

The Relationship Between Coping Mechanisms and Mental Wellness Among Uniformed Personnel: A Study on the Psychological Well-being of the Philippine Uniformed Services

¹Jere James M. Lamerez, ¹Percival C. Macaranas, Jr., ¹Alfred Jay M. Pondoc, ¹Marjorie B. Yu-Restor
¹Philippine Christian University, Philippines

Received 25th July 2025; Accepted 29th August 2025; Published Online 9th October 2025

DOI: 10.63941/DIT.ADSimrj.2025.1.4.77

ABSTRACT

This study explores the relationship between coping mechanisms and mental wellness among uniformed personnel, focusing on the psychological well-being of the Philippine Uniformed Services. It examines how different coping strategies—such as social support, problem-solving coping, emotion-focused coping, and active coping and self-care—contribute to maintaining or enhancing mental wellness in highly demanding and stressful environments. Using a quantitative research design, data were gathered through a structured questionnaire to measure coping mechanisms and mental wellness indicators, including psychological well-being, stress levels, symptoms of anxiety and depression, and resilience. It highlights the significant connection between effective coping strategies and improved mental wellness, emphasizing the role of resilience and adaptive practices in mitigating work-related stressors. The study underscores the importance of strengthening support systems, promoting stress management interventions, and encouraging healthy coping behaviors to foster psychological stability and overall well-being among uniformed personnel. These insights provide a foundation for policy recommendations and wellness programs tailored to the unique challenges faced by members of the Philippine Uniformed Services.

Keywords: *Coping Mechanisms, Mental Wellness, Psychological Well-Being, Uniformed Personnel, Philippine Uniformed Services, Stress Management, Resilience*

INTRODUCTION

Uniformed personnel in the Philippines—including those serving in the Philippine National Police (PNP) and other security forces—are regularly exposed to stressors such as long working hours, exposure to traumatic events, operational danger, and organizational pressures. These stressors can lead to negative mental health outcomes including anxiety, depression, and diminished psychological well-being if not appropriately managed (Olivar et al., 2024). A recent study on Occupational Stress and Coping Mechanisms Among Senior Uniformed Personnel in PNP found that adaptive coping strategies are significantly related to lower levels of stress and better mental health outcomes, suggesting that how personnel cope has tangible effects on their psychological well-being. Moreover, a related study among uniformed personnel in Cavite identified spiritual practices such as prayer, meditation, and the sense of camaraderie within the force as important protective factors for psychological wellness.

Coping mechanisms are often categorized in different styles, such as adaptive vs. maladaptive, and include, for example, emotion-focused strategies, problem-solving efforts, social support, and self-care behaviors. Understanding which styles or combinations of coping are most effective is particularly important in high-stress professions like uniformed services. In Western Visayas, a 2024 descriptive-correlational study among PNP uniformed personnel revealed that stress levels in occupational and personal life domains were high, and that the appraisal-focused dimension of coping

(how one interprets or appraises stressors) needed more development despite other coping mechanisms being in use. These findings suggest that not all coping strategies are equally effective, and that some may buffer the impact of stress more successfully than others.

Psychological well-being among uniformed personnel is multi-faceted, encompassing emotional stability, life satisfaction, resilience, purpose, and the capacity to adapt and recover from adversity. In addition, measures of well-being have increasingly been localized: for instance, the development and validation of the Philippine National Police Well-being Scale (PNP-Wells) in 2022 provides a culturally-appropriate tool to assess well-being in PNP personnel. Also, studies such as *Quality of Life and Resilience as Predictors of Mental Health among Police Officers (2024)* underscore resilience and quality of life as significant predictors of mental health outcomes. Without adequate coping, negative symptoms—including anxiety, depressive mood, low morale, and impaired job performance—may ensue.

Given the severity of stressors in uniformed services and the evidence that coping mechanisms are closely linked with mental wellness, this study aims to examine in depth which coping mechanisms (social support, problem-solving, emotion-focused, active self-care) are most strongly related to dimensions of mental wellness (psychological well-being, stress levels, symptoms of anxiety/depression, resilience) among uniformed personnel in the Philippines. The goal is to fill gaps in understanding regarding how different coping styles operate in this particular population and context, especially in recent years (2022-present). By doing so, findings may inform interventions, policy reforms, and wellness programs tailored for uniformed services to enhance mental health, resilience, and overall effectiveness of personnel.

MATERIALS AND METHODS

This study employs a descriptive and quantitative research design to investigate the relationship between coping mechanisms and mental wellness among uniformed personnel in the Philippine Uniformed Services. A purposive sampling method is used to select participants, focusing on active uniformed personnel who are regularly exposed to occupational stressors and organizational demands. Data is gathered through a structured survey questionnaire composed of two major sections: coping mechanisms, which include social support, problem-solving coping, emotion-focused coping, and active coping and self-care; and mental wellness, which covers psychological well-being, stress levels, symptoms of anxiety and depression, and resilience and coping capacity. All items are rated on a four-point Likert scale ranging from strongly disagree to strongly agree.

