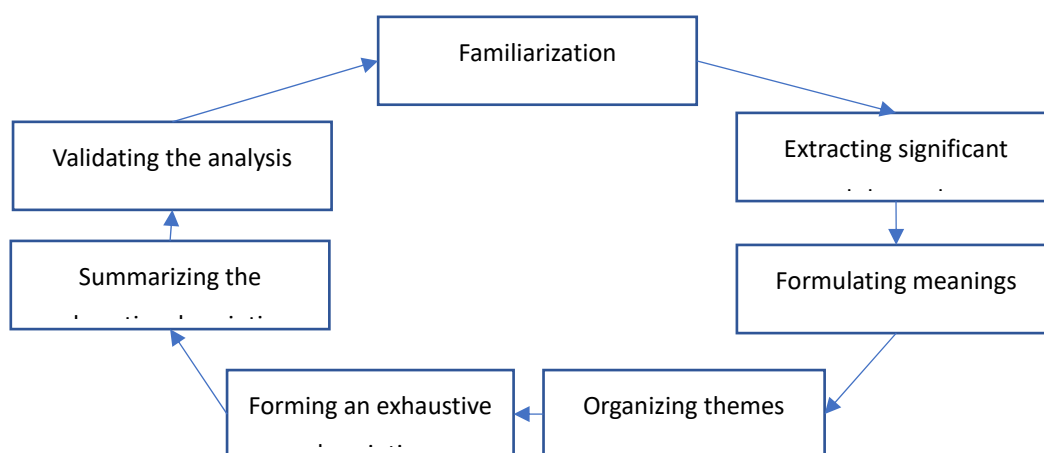


Fig 3. Colaizzi's Seven-Step Method For Data Analysis

Colaizzi's (1978) phenomenological method was used to reveal the real experience of the phenomena being studied. It involves seven steps: familiarization, extracting significant statements, formulating meanings, organizing themes, forming an exhaustive description, summarizing, and validating the analysis. This method was adapted to conceptualize a health care model based on psychosocial environment and coping strategies of police officers. The modified phenomenological method was applied to explore the unique experiences and challenges faced by police officers in their work environment. By examining their psychosocial environment and coping strategies, a comprehensive understanding of the factors influencing their mental and emotional well-being was obtained. This healthcare model provided valuable insights for developing interventions and support systems to address the specific needs of police officers and promote their overall health and resilience.

Ethical Consideration - The study was based in compliance with the ethical research requirements. As the study involve active participation of police officers performing active patrol, investigative and operation duty, the privacy, and confidentiality of the identity of the respondents will be highly ensured. Securing consent from the selected participants will be the priority. Further, the research merits its potential benefits in the form of new

knowledge or will help to improve social or personal well-being. The integrity of research is ensured by the commitment of the research to the pursuit of genuine knowledge and understanding. Integrity also includes disseminating and communicating results not only to research participants, but more broadly, in ways that allow analysis, contribution to knowledge preservation and protect the trust of the participants in the researchers.

3. Results and discussion

Table 1

Assessment of the Psychosocial Environment

Indicators	WM	VI	Rank
I am expected to perform well at work even time is insufficient.	3.29	Often	6
The task assigned to me is repetitive and monotonous.	2.87	Often	7
I have lack of control over the work given to me.	2.27	Sometimes	17.5
I feel pressure when there are sudden changes in work schedule.	2.33	Sometimes	15.5
My work is of high risk, and I don't feel safe.	2.27	Sometimes	17.5
I feel like I work long time and I don't have enough rest.	2.51	Often	12
I often bring my work at home.	2.33	Sometimes	15.5
I find myself thinking of the work I left even if I am supposed to be relaxing.	2.52	Often	11
I have too much work allotted to me.	2.39	Sometimes	13
My salary is not enough with regards to the workload I have.	2.21	Sometimes	19
I have inadequate income to meet my basic expenses.	2.33	Sometimes	14
There are poor benefits and welfare packages for me.	2.17	Sometimes	20
I don't have sufficient time to be with my family.	2.63	Often	9
I find times to address the needs of my family.	2.79	Often	8
The pace of my work is dictated by my senior.	2.53	Often	10
I have good working relationship with my superiors at work.	3.44	Often	3
My colleagues respect and believe in my abilities.	3.43	Often	4
Our organization supports me in the best way.	3.37	Often	5
I have good relationships with my neighbors.	3.49	Often	1
I feel that the community respect and trust men in uniform.	3.46	Often	2
Composite Mean	2.73	Often	

