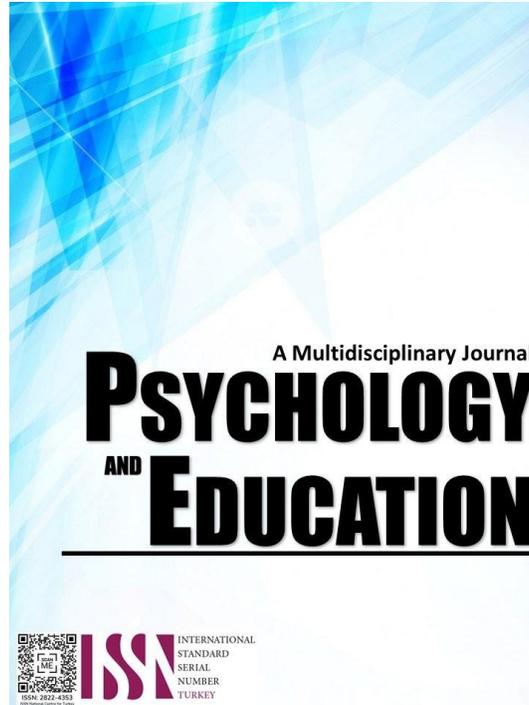


# FROM MEDICAL TO LAW ENFORCEMENT: TRANSITIONING FROM NURSE TO POLICE OFFICER



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## From Medical to Law Enforcement: Transitioning from Nurse to Police Officer

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### Abstract

The Philippine National Police is increasingly employing nurses. This novel type of study's primary purpose is to discover the life of being a nurse working as uniformed personnel. Five themes emerged from the study: the reasons they chose this job, the challenges, the fears, the realizations, and their opinions on recommending the line of work. The study employed a qualitative research method, using an unstructured interview anchored in Expectation Theory and Herzberg's Two-Factor Theory. The purposive and snowball sampling processes were used to identify participants. The study included 10 participants, all employed as police officers in the Province of La Union. Their responses were analyzed through bracketing using Moustakas's phenomenological approach. The results indicate that the participants are content with their current occupation. Although the downside is working away from their families, the possibility of diminishing skills and the stress from their work. However, the benefits of their current job outweigh the challenges, such as in terms of financial and employment stability. The study recommends that further research be conducted in other areas to validate further the experiences of these nurses who transitioned to the police force and to explore additional data from other police officers.

**Keywords:** *lived experiences, transitions, police force, nurses*

### Introduction

In the Philippines, it is already common for non-criminology graduates to join the ranks of police officers in the Philippine National Police. As of now, nurses have been joining the police force.

This National Police force is designed to be civilian-oriented, with supervision and management falling under the National Police Commission's jurisdiction. Individuals without a background in criminology can also qualify to join the police force (Felipe et al., 2006).

Police agencies like the Philippine National Police maintain a clear separation between their frontline and support sections (Taguig City University, 2021). Non-criminology graduates serving as police officers play a key role in the PNP's administrative support units, including Chaplain Services, Engineering Services, and Finance Services. These units are primarily composed of chaplains, doctors, accountants, and other professionals whose professions fit their surroundings (Gobyerknows, 2021).

Additionally, non-criminology police officers serve in operational support units, such as the Medical and Dental Centers and the Civil Relations Unit, which are staffed by skilled and knowledgeable professionals, including teachers, dentists, and social workers (Dalizon, 2023). The non-criminology officers are an example of a study of the experiences of graduate police officers in the Philippine National Police. The researchers were concerned and sought to learn about the experiences of police officers in the Philippine National Police organization who were not criminology majors.

To determine whether internal and external factors influence the motivation and desire of non-criminology graduate police officers to join the Philippine National Police, it is vital to examine their experiences (Mojares et al., 2017). Even if they did not graduate from the College of Criminology, non-criminology graduates still need to join the police organization to fulfill their aspirations to become public servants (Cepeda, 2020).