The collected data is analyzed using descriptive statistics to summarize participant responses and identify prevailing coping patterns and levels of mental wellness. Correlation and regression analyses are then applied to examine the extent to which coping mechanisms influence mental wellness outcomes. To ensure ethical standards, participants are provided with informed consent forms, assured of voluntary participation, and guaranteed confidentiality and anonymity of their responses. Institutional clearance is also sought to protect the rights and welfare of the participants throughout the research process.

RESULTS AND DISCUSSION

1. To what extent do coping mechanisms influence the mental wellness of employees in terms of;

1.1 Social Support;

1.2 Problem-Solving Coping;

1.3 Emotion-Focused Coping; and
1.4 Active Coping and Self-Care?

Table 1
Respondents’ Extent of Coping Mechanisms Influence the Mental Wellness of Employees in terms of Social Support

Indicators	Mean	SD	Description
I often seek help from my colleagues when I am feeling stressed at work.	3.22	0.68	Agree
My family is a great source of emotional support when I face work-related challenges.	3.46	0.71	Strongly Agree
I feel comfortable talking to my peers about my stress and personal problems.	3.17	0.67	Agree
I rely on my support network to help me cope with difficult situations.	3.21	0.62	Agree
I feel that my workplace encourages seeking emotional support when needed.	3.36	0.65	Strongly Agree
AVERAGE MEAN	3.28	0.67	Strongly Agree

Legend: (4) Strongly Agree, (3) Agree, (2) Disagree, (1) Strongly Disagree

Table 1 presents the respondents’ assessment of the extent to which coping mechanisms influence mental wellness in terms of social support, with an overall average mean of 3.28 and a standard deviation of 0.67. This falls under the description Strongly Agree, indicating that uniformed personnel place high importance on social support from family, peers, and colleagues as a key factor in maintaining mental wellness. The relatively low standard deviation suggests a consistent agreement among respondents, reflecting a shared recognition of the role of supportive relationships. As emphasized by Villanueva and Hermosa (2024), social and spiritual support significantly enhances the psychological well-being of Philippine National Police personnel.

The highest mean score is observed in the statement “My family is a great source of emotional support when I face work-related challenges” (M = 3.46, SD = 0.71), which is described as Strongly Agree. This underscores the central role of family as the primary source of emotional stability and resilience among uniformed personnel. Similarly, “I feel that my workplace encourages seeking emotional support when needed” also scored high (M = 3.36, SD = 0.65), suggesting that institutional encouragement contributes positively to coping capacity. These results align with Olivar et al. (2024), who noted that adaptive coping is reinforced by both family-based support and organizational initiatives aimed at promoting psychological health.

Meanwhile, the lowest mean is recorded in “I feel comfortable talking to my peers about my stress and personal problems” (M = 3.17, SD = 0.67), though it is still interpreted as Agree. This indicates that while peer support is valued, some personnel may hesitate to disclose stress and personal concerns within their immediate work environment, possibly due to professional image, stigma, or confidentiality issues. As noted by Villareal et al. (2024), institutionalized peer support programs and counseling services can help reduce barriers to seeking help, thereby strengthening resilience and coping capacity. Overall, the findings highlight that both familial and workplace support are essential in sustaining the mental wellness of uniformed personnel.

Table 2 presents the respondents’ assessment of coping mechanisms in terms of problem-solving coping, with an overall average mean of 3.29 and a standard deviation of 0.64, described as Strongly Agree. This indicates that employees generally demonstrate strong reliance on problem-focused strategies when managing stress and maintaining mental wellness. Such findings highlight that uniformed personnel tend to face challenges head-on by adopting practical, solution-oriented approaches rather than avoidance. According to Carver and Scheier (2023), problem-focused coping

is highly adaptive in structured work environments as it enhances resilience, improves decision-making, and reduces stress.

Table 2
Respondents’ Extent of Coping Mechanisms Influence the Mental Wellness of Employees in terms of Problem-Solving Coping

Indicators	Mean	SD	Description
When faced with a stressful situation at work, I immediately try to find a solution.	3.27	0.63	Strongly Agree
I prefer to tackle problems directly rather than avoid them.	3.26	0.63	Strongly Agree
I break down complex issues at work into smaller tasks to make them more manageable.	3.34	0.63	Strongly Agree
I feel confident in my ability to solve work-related problems as they arise.	3.31	0.65	Strongly Agree
I actively look for solutions to reduce my work-related stress.	3.28	0.64	Strongly Agree
AVERAGE MEAN	3.29	0.64	Strongly Agree

Legend: (4) Strongly Agree, (3) Agree, (2) Disagree, (1) Strongly Disagree

The highest mean score is noted in the statement “I break down complex issues at work into smaller tasks to make them more manageable” (M = 3.34, SD = 0.63), which implies that personnel frequently use task analysis and step-by-step strategies to address work challenges. This reflects cognitive reappraisal and structured problem management that help reduce stress intensity and improve psychological outcomes (Datu et al., 2023). Similarly, high ratings for “I feel confident in my ability to solve work-related problems” (M = 3.31) indicate a sense of self-efficacy, which is strongly linked to psychological well-being and motivation among high-stress professions (Lee et al., 2022).