Legend: 3.50 – 4.00 = Always; 2.50 – 3.49 = Often; 1.50 – 2.49 = Sometimes; 1.00 - 1.49 = Seldom

The table presented the respondents' perception on the psychosocial environment. The composite mean of 2.73 indicates that they often experienced the above indicators in general. Among the items cited, they often have good relationships with my neighbors which obtained the highest mean score of 3.49, followed by I feel that the community respect and trust men in uniform and have good working relationship with my superiors at work. Meanwhile, items such as have lack of control over the work given to me (2.27), my work is of high risk, and I don't feel safe (2.27), salary is not enough with regards to the workload I have (2.21) and there are poor benefits and welfare packages for me (2.17) rated the least and verbally assessed as sometimes.

Police officers face a number of other stressors, including negotiation of an inherently complex work environment that contributes to daily and ongoing stress. Theoretical models of work environment stressors often contain components such as organizational constraints coworker factors, supervision, work content and temporal factors shift work; Others have divided work environment into organizational like poor equipment, excessive paperwork, lack of recognition and operational stressors police officers face a number of other stressors, including negotiation of an inherently complex work environment that contributes to daily and ongoing stress. Theoretical models of work environment stressors often contain components such as organizational constraints coworker factors, work content, and temporal factors. From the 12 participants, the researcher interviewed. Police personnel from different fields, Participants 1 and 2 are Police officers from Intelligence, Participants 3 and 4 from Traffic and Field Division, Participants 5 and 6 from the Women and Children Protection Unit and all the rest are those having the rank of Police Staff Sergeant. They were given at least 10 to 20 minutes of interview time to elicit information, ideas, feelings and their thoughts on what the researcher wanted to know.

On the Assessment of the Psychosocial Environment they are having in their workplace, all participants claimed that they have different concerns and how they deal with it. For Participant 1, *'Being in my stressful*

workplace environment, I do manage it well, “As a police officer, I encountered positive and negative results in accomplishing my task, but through the help and guidance of my colleagues, I am able to cope with different situations,” as mentioned by Participant 5. Further, Participant 7 discussed, “I feel needed in my present work, but this is not actually good because. I am obligated to report to duty every day. I’ve learned to treat my existence here as a separate entity when outside work.” Participants 8, 9, 10 and 11 claimed that they do have some concerns about their psychosocial environment, but they still strive to have a balanced life by ensuring that all the needs and time spent for their families are in place so as to have no personal or family matters that will affect their day to day performance.

A positive psychosocial environment helps the individual to put in the necessary efforts in challenging situations. And to be able to strike a balance between work and life beyond work is nothing less than a challenge for every working individual and more so for police officers. In the workplace context. Resilience helps individuals to become flexible and adapt in a highly challenging and uncertain situation. Research has shown resilience to relate to employees’ job satisfaction, commitment and happiness.

Table 2

Assessed Challenges Encountered by the Police Officers

Indicators	WM	VI	Rank
I feel anxious going to work because I might be assigned in the area where my weak link is manifested	2.21	Disagree	8
I feel like I am carried away by the social issues encountered during my tour of duty	2.20	Disagree	9
I feel that limited interaction with my colleagues hinders productivity at work.	2.35	Disagree	6
I feel that from home scheme do not apply to me. Especially during critical events in the time of my duty	2.43	Disagree	4
The increasing workload due to political issues gave me more concerns on safety as compared from the usual I already have.	2.48	Disagree	3
During the early emergence of COVID-19, I don’t have enough information about it.	2.15	Disagree	10
The community is reluctant with the guidance and protocols and they find harder time to comply	2.39	Disagree	5
I feel uncomfortable to the change of my work station which happen every now and then	2.23	Disagree	7
I have to ensure trust of my constituents	2.91	Agree	1
Lack of manpower to cover police visibility in my area of concern	2.58	Agree	2
Composite Mean	2.39	Disagree	

Legend: 3.50 – 4.00 = Strongly Agree; 2.50 – 3.49 = Agree; 1.50 – 2.49 = Disagree; 1.00 - 1.49 = Strongly Disagree

