

**AGILITY IN ACTION: LIVED EXPERIENCES OF POLICE OFFICERS IN
FITNESS PROGRAM**



An Undergraduate Thesis

Presented to

The Faculty of the Criminal Justice education

Davao Central College

Toril, Davao City

In Partial Fulfillment of the Requirements for the Degree
Bachelor of Science in Criminology

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S.Y. 2025-2026

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We, the researchers, truthfully declare that this manuscript is original, has not been published before and is not currently being considered for publication elsewhere. With our signature we confirm that; we have not committed any forms of plagiarism; we have reported all the methods, data and process accurately and truthfully; we have not manipulated any data, and we have mentioned all person who significantly contributed to the manuscript.

ACKNOWLEDGEMENT

The researchers would like to express their profound gratitude and sincere appreciation to all individuals who, in one way or another, contributed to the successful completion of this thesis.

Above all, the researchers humbly offer their deepest gratitude to the Almighty God for His boundless grace, wisdom, strength, and guidance throughout the conduct of this study. His divine guidance sustained the researchers during challenging times and enabled them to persevere until the completion of this research.

The researchers extend their sincere appreciation to their thesis adviser, Dr. Myrna P. Tubigan for his invaluable guidance, unwavering support, scholarly expertise, and constructive criticisms, which significantly contributed to the improvement and completion of this manuscript. His patience, dedication, and commitment were instrumental in the successful conduct of this study.

The researchers also extended their deepest gratitude to the thesis panel, Dr. Patrick R. Vequilla, Mrs. Aimar M. Gerasmio, and Mrs. Flora May S. Castro, for their insightful comments, suggestions, and recommendations. Their guidance and expertise helped strengthen the content, clarity, and overall direction of this research.

The researchers would also like to express their sincere gratitude to their thematic Analysis, Dr. Alkhazer V. Sappayani for his guidance and assistance in the analysis and interpretation of the data. His expertise greatly contributed to the accuracy and clarity of the study's results.

The researchers would also like to thank the Police personnel from the Police station 8 Toril in Davao City who willingly participated in this study. Their time, honesty, and cooperation made the data gathering possible and meaningful.

Sincere appreciation is extended to the family and friends of the researchers for their unwavering supports, patience, and motivation. Their encouragement provided strength and inspiration during challenging times throughout the research journey.

Above all, the researchers offer their deepest gratitude to Almighty God for the wisdom, strength, guidance, and perseverance granted to them. Without his blessing and guidance, this research would not have been possible.

Researchers

ABSTRACT

This study explored the lived experiences of police officers participating in the fitness program at Toril Police Station in Davao City. The research aimed to understand how physical fitness programs influence officers' physical condition, mental resilience, professional readiness, and overall well-being in the context of law enforcement duties. Using a qualitative phenomenological research design, the study gathered data from eight police officers through semi-structured in-depth interviews. The collected data were analyzed using thematic analysis guided by Colaizzi's phenomenological method and anchored on Self-Determination Theory. The study sought to capture the officers' personal experiences, challenges, coping strategies, and perceptions regarding their participation in the fitness program. The findings revealed five major themes: Physical Health and Fitness Benefits, Mental Health and Psychological Resilience, Professional Readiness and Duty Performance, Camaraderie and Team Unity, and Challenges and Coping Strategies. Participants described how the fitness program improved their stamina, strength, body conditioning, discipline, emotional balance, and operational readiness. The program also fostered teamwork and stronger relationships among personnel while serving as a coping mechanism for stress and occupational demands. However, officers also encountered challenges such as fatigue, time constraints, scheduling conflicts, and personal health limitations. An emerging theme identified in the study was "Fitness as Operational Readiness in Law Enforcement," highlighting that officers viewed physical fitness not merely as a personal activity but as a professional necessity essential for effective police service and public safety.

Keywords: *Physical Fitness, Agility, Police Officers, Lived Experiences, Operational Readiness, Toril Police Station, Davao City.*

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Chapter I

INTRODUCTION

Background of the Study

In the field of law enforcement, the role of a police officer is not only defined by courage and discipline but also by physical readiness. Every operation whether chasing a suspect, responding to emergencies, or ensuring peace and order requires officers to be alert, agile, and physically capable. Agility, in particular, is essential because it enables officers to move quickly and efficiently during unpredictable situations. Balancing the physical demands of the job with administrative duties, long working hours, and stress can make maintaining fitness a major challenge for many in the police force. Moreover, the mandate to undergo physical fitness program is a response to maintain agility. This has been implemented for a number of years see it can be noted that there are still obese, frail, sickly personnel which the case are detrimental in their call of duty.