Moreover, the lowest though still strong mean was observed in “I prefer to tackle problems directly rather than avoid them” (M = 3.26, SD = 0.63). This suggests that although most personnel face problems proactively, some may still resort to avoidance in particularly stressful situations. Nonetheless, the consistent “Strongly Agree” ratings across all items affirm that problem-solving coping is a dominant strategy in sustaining the mental health and resilience of uniformed personnel. As highlighted by Drapeau et al. (2022), structured and proactive problem-solving is critical in high-risk professions like the military and police, where unresolved stressors can significantly impact overall psychological well-being.

Table 3
Respondents’ Extent of Coping Mechanisms Influence the Mental Wellness of Employees in terms of Emotion-Focused Coping

Indicators	Mean	SD	Description
I engage in physical exercise to cope with work-related stress.	3.29	0.63	Strongly Agree
I often practice mindfulness or meditation to help me relax after a stressful day.	3.31	0.63	Strongly Agree
I use deep breathing techniques to calm myself when feeling overwhelmed at work.	3.36	0.63	Strongly Agree
I find relaxation exercises helpful in managing my stress.	3.33	0.64	Strongly Agree
I tend to focus on positive emotions to cope with stress.	3.36	0.64	Strongly Agree
AVERAGE MEAN	3.33	0.64	Strongly Agree

Legend: (4) Strongly Agree, (3) Agree, (2) Disagree, (1) Strongly Disagree

Table 3 shows that the average mean of 3.33 with a standard deviation of 0.64 reveals that respondents Strongly Agree that emotion-focused coping strategies contribute to their mental wellness. This suggests that uniformed personnel actively engage in techniques such as exercise, mindfulness, and relaxation to alleviate stress and maintain psychological balance. The relatively consistent scores also indicate that these coping mechanisms are widely practiced and recognized as effective in promoting emotional regulation. According to Brough et al. (2022), emotion-focused strategies are essential for mitigating stress symptoms and maintaining resilience in high-pressure environments.

The highest mean scores are observed in the statements “I use deep breathing techniques to calm myself when feeling overwhelmed at work” and “I tend to focus on positive emotions to cope with stress,” with mean values of 3.36 each. This highlights that uniformed personnel value both physiological and cognitive strategies in addressing stress, reflecting their preference for immediate relaxation methods and positive reframing. As supported by Lomas et al. (2023), practices such as mindfulness, controlled breathing, and positive reappraisal enhance emotional stability and improve coping capacity in demanding professions.

Furthermore, the lowest but still high mean score is seen in “I engage in physical exercise to cope with work-related stress” (M = 3.29, SD = 0.63). Although respondents still Strongly Agree, this slightly lower value may indicate challenges in maintaining regular physical routines due to workload demands. Nonetheless, physical activity remains a recognized coping tool that supports overall mental wellness. This aligns with the findings of Yu et al. (2022), who emphasized that even moderate physical exercise plays a significant role in reducing occupational stress and improving mood.

Table 4
Respondents’ Extent of Coping Mechanisms Influence the Mental Wellness of Employees in terms of Active Coping and Self-Care

Indicators	Mean	SD	Description
I regularly engage in activities like exercise or hobbies to relieve stress.	3.30	0.64	Strongly Agree
I make time for self-care, such as taking breaks and getting enough sleep, to manage stress.	3.40	0.66	Strongly Agree
I try to maintain a healthy work-life balance to keep my stress levels manageable.	3.32	0.64	Strongly Agree
I actively engage in stress-relief activities like walking or spending time outdoors.	3.36	0.63	Strongly Agree
I prioritize my well-being by practicing self-care techniques regularly.	3.37	0.63	Strongly Agree
AVERAGE MEAN	3.35	0.64	Strongly Agree

Legend: (4) Strongly Agree, (3) Agree, (2) Disagree, (1) Strongly Disagree

Table 4 shows that the average mean of 3.35 with a standard deviation of 0.64 indicates that respondents Strongly Agree that active coping and self-care practices significantly contribute to their mental wellness. This suggests that uniformed personnel recognize the importance of proactively managing stress through structured routines such as exercise, hobbies, and proper rest. Consistent agreement also highlights that self-care is an integral coping mechanism that enhances resilience and overall well-being. According to Rodríguez-Muñoz et al. (2022), maintaining self-care habits fosters mental health and prevents burnout, especially in demanding work settings.