As gleaned from the table, The Challenges encountered by the Policemen were also identified and assessed. It has gained a composite mean of 2.39 and with adjectival interpretation as Disagree. However, the highest among the indicators was seen in I have to assure the trust of my constituents with a 2.9 mean score and interpreted as Agree. This is an indication that policemen carry out their duties with integrity and carefully to be able to win the trust of the people they are serving. However, the lack of manpower to cover police visibility in my area of concern was seen as the second highest with a 2.58 mean score and the same interpretation as above. Further, I feel that limited interaction with my colleagues hinders productivity at work. ranked as the mid-mean score with a 2.35 mean score and found to disagree with its’ verbal interpretation. Hence the least among the indicators was established in During the early emergence of COVID-19, I don’t have enough information about it. with a mean score of 2.15 and an adjectival rating of Disagree. This means that the respondents or the police personnel were all aware that COVID-19 or any health issues encountered during that time have been cascaded to them, they are aware and they do practice protocols on how they are going to deal with it in their psychosocial environment and workplace as well.

Perception of psychosocial risk factors, burnout, and hardy personality predicted mental health in police officers are those challenges they encountered in the workplace. In general, the adverse perceptions of psychosocial risk factors were associated with high levels of emotional exhaustion and depersonalization. Among the perception of the psychosocial risk factors, suggest that police officers feel stressed, and they perceived excessive demands in their work. Specifically, in line with the psychosocial risk factors involved in the

demand–control–social–support and effort–rewards. (Talavera-Velasco et al., 2018)

From the Participants of the study, everybody claimed that they met a lot of challenges within the workplace in relation to the psychosocial environment but those challenges in the day-to-day grind became motivations to strive hard. From Participant 6, “Challenges, don’t affect me at all. I just don’t overthink during my tour of duty and I employ problem-solving and critical thinking abilities to identify possible solutions and how to overcome it.” Some of the participants mentioned that with the nature of their works, challenges are just really inevitable but they have to entertain it and make it a strategic point of recovery and finding solutions. Decision-making for them is essential and that is very important in the dispense of their duties. They also applied different psychological resources to stay focused and self-effective through self-awareness, resilience, self-control and thinking of the solutions to the problems, not the Problems to intervene with their performances. Participants 11 and 9, “The work environment of the police officers often caused stress. But despite all the hardship I experienced. I become adapted to it and I learned how to manage it well. If we become occupied with the negative effects of those hardships, we become distracted and less productive, which will affect our duties. With the nature of our work, I definitely first the problem and use specific techniques to deal with it effectively, we also find ways to know how to address those issues so we can have the ability to manage future challenges, and challenges related to them.”

The psychosocial work environment includes many things. Whether or not we feel comfortable and safe around our colleagues, how meaningful we experience our work tasks, and what opportunities we have for personal development. A poor psychosocial work environment that is not remedied can have serious consequences, such as stress, mental illness, and suffering for employees. But also in the form of diminishing profitability, increased staff turnover, and sometimes even legal ramifications. Regular employee surveys are an effective way to take the organization's pulse and quickly detect any potential problems and risk areas

Table 3

Problems encountered by the Police Officers

Indicators	WM	VI	Rank
Issues concerning police and other workmates	2.61	Agree	5
Political interventions	2.67	Agree	4
Erratic Change in Leadership	2.74	Agree	3
Change of priorities of the New leaders	2.78	Agree	1
Disasters and Climate Change	2.75	Agree	2
Composite Mean	2.71	Agree	

Legend: 3.50 – 4.00 = Strongly Agree; 2.50 – 3.49 = Agree; 1.50 – 2.49 = Disagree; 1.00 - 1.49 = Strongly Disagree

The Problems encountered by the police personnel during the tour of duty in relation to the psychosocial environment have been Agreed with a 2.71 Composite mean score. However, the highest among the listed Indicators was seen in the erratic change of the new Leaders. The Police Commanders and leaders are in regular rotation and changes occur any time of the day when they are relieved from their home stations. Also the President as the Chief or in command has the right to impose new changes for the betterment of the Police services. The next highest was seen in Disasters and Climate change with a 2.75 mean score. It is true that present or current disasters and effects of prevention and response unit of the society with critical events and situations the police may apply interventions that would address problems of the community. The least among was seen in Issues concerning police and other workmates with a mean score of 2.16 and seemingly Agreed by the respondents.

Occupational stressors and in police work increase the risk for officer mental health morbidities. Officers’ poor mental well-being is harmful to the individual and can affect professionalism, organizational effectiveness, and public safety. While the impact of operational stressors on officers’ mental well-being is well documented, no review has systematically investigated organizational stressor impacts.