Individuals who are uncertain about their career direction can gain valuable insights from the experiences of police officers within the organization, offering them a general perspective on what policing entails without needing a degree from the College of Criminology (Anderson & Creswell, 2018). This is particularly relevant today, as the Philippine National Police frequently employs individuals from diverse backgrounds, including IT graduates, nurses, doctors, teachers, and social workers, as well as criminologists (Caliwan, 2019). Regardless of the advantages that a criminology degree might offer in pursuing a career in law enforcement, the firsthand experiences of police officers—encompassing the terminology, training, and regulations within the police organization—also provide benefits associated with the College of Criminology (Patty, 2022). Individuals may thereafter join the Philippine National Police (PNP) under Section 33 of Republic Act No. 6975. Dentists, optometrists, nurses, engineers, and forensic science graduates are all professions that require specialized talents. Senior inspectors within their technical services nominate medical professionals, attorneys, and chaplains. Graduates of the Philippine National Police Academy (PNPA) are immediately promoted to the rank of inspector. Licensed criminologists can take on such posts after rising through the ranks (NAPOLCOM, 2021).

### Gap Analysis of the Literature

The aforementioned literature talks about nurses and other non-criminology graduates joining the Philippine National Police. However, no research has been published on the real-life experiences of nurses who serve as police officers.

Investigating the experiences of these nurses who later became police officers is the aim of this novel type of study. Information could be obtained by taking advantage of the lack of research on the subject. It also gives some insight into the importance of nurses in this sector and provides insight into the kind of life that awaits aspiring nurses who wish to become police officers. It is a game-changer policymakers and in the Philippine National Police's programs of recruitment.

### **Theoretical Lens**

According to the expectation theory of motivation, people are driven to take action if they think it will lead to positive results. The concept states that expectancy, instrumentality, and valence are the three most important components of expectancy motivation. It is expected that hard work will yield positive results. While "instrumentality" refers to the conviction that one's efforts should be rewarded with the best outcomes possible, "valence" relates to the significance of an outcome to an individual (Isaac et al., 2013; Chopra, 2019; Fudge et al., 1999).

Victor Vroom created expectation theory in the 1960s, which contends that valence, instrumentality, and expectancy all influence motivation (Parijat & Bagga, 2014).

Herzberg's Two-Factor Theory, introduced in 1959, builds on Maslow's theories and presents a different approach to motivation. It classifies job satisfaction as motivators and dissatisfaction as hygiene factors, where hygiene factors serve to avoid discontent. These elements collectively constitute Herzberg's two-factor theory. (Chand, 1998).

The feeling of fulfillment in individuals is frequently influenced by a need for rewards or advantages. The incentive theory, which originated in the 1940s and 1950s, is based on previous concepts presented by psychologists such as Clark Hull. This theory posits that individuals are driven to act by the pursuit of rewards, like monetary compensation, which can serve as a motivating force and a source of satisfaction for workers within a company (Cherry, 2020).

The researchers used these theories to connect to the experiences of the participants in joining the police force even though they are nurses.

### **Research Questions**

The research uncovered the lives of nurses working as police officers. The central question asked was: "What are your lived experiences working as a nurse who turned into a police officer?"

## **Methodology**

### **Research Design**

This study's methodology was phenomenology, which was "well suited to studying affective, emotional, and often intense human experience" (Merriam, 2009).

Moustakas (1994) emphasized the importance of understanding participants' experiences beyond the initial account, underscoring the need for an objective viewpoint in phenomenological research. He emphasized the need to eliminate researchers bias and maintain objectivity. By engaging in epoche, the researchers could listen to participants' experiences, identify biases, and draw conclusions based on them. This method enabled a thorough understanding of participants' experiences, even when detaching from the research process. The analysis of results would also relate participants' experiences to previously published research, ensuring a comprehensive understanding of their experiences.

A comprehensive approach that considers participant experience, societal construction, and phenomenological reduction is crucial for phenomenological research. Instead of pursuing objective truth, this method encourages people to share their intuitive experiences, investigating the meaning and comprehension of phenomena through introspection and intuition.

The rationale for using Moustakas' phenomenological method is to emphasize understanding the essence of human experiences from the perspective of those who live them.

### **Participants**

Participants in this study include 10 nurses serving as police officers in the Province of La Union under the Philippine National Police Region I. Participants who met the following criteria were chosen through a Purposive sampling since the researchers know someone who is a nurse currently working as a police officer and through him, he referred some of his colleagues to be participants by Snowball Sampling process: (1) should be a registered nurse currently working as a police officer; (2) regardless of ranking; (3) regardless of gender; and (4) has an experience of at least three years.