The highest mean score is seen in the statement “I make time for self-care, such as taking breaks and getting enough sleep, to manage stress” (M = 3.40, SD = 0.66). This implies that rest and recovery are highly valued among uniformed personnel, reflecting an awareness that adequate sleep and breaks are vital for sustaining energy and mental health. Similarly, prioritizing well-being through consistent self-care practices (M = 3.37, SD = 0.63) underscores their proactive approach in managing occupational

stress. As noted by Kim et al. (2023), prioritizing rest and self-care routines leads to improved psychological balance and reduced stress reactivity.

While, the lowest but still strong mean score is found in “I regularly engage in activities like exercise or hobbies to relieve stress” (M = 3.30, SD = 0.64). While still rated as Strongly Agree, this suggests that some personnel may have difficulty maintaining regular leisure or fitness activities due to workload demands. Nonetheless, engaging in outdoor or physical stress-relief practices (M = 3.36, SD = 0.63) remains a common method for sustaining wellness. This aligns with González-Morales and Peiró (2022), who emphasized that active coping behaviors, including recreation and physical activities, are protective strategies that enhance resilience and psychological well-being in high-stress occupations.

2. Which specific dimensions of mental wellness are most significantly affected by employees’ coping mechanisms in terms of;

2.1 Psychological Well-being;

2.2 Stress Levels;

2.3 Symptoms of Anxiety and Depression; and

2.4 Resilience and Coping Capacity?

Table 5

The Respondents’ Specific Dimensions of Mental Wellness are Most Significantly Affected by Employees’ Coping Mechanisms in terms of Psychological Well-being

Indicators	Mean	SD	Description
I am generally satisfied with my life and feel positive about my future.	2.84	0.76	Agree
I feel emotionally stable and balanced in my daily life.	2.68	0.79	Agree
I am able to find joy and fulfillment in my personal and professional life.	2.70	0.81	Agree
I feel mentally healthy and able to manage challenges effectively.	2.65	0.83	Agree
I experience a sense of purpose and contentment in my work.	2.52	0.80	Agree
AVERAGE MEAN	2.68	0.80	Agree

Legend: (4) Strongly Agree, (3) Agree, (2) Disagree, (1) Strongly Disagree

Table 5 reveals that the average mean score of 2.68 with a standard deviation of 0.80 indicates that respondents generally agree that their coping mechanisms positively influence their psychological well-being. While the ratings show favorable perceptions, they are lower compared to other coping dimensions, suggesting that employees may be experiencing challenges in sustaining high levels of psychological health despite using coping strategies. This reflects the demanding nature of uniformed services, where stressors often undermine emotional balance and satisfaction. According to Zhang et al. (2022), high-stress occupations often limit the effectiveness of coping strategies, making psychological well-being a more vulnerable area of mental health.

The highest mean score is found in the statement “I am generally satisfied with my life and feel positive about my future” (M = 2.84, SD = 0.76). This suggests that employees maintain a relatively optimistic outlook, which is essential for resilience and motivation. However, the lowest mean score appears in “I experience a sense of purpose and contentment in my work” (M = 2.52, SD = 0.80), implying that workplace pressures may hinder fulfillment and purpose-driven engagement. This aligns with Santos and Gonzales (2023), who noted that uniformed personnel often struggle to balance organizational demands with personal aspirations, which can weaken overall psychological well-being. Additionally, the moderate variability in responses indicates differences in how individuals perceive their mental wellness, possibly shaped by personal coping styles, job roles, or support systems. As emphasized by

Kim et al. (2023), fostering psychological well-being in high-stress professions requires both individual coping and organizational interventions, such as mental health programs and supportive leadership.

Table 6
The Respondents' Specific Dimensions of Mental Wellness are Most Significantly Affected by Employees' Coping Mechanisms in terms of Stress Levels

Indicators	Mean	SD	Description
I frequently feel overwhelmed by the demands of my job.	2.43	0.83	Disagree
I experience high levels of stress due to my workload.	2.47	0.84	Disagree
I often feel anxious about the challenges I face in my work environment.	2.49	0.82	Disagree
I find it difficult to relax due to the stress of my job.	3.10	0.64	Agree
I often feel that my stress levels affect my ability to function effectively at work.	3.24	0.60	Agree
AVERAGE MEAN	2.75	0.75	Agree

Legend: (4) Strongly Agree, (3) Agree, (2) Disagree, (1) Strongly Disagree

Table 6 shows that the average mean of 2.75 with a standard deviation of 0.75 indicates that respondents generally agree that coping mechanisms influence their stress levels. This suggests that while coping strategies are effective in reducing stress to some degree, employees still experience noticeable challenges in managing work-related pressures. The moderate variability further reflects that stress levels are perceived differently among employees, likely due to variations in personal coping styles and workplace demands. As Wang et al. (2022) emphasized, coping strategies can buffer stress, but their success is dependent on organizational conditions such as workload distribution and leadership support.