The problems are usually encountered by the policemen who participated in the study. All claimed that on a

regular basis, different problems arise and they have to deal with them with caution. According to Participant 7, “The work stress may be hard but carrying it has been easy since I’ve been trained to practice grace under pressure. I go back to my old self, who is really chill when it comes to stress. During duty, I still do what I know. Trust is very important to me, so I only have my trust and significance to others to rely on in addition, material leaders Netflix to take my mind off. It doesn’t actually affect my performance on duty. As I’ve said, I am great in my work-life balance for every issue I know can be resolved with a strong mind.” Participant 10 mentioned “I believe in a work-life balance. As a police officer. I work long hours most of the time, but I still manage to spend my time with my family. I believe in a work-life balance. Every duty brought a different level of stress, however, because I know how to handle my stress. I am confident that I can get through those stressful times. And I know my colleagues are there to guide me. Every time I’m having difficulties.” Some participants also discussed, “Although problems are there, through the help of our supervisors and team leaders we were able to find solutions. We were able to exchange ideas that would aid in the solution of the problems encountered during the time of the problem’s occurrence.”

With the focus on understanding of how people thrive and a positive approach towards the realization of the importance of a satisfied work-life and life beyond work boundaries. The immense responsibility of being accountable for society and the job requirement to be available at all times makes it imperative for them to always have a positive approach towards their current tasks and their future course of action. It is very common for police officers to face obstacles in their work environment but being highly efficacious individuals they are able to persevere when any challenges arise which might hamper task accomplishment.

Table 4

Coping Strategies of Police Officers

Indicators	WM	VI	Rank
I feel less pressure in accomplishing things done.	2.98	Often	23
I took control of the situation by thinking ahead of the situation	3.11	Often	21
I make things happen within the foundation of basic human services and protection of their lives and properties	3.25	Often	11.5
I focus on the potential failure as a learning curb when thinking about the future.	3.13	Often	19
I make myself calm and refresh to come to gain the confidence of the constituents	3.36	Often	2
I perform well in life to satisfy me and the people whom I serve basic needs.	3.37	Often	1
I find time to relax and have fun with my family and friends.	3.14	Often	17.5
I immerse myself to continuing education program that will help me to become more reliant in all my doings	3.28	Often	7.5
I deal with stress with carefulness and calmness	3.23	Often	13
I see challenges as an opportunity to test myself and learn.	3.29	Often	6
I find time to be alone to have a break from social pressure.	2.99	Often	22
I am the kind of person who acts rather than just thinking and complaining about the situation.	3.28	Often	7.5
I accept that changes are part of living and I stay flexible in my plans.	3.35	Often	3.5
I tend to dwell more on pleasant than unpleasant incidents in my past.	3.25	Often	11.5
I try to be surrounded by people and converse with them to lessen my anxiety.	3.21	Often	15
When faced with a difficult task, I think encouraging thoughts that help me do my best and act only in the capacity given to me, if needed ask for guidance by higher authority	3.27	Often	9
I often believe, I have a strong sense of purpose I life.	3.35	Often	3.5
I try to work out a plan for dealing with the current situation.	3.33	Often	5
I try to solve the issue by not associating myself with it.	3.19	Often	16
I try to find more information to help decide about things.	3.27	Often	10
I do not see the problem or situation as a threat.	3.14	Often	17.5
When things went wrong, I thought that it is useless to be upset and just get on with the things thus cope with it	3.12	Often	20
I tried to avoid destructive, shortcut methods of relieving stress such as alcohol or drugs or hostile behaviors towards others.	3.22	Often	14
Composite Mean	3.22	Often	

Legend: 3.50 – 4.00 = Always; 2.50 – 3.49 = Often; 1.50 – 2.49 = Sometimes; 1.00 - 1.49 = Seldom

As shown in the above table, the Coping strategies of the Policemen applied in their psychosocial environment were Often seen with a composite mean of 3.2 2. However, the highest among the parameters was established in performing well in life to satisfy me and the people whom I serve basic needs with a mean score of

3.37 and with the same verbal interpretation as Often too. It is followed by, making myself calm and refreshed to come to gain the confidence of the constituents and I often believe, I have a strong sense of purpose in life also with mean scores of 3.36 and 3.35 respectively. However mid scores were seen in When faced with a difficult task, I think encouraging thoughts that help me do my best and act only in the capacity given to me, if needed ask for guidance by higher authority and with mean scores of 3.27 and I try to find more information to help decide about things with a mean score of 3.26. Hence the least were identified in, I find time to relax and have fun with my family and friends. and I do not see the problem or situation as a threat with a 3.14 mean score.