To avoid saturation, researchers conducted data collection in iterative phases, based on participants' and researchers' availability. This proactive approach allows for exploration of emerging patterns and themes as they arise. Adaptive research allows researchers to adjust their questions and methods based on preliminary findings. It is a flexible technique in which the research design is updated and refined throughout the study as new data and insights emerge. This implies that researchers are willing to change the research topics, data-

gathering methods, and even the theoretical framework as the study progresses. It recognizes that the initial research plan may not fully capture the intricacies of the phenomenon under investigation and allows for adjustments to ensure the research remains relevant and insightful. Informed consent was obtained to safeguard participants' rights during interviews, and data were collected throughout June 2025 to ensure a thorough understanding of the subject. This approach allows for a more nuanced understanding of the subject.

### **Procedure**

The study's participants were scheduled for an interview following Ethics Review Board approval. The researchers sent a formal invitation to those who could be reached, and those who agreed to answer after reading it. In accordance with institutional policies, participants received permission papers and study information. By being courteous, paying close attention, and addressing any misunderstandings, the researchers earned the participants' trust.

Field notes, casual conversations, observations, and an unstructured questionnaire were used to gather participant data for this study. Minichiello et al. (1990) state that question and response categories in unstructured interviews are not preset. Researchers instead engage informants socially. Punch (1998) asserts that without restricting the study's scope, unstructured interviews can offer insight into complex human behavior. Even though they are frequently used in ongoing research, unstructured interviews are a logical evolution of participant observation, according to Patton (2002). He says that they pose questions that organically arise in conversations.

The interviewer avoided biases and personal assumptions by describing the participants' narratives using Moustakas' phenomenological technique. To ensure informed consent and participation, participants were given ample time for the interview, which lasted at least 30 minutes and included probing questions based on their narratives. Before agreeing to the interview, participants had the opportunity to ask questions about the study's goals, the type of intervention, participant selection, protocols, risks, rewards, and confidentiality.

Participants completed the interview, and the data gathered were recorded with their permission and validated by them. The data collected were coded to capture common information after being recorded, reviewed, and revalidated several times.

To protect participants' privacy and prevent overhearing by others, the study was conducted in person at various locations, taking participants' comfort levels into account.

### **Data Analysis**

Moustakas' (1994) phenomenological reduction entails acknowledging one's own emotions and thoughts while recognizing the importance of a phenomenon. This reduction includes synthesizing participant experiences of a phenomenon while considering personal experiences, accomplished through four procedures.

The first step emphasizes the significance of concentrating on participants' experiences during phenomenological reduction. In this research, the investigator centered on the experiences of a nurse who transitioned to a police officer during the interviews and data analysis. The primary focus was on experiences related to the phenomenon rather than delving into other experiences. Journaling was used to ensure focus and precision, and the investigator repeatedly reviewed the interviews to assess accuracy and maintain emphasis on the phenomenon.

The second step introduced is the concept of horizontalization, which holds that all participants' experiences are equally valuable, independent of the researchers' opinions or alignment with the existing literature. Each statement from the participants' responses was treated as its own "horizon," representing individual pieces of knowledge and insights beyond them. This method involved disaggregating parts of interviews into specific experience segments and clustering coded sections into themes, both within and across participants. Moustakas's approach stresses the value of understanding both within and beyond participants' experiences.

The third step highlighted the need to eliminate redundancies in participant interviews to extract the most descriptive statements about the experiences under examination. This was achieved by reviewing participant responses and maintaining an audit trail to reduce research bias, thereby yielding more precise descriptions of participants' experiences.

To produce robust descriptions of the phenomenon, a combination of key statements and themes must be undertaken in the final stage of phenomenological reduction. This step illustrated the ideas, emotions, and sensations associated with the phenomenon, concentrating on the "texture" of participant experiences. The objective of this procedure was to grasp the overarching essence of the phenomenon.

Moustakas' (1994) and Turley's (2011) contributions to phenomenological reduction underscore the significance of imaginative variation, which involves a process of mental experimentation, in broadening the researcher's perspective beyond a superficial understanding of the phenomenon. This strategy, as outlined by Moustakas, facilitates a more distinctive depiction of experiences by scrutinizing themes identified in phenomenological reduction.

Finally, produce a thick description of the phenomenon, offering a comprehensive insight into how participants experienced it and emphasizing the continual evolution of their experiences, as previously detailed in his textural descriptions.