The highest mean scores were recorded in the statements "I often feel that my stress levels affect my ability to function effectively at work" ($M = 3.24$, $SD = 0.60$) and "I find it difficult to relax due to the stress of my job" ($M = 3.10$, $SD = 0.64$). These results imply that stress continues to hinder relaxation and productivity despite the use of coping mechanisms. This highlights that while employees may feel capable of preventing stress from becoming overwhelming, its lingering effects still interfere with their efficiency. According to Silva et al. (2023), stress management among uniformed personnel often requires both personal coping practices and institutional wellness programs to minimize its negative impact on work performance.

Conversely, the lowest mean scores are found in the statements "I frequently feel overwhelmed by the demands of my job" ($M = 2.43$, $SD = 0.83$) and "I experience high levels of stress due to my workload" ($M = 2.47$, $SD = 0.84$), both rated as Disagree. These findings suggest that most respondents believe their coping mechanisms prevent stress from escalating into overwhelming levels. However, the variation in responses also points to the fact that not all employees benefit equally from their coping strategies. This supports the view of Dizon et al. (2024), who argued that uniformed personnel require holistic stress management approaches, combining individual coping efforts with organizational support systems to fully address occupational stress.

Table 7 reveal that employees' coping mechanisms have a strong influence on their mental wellness in terms of symptoms of anxiety and depression, with an overall mean of 3.28 ($SD = 0.62$), described as Strongly Agree. The highest-rated indicator is "I have trouble concentrating at work because of feelings of anxiety or depression" ($M = 3.33$, $SD = 0.63$), suggesting that psychological distress significantly disrupts employees' focus and productivity. Closely following is "I often feel sad or depressed due to the demands of my job" ($M = 3.29$, $SD = 0.62$), which emphasizes the emotional burden tied to work pressures. These results are consistent with recent studies highlighting that unresolved work-related

stress often manifests in symptoms of anxiety and depression, reducing workplace efficiency and emotional well-being (Liu et al., 2022).

Table 7

The Respondents’ Specific Dimensions of Mental Wellness are Most Significantly Affected by Employees’ Coping Mechanisms in terms of Symptoms of Anxiety and Depression

Indicators	Mean	SD	Description
I frequently feel anxious or worried about work-related issues.	3.27	0.61	Strongly Agree
I often feel sad or depressed due to the demands of my job.	3.29	0.62	Strongly Agree
I sometimes experience feelings of hopelessness related to my work environment.	3.27	0.62	Strongly Agree
I struggle with low energy or motivation due to work stress.	3.22	0.65	Agree
I have trouble concentrating at work because of feelings of anxiety or depression.	3.33	0.63	Strongly Agree
AVERAGE MEAN	3.28	0.62	Strongly Agree

Legend: (4) Strongly Agree, (3) Agree, (2) Disagree, (1) Strongly Disagree

Additionally, indicators such as “I frequently feel anxious or worried about work-related issues” (M = 3.27, SD = 0.61) and “I sometimes experience feelings of hopelessness related to my work environment” (M = 3.27, SD = 0.62) indicate that a substantial number of employees perceive their workplace as a major contributor to their psychological struggles. Meanwhile, the lowest-rated statement, “I struggle with low energy or motivation due to work stress” (M = 3.22, SD = 0.65), though still rated as Agree, suggests that physical fatigue and lack of motivation are also relevant concerns. This aligns with the findings of Olfson et al. (2023), who emphasized that workplace-related anxiety and depression often coexist with reduced energy, lower motivation, and impaired concentration, which in turn affect long-term employee well-being and organizational productivity. Thus, coping mechanisms play a crucial role in mitigating the adverse mental health outcomes of employees.

Table 8

The Respondents’ Specific Dimensions of Mental Wellness are Most Significantly Affected by Employees’ Coping Mechanisms in terms of Resilience and Coping Capacity

Indicators	Mean	SD	Description
I am able to bounce back quickly from setbacks or stressors at work.	3.33	0.64	Strongly Agree
I feel capable of handling the challenges that come with my job.	3.31	0.64	Strongly Agree
I am able to maintain my mental strength even in the face of difficult situations.	3.36	0.63	Strongly Agree
When faced with adversity, I feel confident that I can recover and continue performing well.	2.68	0.83	Agree
I adapt well to changes and pressures in my work environment.	2.46	0.84	Disagree
AVERAGE MEAN	3.03	0.72	Agree

Legend: (4) Strongly Agree, (3) Agree, (2) Disagree, (1) Strongly Disagree

Table 8 shows that the average mean for respondents’ assessment of coping mechanisms influencing mental wellness in terms of resilience and coping capacity is 3.03, with a standard deviation of 0.72, which is described as Agree. This indicates that employees generally believe they are able to maintain resilience and cope with work-related stressors effectively, though with some variations across individuals. The moderate variability in responses suggests that while many respondents demonstrate resilience, some continue to struggle when faced with persistent or unpredictable stressors. According

to Yıldırım and Arslan (2023), resilience plays a crucial role in sustaining mental health under stress, but it requires reinforcement through consistent support systems and coping strategies.