There are several ways that police-community relations can be improved. These include transparency, accountability, focusing on the right mission, and collaboration. The work of police officers worldwide is incredibly challenging and necessary for providing security and preventing crime in the public. Being a law enforcement officer appears to be an extremely demanding and difficult occupation because of the qualities of modern-day societies. Furthermore, police officers have to work in an emergency facing a lot of hindrances including political pressure, exertion, and working late. The ability to identify signs and symptoms of stress would enable them to know when to seek help. This will ensure that their productivity at work, as well as in their personal lives, is not impaired.

All of the participants claimed that with problems, challenges and stress induced in the workplace that they met, coping strategies whether organization or self-strategies are applied. Most of the participants explained, *“We just kept calm, we stay positive that all those challenges and problems can be resolved.”* For Participant 12, *“I find it by taking the responsibility” for the all the situations arising. I do breathing exercise, help my mind to meditate to easily cope up and easily think of the solutions to the problems.”* The rest of the participants said, *“Better understanding applying the taught strategies in the Organization help us to open and strategize more for a better solution, by then our performance also improved and proper decision making is applied.”*

Religiosity and spirituality are known coping techniques for stressful crises, people who are more religious or spiritual are considered to be healthier both physically and emotionally and use their spirituality to cope with life. Some of the non-adaptive strategies like substance use can add to the advancement of suicidal thoughts and self-destructive behaviors. Therefore, it should be properly dealt with. Interestingly, participants also mentioned counseling services, partaking in sports, physical exercises, and spiritual support which are considered favorable coping techniques. Social assistance from family members and co-workers was seen to act as a safety element for law enforcement officers. To enhance their coping mechanism, it is suggested that health promo programs concentrating on techniques for dealing with stress ought to be developed to decrease incidences of persistent stress.

Health Promotion Model in the Psycho-social Environment of Policemen

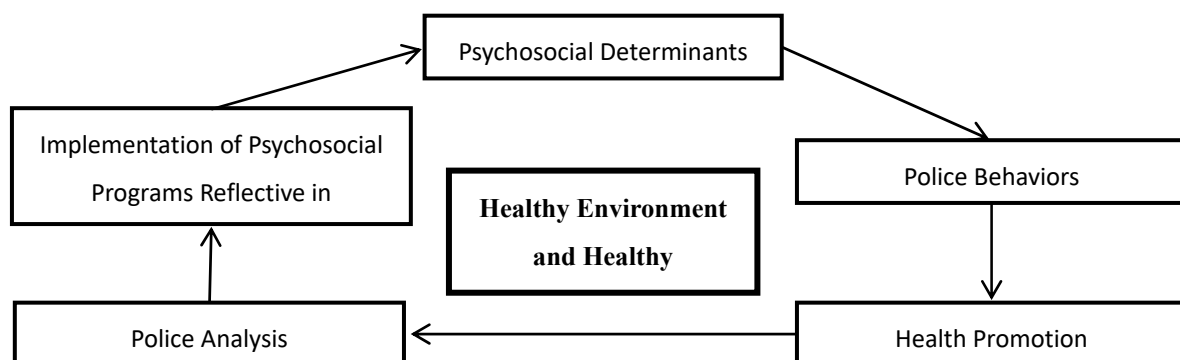


Figure 4 Health Promotion Model in the Psycho-social Environment of the Policemen

The researcher has come up with a multidimensional model of psychosocial determinants, health behavior, health promotion, and policy analysis. And Implementation of Psychosocial programs reflective in Psychosocial Environment towards a Healthy Environment and Healthy Policemen. The psychosocial determinants depict the

independent and dependent demographic variables of the policemen affecting their perceptions, motivation and inclinations in the performance of their duties and responsibilities. In the other hand, Psychosocial determinants also determine the Behavior of each police on how they react to internal and external factors present in the psychosocial environment they are engaged. Behaviors are the so-called signal for the Health Promotion activities needed in response to the needs of the policemen. Policemen are guided by the policies and guidelines set by the Organization however, analysis of the policy by identification of gaps and needs for analysis plays an important role in it. Implementation of Psychosocial programs reflective in a Psychosocial Environment should be observed and monitored to determine the significant value of the activities which gives the feedbacks and inputs to the Management if changes need to be made. In such a way that the goal of Health Environment of Health Policemen will be attained.