### **Ethical Considerations**

The study collected participants' narratives of their experiences using a phenomenological approach. Participants received information

about the study's components and procedures, and ethical considerations were taken into account. Consent was approved verbally, and participants were free to reschedule their interview at any time. Prior to their involvement, participants received an explanation of the study's objectives.

The researchers' emphasis on beneficence, fairness, and autonomy influenced the choice of volunteers and increased study confidence. To focus on participants' answers, the researchers bracketed preconceptions and reassured them that the study would help them, despite their vulnerability. Throughout the data collection process, participants' names were changed to numbers to safeguard their identities and ensure confidentiality. With the participant's confirmation of their responses, the results were carefully reviewed and reread to eliminate any inaccurate information. Following the interview, the researchers fed the participants, honored their agreements, and treated them fairly.

Participants were reassured that there were no hazards or participant dropouts, and that the data would be kept for 5 years before being deleted. By collecting data exclusively from individuals and maintaining the confidentiality of recordings, the study complied with ethical guidelines and procedures to prevent bias.

## Results and Discussion

From the analyses of the data gathered from the verbalizations of the experiences of the participants, there were five themes that emerged: (1) the reasons why they became police officers, (2) the challenges encountered as police officers, (3) the fears in the line of work, (4) the realizations of being a police officer, and, (5) their opinions in recommending their line of work.

Most nurses who are produced here in the Philippines tend to go abroad to earn more. It is evident that nurses here are not compensated. However, some nurses prefer to stay here and decide which kind of job they would take to achieve that stability. Therefore, many nurses join the police force to secure a stable job. From civilian life to becoming police officers, we explore the lived experiences of these nurses to gain valuable insights into the life of a police nurse.

### *Theme 1: The Reason of Becoming a Police Officer*

This is the first theme to emerge in this study, and it highlights the various reasons why the participants became police officers.

#### *Subtheme 1: Earnings and Stability*

People are driven to look for a job to earn money. To increase earnings, people resign from their jobs to look for better opportunities. People tend to apply for jobs that can give them security of tenure and stability and one way of it is working in the government sector. For some nurses, they had to become police officers to earn money.

Participant 2 Shared:

“The reason why I became a police officer is that time I had no permanent work.”

Participant 7 Shared:

“The main reason I chose to become a police officer is the security of tenure the job offers. Having a stable and long-term career is important to me when planning for the future. My decision was also influenced by my father-in-law who was also a police officer.”

Participant 3 Shared:

“The reason I chose to become a police officer was the desire for a stable and secure career. Job security is more important and law enforcement offers a steady paycheck, benefits and opportunities for long term employment.”

When selecting a vocation, job security—which is the guarantee of ongoing employment without the risk of job loss—is a major concern for many students (Aman, 2021). The significance of stable employment has been emphasized in numerous studies, which show its impact on long-term professional commitment and career satisfaction (Bashir & Gani, 2020). Steady employment guarantees peace of mind and financial security, both of which are necessary for professional and personal development.

#### *Subtheme 2: Familial Influence on Career*

Filipinos are heavily family-oriented. Even the decision to take a college course is influenced by their family. Whether the recommendation comes from a relative or directly from the main family, job seekers primarily consider the suggestions of the family.

Participant 1 Shared:

“I was encouraged by a relative who is a former police officer because of what he said regarding on the stability of the job.”

Participant 8 Shared:

“I grew up in a family full of police officers.”

Participant 6 Shared:

“It was my childhood dream to become a member of the uniformed personnel.”

Family influences graduates' self-efficacy, shaping their confidence in pursuing certain careers and providing essential environmental supports or obstacles, while conditions in the job market—such as perceived employability and job availability—impact their expectations of outcomes and views of available opportunities (Grosemans et al., 2024). As Grosemans' explained, perceived employability—the belief in one's chances of securing a job—is influenced by both internal elements, like career engagement, and external factors, such as labor market demands. Graduates thus confront the challenge of reconciling family expectations with the realities of the job market, where practical factors such as job availability and industry demand are crucial considerations.

Family, as a key socializing factor, significantly impacts an individual's career decisions (Pisker, 2022). Typically, parents and family members have firm opinions regarding which careers are deemed suitable, shaped by their experiences, cultural values, and notions of financial stability. These expectations can sometimes drive graduates towards careers such as medicine or law, even if those choices do not resonate with their personal passions (Kumar, 2016). A comparative study of Western and Asian cultures indicates that individuals in Asian societies are typically more influenced by their families' career aspirations (Pisker, 2022).