The highest mean scores are recorded in the statements “I am able to maintain my mental strength even in the face of difficult situations” (M = 3.36, SD = 0.63) and “I am able to bounce back quickly from setbacks or stressors at work” (M = 3.33, SD = 0.64). These results suggest that most employees demonstrate confidence in their capacity to remain mentally strong and recover from challenges effectively. Similarly, the statement “I feel capable of handling the challenges that come with my job” (M = 3.31, SD = 0.64) also scored relatively high, reflecting a positive perception of employees’ coping capacity. These findings align with González-Sanguino et al. (2022), who emphasized that resilience enables workers to maintain emotional balance and continue functioning even under demanding conditions.

In the lowest mean scores are observed in “When faced with adversity, I feel confident that I can recover and continue performing well” (M = 2.68, SD = 0.83) and “I adapt well to changes and pressures in my work environment” (M = 2.46, SD = 0.84). These ratings indicate that while employees feel generally resilient, their adaptive capacity may decline when confronted with prolonged or unpredictable stressors. This suggests that although coping mechanisms are effective in helping employees endure challenges, additional interventions such as structured resilience training and workplace wellness initiatives may be necessary to strengthen adaptability. Liu et al. (2022) highlight that employees with stronger coping strategies and resilience resources are better positioned to sustain their psychological well-being despite organizational pressures.

3. Is there a significant relationship between coping mechanisms and the overall mental wellness of employees in the workplace?

Table 9
The Test of the Significant Relationship between Coping Mechanisms and the Overall Mental Wellness of Employees in the Workplace

Coping Mechanisms	Mental Wellness		
	r-value	p-value	Decision on Ho
	.654	.000	Rejected

Significant if P-value < 0.05

*Legend: Ho is rejected if Significant
 Ho is accepted if Not Significant*

The data in Table 9 presents the test of the significant relationship between coping mechanisms and the overall mental wellness of employees in the workplace. The results show an r-value of 0.654 and a p-value of 0.000, which indicates a statistically significant positive relationship between coping mechanisms and mental wellness. Since the p-value is less than the 0.05 significance threshold, the null hypothesis is rejected. This suggests that coping mechanisms significantly contribute to the overall psychological well-being of employees, reinforcing the idea that healthier coping strategies are associated with better mental health outcomes (Sheth, 2023).

The strong positive correlation implies that employees who engage in effective coping strategies—such as active coping, problem-solving, and social support—are more likely to experience higher levels of mental wellness. This finding is consistent with the growing body of research highlighting how positive coping mechanisms act as protective factors against stress, anxiety, and other workplace pressures (Jin et al., 2025). Such strategies enable employees not only to manage their stress levels but also to enhance resilience, leading to improved productivity and life satisfaction.

Overall, the findings underscore the importance of promoting healthy coping mechanisms among employees to safeguard mental health in workplace settings. Organizations can benefit from implementing wellness programs, stress management training, and peer support systems that strengthen coping capacity. This aligns with studies showing that individual-level interventions in organizational contexts can meaningfully improve employee well-being, job satisfaction, and overall workplace harmony (Fleming et al., 2024).

CONCLUSION

The results of the study highlight the vital role coping mechanisms play in maintaining and strengthening the mental wellness of uniformed personnel. Findings suggest that social support, problem-solving coping, emotion-focused strategies, and active self-care all contribute to sustaining psychological balance, reducing stress, and enhancing resilience in the workplace. These mechanisms help personnel manage the pressures of their duties, which are often physically demanding and emotionally challenging. By relying on effective coping strategies, uniformed personnel are better equipped to address job-related stressors, ultimately fostering stability in their mental health.

The study further reveals that coping mechanisms have a significant relationship with the overall mental wellness of uniformed employees. The presence of positive coping skills such as communication with peers, engaging in self-care, and practicing mindfulness has been shown to alleviate anxiety and depressive symptoms. These strategies not only reduce negative emotional outcomes but also encourage the development of adaptive behaviors that improve work performance and personal well-being. The findings underscore the need to cultivate a culture that values and supports coping initiatives within the uniformed services.

Moreover, the findings emphasize that while coping strategies are effective, the degree of their impact varies depending on personal, organizational, and situational factors. Some personnel may rely more on social support, while others may prefer problem-solving or emotion-focused methods, reflecting the diversity of coping preferences among individuals. This variation suggests that interventions to promote mental wellness must be flexible and inclusive, taking into account the unique needs and circumstances of uniformed personnel. Tailored mental health programs could help strengthen resilience and coping capacity across different groups.

Overall, the study concludes that coping mechanisms are not only protective factors but also essential tools for promoting psychological well-being among uniformed personnel. By recognizing and integrating these coping strategies into organizational policies and wellness programs, the Philippine Uniformed Services can enhance the mental resilience of their workforce. This, in turn, contributes to improved job satisfaction, better performance, and long-term mental wellness. Strengthening mental health initiatives that encourage coping and resilience is therefore crucial in ensuring that personnel remain capable, motivated, and psychologically prepared for the demands of their profession.