1.1. *Thematic Analysis*

Theme 1: Response to Psychosocial Environments of Police Officers

This theme sheds light on the challenges faced by police officers in navigating the intricate psychosocial dynamics they encounter in their line of duty. The psychosocial environment can greatly impact the way police officers perceive and respond to situations.

Sub-theme 1: Self perception

Police officers' self-perception is influenced by their psychosocial environment, which includes their interactions with the community, support from superiors and colleagues, and societal expectations. This environment significantly impacts their behavior, attitudes, and effectiveness in their roles. Self-care and self-awareness significantly influence self-perception, as prioritizing physical and mental well-being signals self-worth and value and being able to reflect on their actions and make adjustments can foster a more positive self-perception. In view of the research, some of the participants were aware of the factors affecting their psychosocial wellbeing and environment. Participant 4 said that "If my psychosocial being is not in good shape. This affects my capacity to work productively and efficiently." Another statement from participant 8 answered to the researcher that "I am aware of my ideas and feelings, and I try my best to be flexible in challenging situations". Participant 9 also said that "It is important for me to prioritize self-care and seek the necessary resources to address my stress or trauma that may arise from my work environment". The statements from those participants can be related to the study of Manaf et al.,2021 stated that positive worker perceptions are crucial for a healthy working environment influenced by both organizational and individual factors.

Sub-theme 2: Professionalism

Professionalism is often seen as a key attribute for individuals to use to navigate the challenges posed by their psychosocial environment. It implies maintaining a level of maturity, respect, and integrity while interacting with colleagues, clients, and superiors. It also involves displaying a high level of emotional intelligence and adaptability to different personalities and situations. One's ability to handle stressful situations with grace and composure showcases their professionalism and ability to maintain productivity in challenging times. It also involves fostering positive relationships, executing tasks efficiently, and contributing to a harmonious work environment. Based on the study, some of the respondents had demonstrated being professional in handling their psychosocial environment. Participant 7 have stated that "The work stress may be hard but carrying it has been easy since I've been trained to practice grace under pressure". According to Resnick et al.,2021, professionalism promotes resilience and adaptability in individuals, enabling them to handle challenges with grace and determination, contributing to a positive and productive work environment.

Sub-theme 3: Positive Mindset

A positive mindset significantly impacts our perception and response to our psychosocial environment, enabling us to see opportunities and handle challenges more effectively. By focusing on the positive aspects of

their surroundings and interactions with others, individuals with a positive mindset can cultivate a sense of gratitude and contentment. Additionally, they can actively seek out supportive relationships and engage in activities that promote personal growth and well-being, further enhancing their psychosocial environment. During the interview, participant 6 expressed that “for me it is the best way to handle any difficulties and issues and I try to have positive attitude at all times”. Positive mindsets influence psychological and learning performance, stress response, and overall well-being considerably. Optimism can buffer stress responses and replacing worry with positive images or thoughts can reduce anxiety. (Saklaway et al.,2023)

THEME 2: Coping Strategies of Police Officers

This theme focuses on developed coping strategies for police officers' psychosocial environments to support their mental health and overall well-being. These strategies helped police officers effectively manage work-related stress, traumatic events, and burnout, promoting a healthier work-life balance and enhancing their resilience and job satisfaction. Additionally, these advanced coping strategies can contribute to reducing the risk of mental health disorders among police officers and foster a positive organizational culture that prioritizes employee well-being.

Sub-Theme 1: Professional Detachment

Professional detachment, as a developed coping strategy for police officers, is vital for maintaining mental health and preventing burnout. It helps officers remain objective and focused on their duties without becoming overwhelmed by emotional stress. It is a necessary skill that allows them to be resilient in the face of adversity and maintain a sense of balance in their personal and professional lives. Participant 7 stated that “I always ensure that my personal life does not affect my work because as a police officer, I need to always be holistically prepared before going to work”. Professionals must understand and address their emotions while maintaining a balance between involvement and detachment. (Oosterhuis et al.,2021)

Sub-Theme 2: Support-seeking

Seeking and maintaining a support system in police service is vital for mental health, resilience, and overall well-being. A supportive network provides a sense of belonging, validation, and emotional support, which enhances self-esteem and reduces feelings of isolation. Having a safety net in place during times of crisis allows individuals to bounce back from adversity and maintain their mental well-being. A support system also provides a sense of security and confidence to face life's challenges, and can offer guidance, encouragement, and motivation. Being part of a supportive network can significantly boost self-esteem and confidence, empowering individuals to handle life's challenges. “I apply some decision making by asking our immediate superior and coworkers what to do or will be the best choice or decision” as expressed by participant 3. Individuals actively seek support from social networks, influenced by their capability and perceived benefits versus potential costs (Wang et al.,2023).