Globally, police fitness has emerged as a recurring theme in contemporary research and practice. Studies conducted between 2022 and 2024 reveal that numerous law enforcement organizations continue to face challenges in sustaining structured fitness programs and maintaining physical standards throughout an officer's career. In Portugal, Massuça et al. (2022) observed that police fitness assessments vary considerably across jurisdictions, resulting in inconsistencies in operational readiness. Similarly, research conducted in the United Kingdom by Dicks et al. (2023) emphasized that strength, endurance, and agility are critical

determinants of officers' effectiveness during high intensity and tactical operations. Complementing these findings, Feng et al. (2024) in China developed law enforcement specific fitness models that highlight agility and mobility as fundamental attributes for successful field performance. Despite these advancements, maintaining consistent training and physical conditioning remains a global concern. As noted in Finland, Valmari et al. (2023) reported persistent difficulties in sustaining long term fitness engagement among officers due to organizational and motivational barriers.

In the Philippines, the Philippine National Police (PNP) has recognized the link between fitness and effective policing. National programs such as "Pulisteniks" and body mass monitoring were introduced to help officers stay in shape (*Arab News*, 2025). However, lifestyle related issues remain a concern. According to Consortium Academia (2024) revealed that many officers face conditions such as hypertension, obesity, and fatigue due to irregular schedules and a lack of physical activity. While policies exist, their implementation varies from one unit to another, and the personal experiences of officers struggling to maintain fitness are rarely documented.

At the local level, police officers at Toril Police Station in Davao City face these same challenges. The station's personnel are constantly involved in community policing, traffic management, crime prevention, and emergency response tasks that require both mental sharpness and physical agility. Despite this, officers often report difficulty sustaining regular fitness routines due to operational workload, night shifts, and limited access to proper exercise facilities.

While some officers participate in group fitness sessions and voluntary morning exercises, others find it hard to maintain consistency. Gustilo (2025) noted that fitness programs in local police units, including those in Davao, are often implemented inconsistently, depending on leadership emphasis and availability.

The primary aim of this study is to explore the real-life struggles that police officers at the Toril Police Station face in maintaining their physical fitness and agility. While the job requires them to be quick and ready for action, the reality of unpredictable shift schedules and heavy workloads often makes regular exercise nearly impossible. This study seeks to understand how these practical obstacles contribute to physical issues, which directly hinders an officer's ability to chase or apprehend suspects effectively. By focusing on these personal experiences, the research intends to highlight the gap between official fitness policies and the actual daily lives of personnel, ultimately seeking ways to better support their health and operational readiness.

Purpose of the Study

The purpose of this study is to describe and understand the lived experiences of police officers in the fitness program whereby the primary aim is to maintain their agility and fitness for work. It aims to go beyond measurable data and highlight the human side of police work the everyday struggles, sacrifices, and motivations that shape how officers maintain their readiness for action.

Research Objectives

This study aims to explore the lived experiences of police officers of Toril Police Station participating in a fitness program. Specifically, this research seeks to:

1. To explore the lived experiences of Police officers in the Fitness program.

Review Related Literature

This chapter presents related literature and studies that support the research topic. It includes concepts and findings about physical fitness, police wellness, and operational readiness among police officers, which helped strengthen the foundation of the present study.

Barriers to Maintaining Fitness

Despite awareness of its importance, officers often face barriers that limit their ability to maintain physical fitness. These barriers shape daily experiences and influence how officers relate to exercise and readiness. Feng et al. (2025) found that time constraints, shift schedules, and limited facility access reduce participation in regular exercise. Officers often experience tension between operational responsibilities and personal fitness goals.

Orr et al. (2025) identified similar challenges across international contexts, including organizational limitations and reduced motivation. These constraints suggest that fitness maintenance is not solely an individual responsibility but a shared organizational experience. Understanding these barriers provides context for officers' narratives about frustration, adaptation, and compromise in maintaining agility.