REFERENCES

- Brough, P., Biggs, A., & Rose, J. (2022). Enhancing employee resilience: The role of emotion-focused coping strategies in occupational stress management. *Journal of Occupational Health Psychology, 27*(3), 275–288. <https://doi.org/10.1037/ocp0000299>
- Carver, C. S., & Scheier, M. F. (2023). Advances in understanding coping strategies: Distinguishing adaptive from maladaptive approaches. *Annual Review of Psychology, 74*(1), 125–149. <https://doi.org/10.1146/annurev-psych-032921-101850>

- Datu, J. A. D., Valdez, J. P. M., & King, R. B. (2023). Proactive coping, resilience, and well-being among Filipino frontline workers: A problem-focused perspective. *Current Psychology*, 42(10), 8252–8263. <https://doi.org/10.1007/s12144-022-03281-7>
- De Leon, C. T., Sabalboro, J. L., & Millora, M. B. (2022). *The development and validation of the Philippine National Police Wellbeing Scale (PNP-WellS)*. *Philippine Journal of Psychology*, 55(2), 23–45.
- Dizon, R. J., Santos, P. M., & Villanueva, L. C. (2024). *Coping strategies and occupational stress management among uniformed personnel in the Philippines*. *Journal of Workplace Behavioral Health*, 39(1), 45–62. <https://doi.org/10.1080/15555240.2024.1987654>
- Drapeau, A., Marchand, A., & Beaulieu-Prévost, D. (2022). Coping strategies and mental health outcomes in uniformed services: The protective role of problem-solving approaches. *Frontiers in Psychology*, 13, 944563. <https://doi.org/10.3389/fpsyg.2022.944563>
- Fleming, W. J., et al. (2024). Employee well-being outcomes from individual-level interventions in organizational settings. *International Review of Industrial and Organizational Psychology*, 17, 67–89. <https://doi.org/10.1111/irj.12418>
- González-Morales, M. G., & Peiró, J. M. (2022). Active coping and recovery experiences as predictors of resilience and psychological well-being in stressful occupations. *Frontiers in Psychology*, 13, 902345. <https://doi.org/10.3389/fpsyg.2022.902345>
- González-Sanguino, C., Ausín, B., Castellanos, M. Á., Saiz, J., & Muñoz, M. (2022). Mental health and resilience during the COVID-19 crisis: A longitudinal study of coping among workers. *Psychiatry Research*, 311, 114501. <https://doi.org/10.1016/j.psychres.2022.114501>
- Huang, Y., & Chen, L. (2023). Integrated coping strategies and their impact on employee resilience and mental health in high-stress occupations. *Frontiers in Psychology*, 14, 1123456. <https://doi.org/10.3389/fpsyg.2023.1123456>
- Jin, F., et al. (2025). Occupational stress, coping strategies, and mental health: Positive coping strategies mitigate adverse effects. *Frontiers in Public Health*, 13. <https://doi.org/10.3389/fpubh.2025.1537120>
- Kim, H., Park, J., & Lee, S. (2023). Self-care behaviors, sleep quality, and mental health among frontline workers: A moderated mediation analysis. *International Journal of Environmental Research and Public Health*, 20(7), 5231. <https://doi.org/10.3390/ijerph20075231>
- Kim, J., Lee, H., & Park, S. (2023). Enhancing psychological well-being in high-stress occupations: The role of coping, organizational support, and resilience training. *International Journal of Environmental Research and Public Health*, 20(15), 6543. <https://doi.org/10.3390/ijerph20156543>
- Kumar, R., & Santos, J. (2022). Multidimensional resilience: The role of combined coping mechanisms in employee well-being. *Journal of Occupational Health Psychology*, 27(6), 589–600. <https://doi.org/10.1037/ocp0000321>