Sub-Theme 3: Personal and Career Growth

Personal and career growth are essential coping strategies for police officers. These programs provide opportunities for personal and career development, allowing officers to channel their energy and cope with job stressors. This helps maintain their mental and emotional well-being, enhance their skills, and expand their career prospects which contribute to long-term success and fulfillment in law enforcement. Participant 12 said that “by acknowledging the effects of stress to ourselves and effectively coping with it, as a police officer, personal and career growth think it will be possible” thus, growing in your career can help explain why some people do well at work despite feeling stressed (Um-e-Rubbab et al., 2022).

THEME 3: Improved Psychosocial Health of Police Officers

This theme interprets improved psychosocial health of police officers which includes the work-life balance,

positive work culture promotion and positive psychosocial environment. This can involve the development of healthy relationships, the ability to manage stress and emotions, and the capacity to adapt to change and adversity. Improved psychosocial health is important for overall health and well-being, as it can help to reduce the risk of mental health problems and improve an individual's quality of life.

Sub-theme 1: Work-life balance

Most respondents shared similar views that healthy work-life balance is important for police officers' happiness and success, as it improves their relationships with families, fosters a supportive network, and boosts their resilience. This is related to the study by Kaushal et. al.,(2018), which stated that it is the individual's subjective experience of harmony between professional and personal life, where work and family responsibilities are complementary and in balance. It also allows officers to engage in hobbies, exercise, and activities that promote physical and mental health, boosting their resilience and ability to cope with the demands of their profession. Prioritizing time with families fosters stronger connections and a sense of stability, providing a solid support system during difficult times. A healthy work-life balance prevents burnout and reduces the risk of mental health issues like anxiety and depression. This balance benefits not only police officers but also the communities they serve.

Sub-Theme 2: Positive work culture promotion

The improvement of police officers' psychological well-being depends on police agencies cultivating a pleasant work culture. It lessens mental health problems, stress, and exhaustion. Strong leadership, a caring culture, and wellness initiatives are a few ways to improve performance and increase work satisfaction while also promoting emotional well-being. Officer relationships are strengthened, collaboration is enhanced, and undesirable behaviors like misbehavior and power abuse are decreased in an environment that promotes healthy work culture. Maintaining public safety and promoting collaboration and trust between law enforcement and the communities they serve are also greatly aided by it, as well as the fact that it attracts and keeps brilliant persons from the community. Participant 4 who said that "I feel that I am able to fit in my personal environment in which I can interact well with my colleague and I feel safe and comfortable within my workplace. According to Bourgault et. al.,(2021) developing a positive workforce culture through teamwork is essential for a successful unit, as it fosters a healthy work environment through authentic behaviors and purposeful collaboration.

Sub-Theme 3: Positive psychosocial environment

Having a good and supportive work environment is important for police officers. This kind of environment helps officers feel happier, less stressed, and better able to handle mental health issues. It also helps them work together and communicate better, which makes them better at their jobs. This environment reduces the stigma around mental health issues, which can help officers stay in their jobs longer and be more successful. When officers work well together, they can solve problems more effectively, build trust with the community, and reduce crime. This also makes the public think better of the police and helps them work together to keep everyone safe. The study by Nelson et al., 2024 found that work conditions directly affect a person's stress and well-being, and that there are some factors in the work environment that can make it harder for a person to feel good and be healthy which is relative to the statement by participant 8, "*We are subjected to different stressful situations and traumatic experiences which can result in mental health problems such as burnout and psychological distress. When these issues are not addressed, they can lead to negative impact on the psychosocial well-being and environment of the organization*".

4. Conclusions and recommendations

The respondent's perception of the psychosocial environment indicates that they often experienced the above indicators in general. Among the items cited, they often have good relationships with my neighbors which obtained the highest rank followed by I feel that the community respects and trusts men in uniform and have

good working relationships with my superiors at work. Meanwhile, items such as have lack of control over the work given to me, my work is of high risk, not feeling safe, salary is not enough with regards to the workload I have and there are poor benefits and welfare packages for me rated the least and verbally assessed as sometimes. Police officers face a number of other stressors, including negotiation of an inherently complex work environment that contributes to daily and ongoing stress.