Police Fitness

In law enforcement, physical fitness is not only a functional requirement but also a lived condition that shapes how officers experience their work. Studies consistently show that fitness affects officers' capacity to respond to emergencies,

perform demanding tasks, and protect themselves from injury. From a phenomenological perspective, changes in physical fitness influence how officers perceive their readiness and confidence in daily operations.

Dawes et al. (2023) documented gradual declines in cardiovascular endurance, strength, and agility among state patrol officers over a five-year period. Beyond reduced physical scores, these declines suggest shifts in how officers experience their bodies during operational tasks. Frick et al. (2024) similarly observed age-related reductions in endurance and mobility, indicating that officers' sense of capability may change over time. These findings highlight fitness as a dynamic experience rather than a fixed attribute, shaped by age, workload, and occupational demands.

Feng, Liu, and Wang (2024) developed a fitness evaluation model emphasizing agility, speed, and muscular endurance as essential for police work. While the model focuses on performance indicators, it also reflects how fitness is operationally defined and experienced within policing contexts. Together, these studies support the idea that physical fitness underpins both operational effectiveness and officers' lived sense of preparedness.

Physical Fitness Components

Physical fitness consists of multiple components, including cardiovascular endurance, muscular strength, agility, flexibility, and body composition. Quantitative studies show that these components are strongly connected to task performance, but they also shape how officers experience physical demands in real-world situations.

Lockie et al. (2023) found that aerobic capacity and muscular strength predict success in activities such as suspect pursuit and obstacle navigation. From a phenomenological lens, such findings suggest that officers with higher fitness levels may experience these tasks as manageable rather than overwhelming. International research further identifies agility as a critical factor in occupational performance (Massuça et al., 2023; Marins et al., 2021). When agility is reduced, officers may experience hesitation, fear, or physical strain during complex movements.

Longitudinal evidence from Dawes et al. (2023) shows that without continuous training, agility and strength decline over time. These physical changes may alter how officers perceive their effectiveness and safety in the field. Fitness, therefore, is not only a measurable variable but a lived condition that influences bodily awareness and decision-making during operations.

Physical Impact of Police officers

Police work exposes officers to continuous physical demands that significantly affect their strength, endurance, agility, and overall physical health. Operational duties such as hot pursuits, suspect apprehension, prolonged patrols, and equipment carriage require sustained physical readiness and place repeated strain on the body. Recent literature emphasizes that the physical impact of policing is cumulative and develops over time as officers are repeatedly exposed to physically demanding and unpredictable situations.

Longitudinal research indicates that police officers experience gradual declines in physical fitness throughout their careers. Dawes et al. (2023) reported

significant reductions in cardiovascular endurance, muscular strength, and agility among state patrol officers over a five-year period. These physical declines were associated with increased fatigue and reduced operational readiness, increasing the risk of injury during high-intensity encounters. Age and length of service further intensify the physical impact of policing. Frick et al. (2024) found that older officers demonstrate reduced aerobic capacity and mobility compared to population norms. These physical changes may limit officers' ability to respond quickly and effectively during emergencies, particularly in situations requiring speed, balance, and agility. The findings suggest that physical fitness in policing is dynamic and influenced by occupational exposure over time.

Operational performance studies further confirm the relationship between physical fitness and task execution. Lockie et al. (2023) showed that officers with lower aerobic fitness and muscular strength experienced greater physical exhaustion during pursuits, obstacle navigation, and physical confrontations. In contrast, officers with higher fitness levels performed tasks more efficiently and reported fewer injuries. These results demonstrate that physical readiness directly affects both officer safety and operational effectiveness.

The physical impact of policing also extends to overall health outcomes. Violanti et al. (2021) identified increased prevalence of obesity, hypertension, and fatigue among police officers, often linked to shift work, disrupted sleep patterns, and limited time for exercise. These health concerns reduce stamina and recovery capacity, further compounding the physical strain experienced during operational duties.

In the Philippine context, a national assessment by Consortium Academia (2024) reported that many Philippine National Police officers experience lifestyle-related health risks due to irregular work schedules and inconsistent implementation of fitness programs. These challenges are particularly pronounced at the local station level, where operational demands are high and access to structured fitness resources may be limited.