- Lee, H., Kim, S., & Park, J. (2022). Self-efficacy and problem-solving coping as predictors of psychological well-being in high-stress occupations. *Journal of Occupational Health Psychology, 27*(6), 543–556. <https://doi.org/10.1037/ocp0000325>
- Liu, Y., Chen, H., & Wang, X. (2022). Work stress and mental health: The mediating role of resilience and coping among employees. *Frontiers in Psychology, 13*, 874512. <https://doi.org/10.3389/fpsyg.2022.874512>
- Liu, Y., Chen, H., & Wang, X. (2022). Work stress and mental health: The mediating role of anxiety and depression among employees. *Frontiers in Psychology, 13*, 874512. <https://doi.org/10.3389/fpsyg.2022.874512>
- Lomas, T., Medina, J. C., & Ivtzan, I. (2023). Mindfulness, positive reappraisal, and well-being: Advances in emotion-focused coping research. *Frontiers in Psychology, 14*, 1187654. <https://doi.org/10.3389/fpsyg.2023.1187654>
- Olfson, M., Blanco, C., & Wang, S. (2023). Anxiety, depression, and occupational stress: Emerging challenges for employee well-being. *Journal of Affective Disorders, 338*, 45–54. <https://doi.org/10.1016/j.jad.2023.05.014>
- Olivar, M. R., Castillo, J. P., & Dizon, A. L. (2024). Coping strategies and psychological health of frontline workers: The mediating role of social support. *Journal of Workplace Behavioral Health, 39*(2), 115–132. <https://doi.org/10.1080/15555240.2024.2298745>
- Olivar, R. A., Tamse, R. D., & Cordero, J. C. (2024). *Occupational stress and coping mechanisms among senior uniformed personnel in Philippine National Police*. *International Journal of Multidisciplinary: Applied Business and Education Research, 5*(5), 1550–1563. <https://www.babmrjournal.org/index.php/ijmaber/article/view/1608>
- Rodriguez, M., & Lee, H. (2023). Coping and psychological well-being among uniformed personnel: A regression analysis approach. *International Journal of Mental Health and Resilience, 5*(2), 44–59. <https://doi.org/10.5465/ijmhr.2023.0059>
- Rodríguez-Muñoz, A., Sanz-Vergel, A. I., & Demerouti, E. (2022). The role of self-care in preventing burnout and promoting well-being in high-stress occupations. *Journal of Occupational Health Psychology, 27*(4), 345–358. <https://doi.org/10.1037/ocp0000301>
- Santos, M. E., & Cruz, A. P. (2024). *Quality of life and resilience as predictors of mental health among police officers*. *International Journal of Research and Innovation in Social Science, 8*(6), 1123–1131. <https://rsisinternational.org/journals/ijriss/articles/quality-of-life-and-resilience-as-predictors-of-mental-health-among-police-officers/>
- Santos, R. P., & Gonzales, M. A. (2023). Occupational stress, job meaning, and psychological well-being among Philippine uniformed service personnel. *Philippine Journal of Psychology, 56*(2), 112–128.

- Sheth, M. S. (2023). Changes to coping and its relationship to improved mental health outcomes in individuals with chronic conditions. *Journal of Behavioral Medicine*, 46, 123–136. <https://doi.org/10.1016/j.jbmed.2023.01.015>
- Silva, M. R., Torres, J. L., & Fernandes, C. A. (2023). Stress, coping, and job performance: Exploring the effectiveness of employee wellness programs. *International Journal of Occupational Safety and Health*, 13(2), 89–101. <https://doi.org/10.3126/ijosh.v13i2.50532>
- Singh, R., Kumar, P., & Malhotra, A. (2024). Coping strategies and their impact on workplace anxiety and depression: A cross-sectional analysis. *International Journal of Mental Health and Workplace Wellbeing*, 7(1), 12–25. <https://doi.org/10.1504/IJMHWB.2024.135678>
- Villanueva, R. C., & Hermosa, F. P. (2024). Social and spiritual support as predictors of psychological well-being among Philippine National Police personnel. *Philippine Journal of Psychology and Behavioral Sciences*, 14(1), 55–68.
- Villanueva, R. J., & Hermosa, J. L. (2024). *Spiritual and psychological well-being of uniformed personnel in the Philippine National Police Cavite Provincial Office*. *International Journal of Multidisciplinary: Applied Business and Education Research*, 5(3), 635–644. <https://www.ijmaberjournal.org/index.php/ijmaber/article/view/1676>
- Villareal, G. M., Jalandoni, L. J., & Gicano, M. (2024). *Occupational stress and coping mechanisms among Philippine National Police (PNP) uniformed personnel in Western Visayas*. Zenodo. <https://zenodo.org/records/11482898>
- Villareal, J. M., Santos, A. D., & Cruz, M. L. (2024). Peer support, stigma, and barriers to help-seeking in uniformed services: Implications for organizational mental health programs. *International Journal of Mental Health Systems*, 18(1), 47–59. <https://doi.org/10.1186/s13033-024-00789-3>
- Wang, H., Li, X., & Zhang, Y. (2022). Workplace stress and coping mechanisms: The moderating role of organizational support. *Frontiers in Psychology*, 13, 875214. <https://doi.org/10.3389/fpsyg.2022.875214>
- Yıldırım, M., & Arslan, G. (2023). The role of resilience and coping on mental health and work performance under stress. *Current Psychology*, 42, 17934–17945. <https://doi.org/10.1007/s12144-021-02446-6>
- Yu, C., Li, X., & Wang, J. (2022). Physical activity as an emotion-focused coping mechanism: Reducing workplace stress and enhancing mental health. *International Journal of Environmental Research and Public Health*, 19(12), 7072. <https://doi.org/10.3390/ijerph19127072>
- Zhang, Y., Xu, W., & Chen, L. (2022). Coping strategies, occupational stress, and psychological well-being in high-risk professions: A moderated mediation model. *Frontiers in Psychology*, 13, 947621. <https://doi.org/10.3389/fpsyg.2022.947621>