### ***Theme 2: The Challenges as Police Officers***

This is the second theme to emerge in this study and it pertains on the challenges faced by these nurses that became police officers.

#### ***Subtheme 1: Family and Work Imbalance***

Filipinos have close family ties, and family is an important aspect of the Filipino culture. However, working away from family can cause stress and anxiety to employees, especially when the children are still young, someone is sick in the family, or other factors that can put a toll on the work-family balance of an employee.

Participant 3 Shared:

“The challenge I encounter as a police officer is being deployed to other regions. This challenge not only affects me as an officer but has also significant impact on my family and personal life.”

Participant 1 Shared:

“The transformation from a civilian to police officer in which I prioritize work first before family.”

Participant 6 Shared:

“Leaving home for work while your daughter is sick and asking for permission to go home because my daughter was rushed to the ER.”

High work pressure and high family demand lead to poor physical, psychological, and emotional well-being (Jensen & Knudsen, 2017), causing concern to employers as this leads to reduced productivity and increased absenteeism (Jackson & Fransman, 2018).

#### ***Subtheme 2: Work Adjustment and Cultures Encountered***

Nurses who transition to becoming police officers face a significant adjustment from their previous lives. Another thing is that police officers are deployed in other areas, which means that adjustment also happens to be culturally sensitive to people, especially with those with indigenous backgrounds. Cultural competence is an aspect that can be applied to the job.

Participant 3 Shared:

“A challenge was adjusting to a new environment and encountering different cultures, languages, and customs.”

Participant 5 Shared:

“I was assigned in a different region where I experienced difficult and different people from the ones I usually serve.”

Every new hire undergoes a training and acclimation phase, particularly during their first year. For recent traditional-aged college graduates entering the workforce for the first time, this phase may present significant challenges because they are managing several life transitions at once (Reichert & Pihet, 2000).

Around the world, healthcare providers are required to treat an increasing number of patients who come from diverse cultural and linguistic backgrounds. It is recognized that language and cultural issues can jeopardize the safety of hospital patients (Johnstone & Kanitsaki, 2006), leading to growing interest in the concept of cultural competence as a strategy for delivering equitable, high-quality healthcare services to culturally diverse patient groups (Betancourt & Green, 2010).

#### ***Subtheme 3: Stress from the Job***

Stress can grow from a job itself, especially when the job description is clear. Every job comes with a different type of stress and different causes.

Participant 4 Shared:

“As a police officer, the challenges I encounter are dealing with high stress situations, public scrutiny, and personal safety risks.”

Participant 7 Shared:

“Police officers face frequent reassignments, strict rules and high-pressure situations. The job demands discipline, emotional strength, long hours of duty and always under public scrutiny.”

Participant 9 Shared:

“The job is multitasking.”

Workplace stress generally arises from exposure to various stress-inducing factors and occurs when individuals strive to handle their duties, tasks, or other job-related pressures but face challenges, tension, anxiety, or concern in doing so (Stranks, 2015). Work stressors can vary by workplace characteristics and may be specific to a particular organization or industry (Karasek & Theorell, 1990).

### ***Theme 3: The Fears in the Line of Work***

This is the third theme to emerge in this study. As workers, there are factors or events that can instill fear among employees. Fears can be on liability on work, lack of time with family or even security. These factors can cause fear among employees.

#### ***Subtheme 1: Being Assigned Away from Family and Missing Important Events***

Working away from family is difficult for some, especially when emergencies arise. Distance is a major factor in the time it takes to travel from home to work and back. This can cause stress among employees who have close family ties.

Participant 8 Shared:

“To be assigned away from family and I could not attend important events in their lives.”

Participant 5 Shared:

“My fears in the line of my work are missing out on important family occasions and not being able to care for my parents while performing my duties.”

The role of women in supporting father-child relationships can be limited by parents' work schedules, a factor outside the family system (Bronfenbrenner, 1986). For example, in military families, maintaining emotional bonds between male service members and their children is particularly challenging when fathers are away from home due to their jobs (Blaisure & Arnold-Mann, 1992; Knapp & Newman, 1993; Schumm et al., 1996; Segal, 1986).

#### ***Subtheme 2: Job Insecurity***

Employees must be mindful of their actions and adhere to moral and ethical standards to avoid being incriminated. Professional values keep job security intact, while misconduct can cause someone to be fired from their work or worse, cases filed against them.