Police Fitness in the Philippine

In the Philippines, police fitness programs exist but are unevenly implemented, shaping officers' experiences differently across units. National initiatives such as "Pulisteniks" promote physical activity, yet their impact depends largely on leadership support and available resources. According to Consortium Academia (2024) that many Filipino officers face health issues related to irregular schedules and limited physical activity, affecting how they experience readiness and well-being.

Local studies support these findings. De Guzman and Flores (2021) reported that Filipino officers struggle to sustain fitness routines due to workload and time limitations, despite recognizing agility as essential for safety. In Davao City, Gustilo (2025) observed inconsistent enforcement of fitness programs, which influences officers' motivation and engagement.

International research mirrors these challenges. Granholm Valmari et al. (2023) highlighted motivational and organizational barriers to long-term fitness engagement among Finnish officers, reinforcing the need for institutional support. These contextual factors emphasize the importance of exploring the lived

experiences of police officers at Toril Police Station to understand how agility is practiced, valued, and experienced in daily operations.

Body Mass Index

Body Mass Index (BMI) is commonly used in police populations to gauge weight status and overall physical health. It measures weight relative to height (kg/m^2) and helps identify officers who are overweight ($\text{BMI} \geq 25$) or obese ($\text{BMI} \geq 30$), conditions that can affect both performance and health. Law enforcement agencies often use BMI to monitor officers' fitness and ensure they meet physical standards (Violanti et al., 2021; Massuça et al., 2022).

Research shows that many police officers face high rates of overweight and obesity, which can negatively affect physical abilities, metabolic health, and readiness for duty. Estimates suggest that between 42% and 65% of officers fall into the obese category, highlighting a significant concern for the profession (Violanti et al., 2021; Orr et al., 2022).

A recent U.S. study found that nearly 60% of police officers were classified as obese. Officers with higher BMI often had larger waist and hip measurements, indicating central fat accumulation, which is associated with cardiometabolic risks. The study also found that job-related stress and unhealthy eating habits play a major role in weight gain, showing how occupational demands can influence health (Violanti et al., 2021).

In practical terms, maintaining a healthy BMI is not just about personal health; it is closely linked to operational readiness. Officers with higher BMI often have lower aerobic endurance, which can compromise their ability to perform

essential duties safely and effectively (Lockie et al., 2023; Dawes et al., 2023). This makes fitness programs, weight management, and ongoing conditioning vital components of law enforcement.

Psychological Impact of Police officers

The experience of fitness in policing extends beyond physical ability and includes psychological and emotional dimensions. Officers often associate fitness with confidence, stress management, and perceived competence. Canetti et al. (2024) found that musculoskeletal fitness is positively related to confidence in completing occupational tasks, indicating that physical readiness supports psychological stability.

Dawes et al. (2023) noted that officers experiencing declines in fitness reported frustration and stress. These emotional responses reveal how physical changes are personally interpreted and felt. Feng et al. (2025) further documented officers' reflections on motivation and exercise habits, showing how officers actively negotiate challenges to maintain fitness. Such accounts highlight fitness as a meaningful part of officers' professional identity.

Emotional Impact of Police officers

Policing is widely recognized as an occupation that exposes officers to repeated emotional stressors from dangerous, unpredictable, and morally complex situations. Recent literature emphasizes that, beyond physical demands, police work has significant emotional effects that influence officers' well-being, decision-making, and professional identity. Emotional experiences such as fear, anxiety,

frustration, pride, and emotional exhaustion are closely linked to officers' physical readiness and agility during operations.

Recent studies show that emotionally charged encounters such as suspect pursuits, confrontations, and emergency responses require officers to regulate intense emotions while performing physically demanding tasks. Violanti et al. (2021) reported that repeated exposure to high-risk incidents contributes to increased emotional strain among police officers, often appearing as emotional fatigue and suppressed stress responses. Over time, these emotional burdens accumulate and shape how officers experience their bodies and physical capabilities during operational duties.

The emotional impact of physical readiness is especially clear when officers perceive their agility as either adequate or lacking in critical situations. McCarty and Skogan (2022) found that officers who felt physically prepared reported feelings of confidence, control, and reassurance. In contrast, officers who doubted their physical agility experienced fear, self-blame, and emotional distress, particularly after physically demanding encounters. These emotional reactions were often vividly remembered and became part of officers' professional narratives.