On the Assessment of the Psychosocial Environment, they are having in their workplace, all participants claimed that they have different concerns and how they deal with it. A positive psychosocial environment helps the individual to put in the necessary efforts in challenging situations. And to be able to strike a balance between work and life beyond work is nothing less than a challenge for every working individual and more so for police officers. The challenges encountered by the Policemen were also identified and assessed and found to Disagree. However, the highest among the indicators was seen in I have to assure the trust of my constituents which is an indication that policemen carry out their duties with integrity and carefully to be able to win the trust of the people they are serving. However, the lack of manpower to cover police visibility in my area of concern, I feel that limited interaction with my colleagues hinders productivity at work. Are other concerns. Hence the least among the indicators was established in During the early emergence of COVID-19, I don't have enough information about it. This means that the respondents or the police personnel were all aware that COVID-19 or any health issues encountered during that time have been cascaded to them, they are aware and they do practice protocols on how they are going to deal with it in their psychosocial environment and workplace as well. Perception of psychosocial risk factors, burnout, and hardy personality, predicted mental health in police officers are those challenges they encountered in the workplace. In general, the adverse perceptions of psychosocial risk factors were associated with high levels of emotional exhaustion and depersonalization. From the Participants of the study, everybody claimed that they met a lot of challenges within the workplace in relation to the psychosocial environment but those challenges in the day-to-day grind became motivations to strive hard. The psychosocial work environment includes many things. Whether or not they feel comfortable and safe around our colleagues, how meaningful we experience our work tasks, and what opportunities we have for personal development.

The Problems encountered by the police personnel during the tour of duty in relation to the psychosocial environment have been Agreed however, the highest among the listed Indicators was seen in the erratic change of the new Leaders. Followed by Disasters and Climate change the police may apply interventions that would address problems of the community. The least among was seen in Issues concerning police and other workmates. Occupational stressors and in police work increase the risk for officer mental health morbidities. Policing is one of the most stressful occupations as maintained by academic researchers, policy practitioners, healthcare professionals and psychologists. *The problems are usually encountered by the policemen who participated in the study. All claimed that on a regular basis, different problems arise and they have to deal with them with caution.* With the focus on understanding of how people thrive and a positive approach toward the realization of the importance of a satisfied work-life and life beyond work boundaries. The immense responsibility of being accountable for society and the job requirement to be available at all times makes it imperative for them to always have a positive approach towards their current tasks and their future course of action. The Coping strategies of the Policemen applied in their psychosocial environment were Often seen However, the highest among the parameters was established in performing well in life to satisfy me and the people whom I serve basic needs. It is followed by, making myself calm and refreshed to come to gain the confidence of the constituents and I often believe, I have a strong sense of purpose in life also Hence the least were identified in, I find time to relax and have fun with my family and friends. and I do not see the problem or situation as a threat.

There are several ways that police-community relations can be improved. These include transparency, accountability, focusing on the right mission, and collaboration. The work of police officers worldwide is incredibly challenging. All of the participants claimed that with problems, challenges and stress induced in the workplace that they met, coping strategies whether organization or self-strategies are applied. Some of the non-adaptive strategies like substance use can add to the advancement of suicidal thoughts and self-destructive

behaviors. Therefore, it should be properly dealt with. Interestingly, participants also mentioned counseling services, partaking in sports, physical exercises, and spiritual support which are considered favorable coping techniques. Increasing staffing to avoid overtime work is one policy recommendation for dealing with stress on police officers. The researcher has formulated a Health Model in the Psychosocial Environment of the Policemen.

Based from the Conclusions drawn, the following are hereby recommended: The PNP National and subnational organizations should come up with A healthy Mind. Physical and Spiritual Programs that will aid in the policemen in the attainment of Healthy Individuals in a Healthy Workplace. Regular monitoring of Mental Health, Stress and gap analysis may be instituted to prevent the deterioration of performance of policemen when they are exposed in eventful situations. Organizational transparency is highly recommended as essential to positive police-community relationships, when a critical incident occurs, agencies should try to release as much information, so the community will not feel that information is being purposefully withheld from them. The PNP should strategize to improve police effectiveness is reducing response time through developing command-and-control systems. The recommended health Model may be utilized as presented by the researcher to attain the goal of healthy environment and Healthy Policemen. Future researchers should be motivated to make more researches with this like to aid in the improvement of police performance in the community and to the society.

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