Participant 1 Shared:

“To be charged administratively and criminally due to the nature of work.”

Participant 9 Shared:

“Risk of job insecurity.”

Participant 3 Shared:

My fear in line of my work is to make mistakes which can lead to serious consequences.

Nurses may fear retaliation, backlash, or legal repercussions from coworkers or management. They may feel pressure not to report incidents, fear being held accountable, or lack of support. Management-related fears include losing their position, receiving low performance reviews, or facing legal repercussions. Nurses may also worry about reporting the incident and facing sanctions or low patient satisfaction ratings. (Fu et. al, 2021).

#### ***Subtheme 3: Diminishing Skills***

Skills are one of the most sought-after qualities an employee must have. Yet, there are some instances in which a professional works in a setting in which the skills are not utilized, which leads to incompetence or even rusting of the skillset. Lack of practice can cause the employee to forget the skills they have earned.

Participant 2 Shared:

“My fear in my line of work is the lack of experience. My skills are rusting.”

Employees need to engage in ongoing professional development to enhance and sustain their professional skills and knowledge. Furthermore, this contributes to their career growth, ensures safe practices, improves client services, and maintains customer trust (Allen et al., 2019; Beckman et al., 2019; Smith et al., 2023).

While healthcare professionals tend to pursue continuing professional development, the benefits for other professions have not been extensively explored (Allen et al., 2019). To further their careers, stay informed, and deliver better-quality care to patients, healthcare professionals participate in continuing education and training (Turner et al., 2012; Robinson & Tingle, 2003).

#### ***Theme 4: The Realizations as Police Officers***

This is the fourth theme to emerge in this study, and it entails the realizations felt by the participants towards their career as nurse-police officers.

##### ***Subtheme 1: Responsibility and Discipline***

As an employee, one must act professionally and in accordance with the organization's standards. Each employee must be responsible for their actions and must be responsibly diligent in enforcing values and ethics among themselves so as not to be liable for anything that might put them at risk in their jobs and can even affect others as well.

Participant 3 Shared:

“I realized what working as a police officer is not just about the job and the salary, but the weight of the responsibility I carry because every decision I make can have a lasting impact. This made me more careful and more aware of how my actions affects others.”

Participant 5 Shared:

“Being a police officer is sacrificing yourself, beliefs, preferences in order to stay and adapt with all the challenges. It is not always easy but sometimes it rewards you in a way that you become the better version of yourself, and it is worth it in the end.”

Participant 1 Shared:

I realized that being a police officer requires patience, discipline, and quick thinking. Staying calm under pressure and working as a team is the key. Every action can affect the community.

Job responsibilities pertain to the obligations an employee has to carry out the tasks assigned to them, while work responsibility implies that employees must complete all assignments within the schedule set by the organization (Hasibuan, 2017). The purpose of allocating work responsibilities to each employee is to ensure that tasks are accomplished more efficiently and to improve employee productivity. Besides responsibilities, the work discipline upheld among employees also affects the productivity they produce. Work discipline is defined by a structured environment that includes the formal or informal rules of an organization (Gofar et al, 2021). Work discipline is consistently enforced and discussed within the organization to establish it as a way of defining the autonomy of individual employees or teams.

##### ***Subtheme 2: Career Progression***

The experience and reality of an employee moving along in their profession are both referred to as career advancement. This is frequently experienced through "moving up" within a single organization by acquiring new skills, receiving promotions, title changes, wage increases, and other means. For police officers, the earlier you enter the service, the sooner you can meet the schooling and other requirements for promotion; in a few years, a police officer can reach a higher rank.

Participant 2 Shared:

“I realized that you must enter the police force as early as you can because in PNP, age does not matter. It is seniority and we have the thing called RHIP or “Rank-Has-Its-Own-Privilege””.

Investing in career progression is crucial for employee growth, helping them attain security, satisfaction, and a sense of professional accomplishment. This process encompasses advancements in titles, the acquisition of new skills, and enhancements in compensation, offering a pathway for career development that cultivates loyalty and a sense of purpose among the workforce (Personio, 2024).

Career progression entails advancement towards higher qualifications, job titles, or roles, including ascending the corporate ladder and taking on more demanding responsibilities (Bigelow, 2024; Cambridge University Press, n.d.; Vicente, 2020).