Purba and Demou (2021) observed that officers who engaged in regular physical training reported better emotional regulation and lower levels of emotional exhaustion. Fitness routines were described not only as physical preparation but also as emotional coping strategies that helped officers manage operational stress.

This suggests that agility and fitness function as emotionally meaningful resources, not just physical requirements.

Lived Experiences of Agility

Agility is frequently described by officers as central to survival and effectiveness in the field. Qualitative studies emphasize agility as an embodied experience shaped by training, exposure, and situational demands. Gomez et al. (2022) reported that tactical officers view agility as a “lifeline” during critical incidents, enabling rapid adjustments in unpredictable environments. This perception reflects how agility is experienced as safety and control.

According to Martinez and Cruz (2021) reported that police officers who consistently engage in agility training demonstrate improved mental stability during operational duties, indicating a strong link between physical preparedness and psychological readiness. In a related perspective, Turner et al. (2022) qualitative accounts that associate agility with enhanced professional pride and self-efficacy, suggesting that physical capability contributes to how officers perceive their professional identity. Conversely, Hernandez and Patel (2023) found that insufficient agility may result in increased fear, anxiety, and reduced confidence when performing high-risk tasks, highlighting the consequences of inadequate physical readiness. In addition, Farrell and Kim (2024) sustained agility training contributes to the development of emotional resilience and mental preparedness among law enforcement personnel.

Theoretical Lens

This study is anchored in Self-Determination Theory (SDT) developed by Deci and Ryan (1985), which explains human motivation by emphasizing the importance of internal psychological processes that influence behavior, engagement, and well-being. SDT proposes that individuals are more likely to be motivated, committed, and satisfied when their experiences support their sense of personal involvement, effectiveness, and social connection. In the context of police fitness programs, this theory provides a relevant lens for understanding how officers interpret and give meaning to their participation in physical training activities.

In this study, Self-Determination Theory is used to explore how police officers of Toril Police Station experience a fitness program as part of their professional and personal development. The theory helps explain why officers choose to engage in the program, how they perceive their physical growth and confidence, and how interactions with colleagues influence their motivation and satisfaction.

Aligned with the first research objective, SDT guides the exploration of how officers experience participation, personal involvement, and decision-making within the fitness program. When officers perceive that they have an active role in their training and feel involved in the process, their motivation and engagement are strengthened. This lens allows the study to examine how meaningful participation influences sustained commitment to fitness activities.

Overall, Self-Determination Theory serves as an appropriate theoretical lens for this study as it explains how internal motivation, personal growth, and social factors interact to shape police officers' lived experiences in a fitness program. By applying this theory, the study seeks to provide a deeper understanding of how fitness initiatives can support both the physical readiness and holistic well-being of police officers.

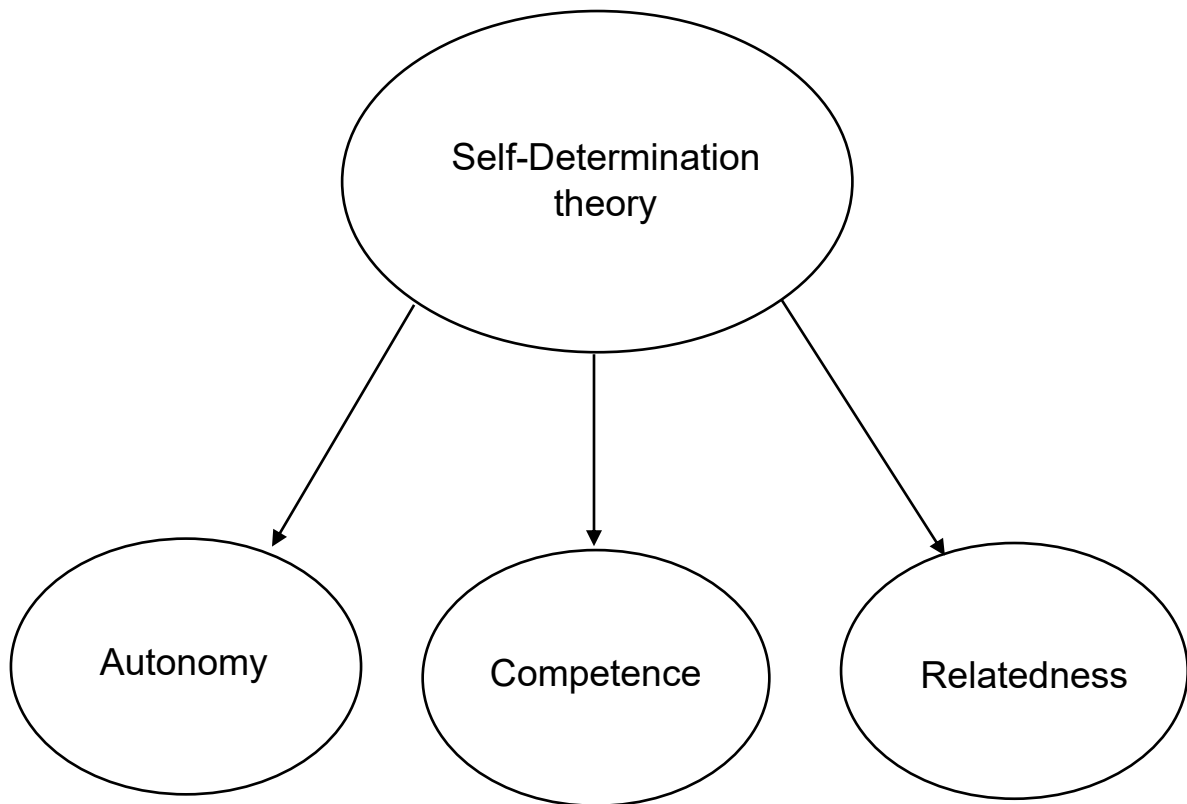


Figure 1. Paradigm of Self - Determination Theory of Deci and Ryan (1985)

Significance of the Study

This study is significant for several groups:

Police Officers. It may give them a platform to share their real experiences and challenges, recognizing their efforts to stay fit despite demanding work conditions.

Philippine National Police (PNP). Findings may inform the design of practical and realistic fitness programs that address the specific needs of officers in the field.

Trainers and Leaders. The results may help improve training systems, leadership support, and station-level fitness culture.

Community. A fit and agile police force ensures more effective and timely responses, enhancing public safety and trust.

Future Researchers. This study contributes qualitative evidence to an area dominated by quantitative research, paving the way for further studies on police wellness and performance.

Scope and Delimitation

This study was focused specifically on police officers assigned to Toril Police Station, Davao City. It explored their personal experiences, perceptions, and challenges related to maintaining physical fitness and agility in their operational duties. The research was not measured physical fitness quantitatively (such as BMI or endurance levels); instead, it used interviews and thematic analysis to understand the officers' lived experiences. The findings were limited to this particular station and may not fully represent the experiences of all police officers in other regions.

Definition of Terms

Agility – the ability of a police officer to move quickly and easily, especially during operational duties that require fast responses or physical coordination.

Fitness – a state of physical health and strength that enables police officers to perform their duties effectively.

Lived Experience – personal accounts and perspectives of individuals based on their real-life experiences.

Police officers – members of a police force, tasked with upholding laws, investigating crimes, and arresting criminals, among many other duties.

Psychological – The mental processes and cognitive functions, such as focus, decision-making, and stress management, that influence police officers' ability to perform agile movements and respond effectively during operational tasks.

Emotional – The range of feelings and affective responses, including motivation, confidence, and frustration, experienced by police officers as they engage in agility and fitness programs, affecting their performance and well-being.

Physical – The bodily capacities, including strength, endurance, flexibility, and overall fitness, that enable police officers to execute agile movements and meet the physical demands of their duties.

Chapter II

METHODS

This chapter presented the research methodology employed in the study, detailing the approach, setting, participants, procedures, and ethical considerations. The methods outlined aimed to provide a clear understanding of how the study was conducted and ensured the reliability and validity of the findings.

Research Design

This study used a qualitative phenomenological design to understand how police officers at Toril Police Station experienced physical fitness and agility during operations. This approach was appropriate because it captured both the physical and emotional aspects of their experiences, which could not be measured through numbers alone. By using semi-structured, in-depth interviews, the researcher could gather detailed, meaningful insights into how officers perceived their physical readiness and the demands of their work.