#### ***Theme 5: Opinions in Recommending the Line of Work***

Suggesting a particular career path to others is part of the job search and can inspire individuals to consider exploring a new profession. Nevertheless, some individuals hesitate to endorse their field because they may be held responsible if the job turns out to be a poor fit. Others who have taken on the recommended role are now satisfied in their present positions. Ultimately, the choices and decisions made by nurses are significant for individuals, as they can greatly enhance their well-being.

### ***Subtheme 1: Positive Recommendations of the Line of Work***

Participant 7 Shared:

“I would recommend health professionals to become police officers because of job security. It offers the opportunity to serve communities in need. Additionally, they can help ensure health and wellbeing of our PNP Personnel, making a positive impact both inside and outside of the force.”

Participant 5 Shared:

“Yes. Because the job is worth it.”

Participant 4 Shared:

“Yes. Because it is a stable job and the opportunity to make a positive difference in our community and to serve our country.”

Participant 6 Shared:

For me, nurses who are passionate about helping those who serve and defend the country should enter PNP because our uniformed soldiers need dedicated personnel to care for their health during their service to the country and there is job security.

Various aspects of life are influenced by financial well-being, including social well-being (Leskinen & Raijas, 2006), personal subjective well-being (Diener & Biswas-Diener, 2002; Weller, 2012), and financial contentment (Buchler et al., 2009). It also affects job satisfaction (Power & Hira, 2010). According to Garman et al. (2005), financial well-being refers to an individual's ability to meet their own needs, along with their level of stress and satisfaction regarding their financial situation.

### ***Subtheme 2: Reservations in Recommending the Line of Work***

Participant 3 Shared:

“No. If they can pursue or able to work abroad as a nurse, it is much better for more significant career advancement and personal growth and financial benefits.”

Participant 1 Shared:

“No. because you can practice more of your profession in the hospital settings and opportunity working in abroad.”

Participant 8 Shared:

“No. it takes a heart and a lot of sacrifices.”

Participant 2 Shared:

“I recommend fellow nurses to enter the police service if they are dedicated to love and serve their country. If they don't love their country, I recommend applying in other country for greener pasture.”

A recent study from the Workforce Institute at UTK shows that 46% of respondents worldwide would not recommend their current job or industry to younger generations, with the highest dissatisfaction reported in India, France, and the U.S. This has prompted many to reconsider their work-life paths and recognize that life encompasses more than just professional obligations. Some are feeling disillusioned because their jobs are not meeting their expectations, prompting them to seek greater support from organizations, including in innovative ways that haven't been prioritized by HR or leadership before. Over half of the respondents (53%) expressed a desire to switch to entirely different careers if given the chance, 64% would leave their current positions immediately if possible, and 40% wished they had received a warning about their current roles. Indeed, 89% indicated that the pandemic helped them understand that there are more significant aspects to life than work. Additional considerations for employees include elevated expectations for company support (76%), reevaluating what they want in an employer (70%), and believing their employer owes them more than just a salary (78%). Approximately three-quarters (74%) would advise their children to pursue careers that hold personal meaning. While many respondents identify as motivated by money, 74% aspire for future generations to approach work differently and engage in roles they find rewarding (SHRM, 2022).

## **Conclusions**

The results of the study indicate that the participants are satisfied with their current jobs due to the security the employment provides. A common challenge faced by participants is the imbalance between work and family life, particularly when assigned to remote locations. Additionally, there is concern about a potential decline in their skills. Regarding their views on recommending this line of work, some participants suggest it due to the job security, while others express reservations about endorsing it. Moreover, becoming a police officer has influenced participants' attitudes, outlooks, and values, leading them to adopt a greater sense of responsibility in both their professional and personal lives. Consequently, the advantages of their work surpass the drawbacks experienced by the participants.

Despite this, the research suggests the following: (1) open communication within the family should be preserved to prevent conflicts

arising from potential work-family imbalances, (2) it is essential to evaluate coping strategies to determine their continued effectiveness in managing work-related stress, and (3) nurse-police officers ought to be given opportunities for skills enhancement training and preceptorships in hospitals to mitigate the risk of skill deterioration due to insufficient practice.

The findings of this study could serve as a foundational reference for future research on nurses employed in law enforcement. The outcomes of this research are influencing changes in the hiring and training of nurses globally. Clearly, this investigation is highly relevant.

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