Research Locale

The study was conducted at Toril Police Station, a local police unit in Davao City tasked with community policing, crime prevention, emergency response, and patrol operations. The station's operational demands, rotating schedules, and diverse field responsibilities provided an appropriate setting for exploring officers' lived experiences of maintaining physical fitness and agility. Toril Police Station was also characterized by varied operational contexts urban centers, residential areas, and barangay-level engagements which influenced the physical and

psychological demands placed on its personnel. Conducting the study in this locale allowed for an authentic and grounded understanding of the officers' everyday challenges in sustaining fitness amidst operational duties.

Participants and Sampling

A sample size of 8 police officers was targeted, consistent with Creswell's (2013) recommendation that phenomenological studies typically include 5–25 participants to allow for in-dept thematic exploration.

Purposive sampling was used to select participants who met the inclusion criteria (1) At least one to three years of active service as a police officer, (2) Direct participation in the police department's fitness and agility programs, (3) Willingness to share personal experiences, challenges, and perceptions regarding the impact of fitness programs on their operational performance. This sampling technique was justified because phenomenological research prioritized depth rather than breadth, focusing on individuals who could meaningfully articulate the lived phenomenon under study. Participants were chosen with the assistance of a designated station officer (Administrative officer or duty officer), who helped identify eligible personnel based on their operational involvement while ensuring voluntary participation. This approach ensured that the data collected accurately reflected the lived experiences of officers engaged in the department's fitness and agility initiatives.

Research Instrument

The qualitative data for this study were collected using semi-structured interviews through In-Depth Interviews (IDI). As described by Magaldi and Berler's (2020), a semi-structured interview was a guided conversation between the

researcher and the participant, enhanced by follow-up questions, probing, and observations, consistent with the IDI approach. In this study, the interviews focused on exploring the lived experiences of police officers participating in a fitness program, particularly their perceptions of physical agility, fitness readiness, challenges, and the program's impact on job performance and well-being. To ensure the validity of the instrument, the interview guide was reviewed and validated by experts prior to data collection.

Interview questionnaires were used to gather participants' insights and experiences in detail. This approach allowed participants to openly share their experiences while enabling the researcher to ask clarifying questions to gain deeper understanding. The interviews were conducted in the participants' preferred language English, Tagalog, or Bisaya to ensure clear communication and accurate comprehension throughout the data collection process.

Data Gathering Procedure

Data collection was conducted over a recommended period of four to six weeks, depending on the availability and operational schedules of officers. Before initiating data gathering, the researcher secured permission from the station commander through a formal request letter. Once approval was granted, coordination was established with a designated liaison officer at the station for scheduling interviews.

The first step involved orienting prospective participants about the study's purpose, procedures, and ethical safeguards. Each participant was provided with an informed consent form outlining their rights, confidentiality protections, and

voluntary participation. Semi-structured interviews were the primary method of data collection. Each interview was expected to last 30–45 minutes and was conducted in a private room within the station (or another mutually agreed-on location) to ensure comfort and privacy.

Throughout the data-gathering period, the researcher maintained detailed field notes capturing nonverbal cues, contextual observations, and reflections relevant to the phenomenological interpretation. After each interview, recordings were transcribed verbatim for analysis. Data collection continued until thematic saturation was achieved or until the target number of participants had been reached.

Data Analysis

Data analysis followed a thematic approach, guided by the Self-Determination Theory (SDT) as the study's analytical and interpretive framework. The analysis began with the verbatim transcription of all interviews. Following Colaizzi's (1978) seven-step phenomenological method, the researcher: Read all transcripts repeatedly to gain familiarity with the data; Extracted significant statements related to fitness, agility, demands, and resources; Formulated meanings from these statements; Clustered these meanings into thematic categories; Organized themes into an exhaustive description of the experience; Identified the fundamental structure of the phenomenon; and Returned findings to participants for validation when feasible.

Ethical Considerations

This study strictly followed ethical guidelines to ensure the protection, confidentiality, and voluntary participation of respondents. Given that the research involved police officers at Toril Police Station, professionalism and respect for their rights were paramount. All participants received an informed consent form detailing the study's purpose, the confidentiality of their responses, and their right to withdraw without consequences. To protect anonymity, no personally identifiable information was collected. Data were securely stored and accessible only to the researcher for analysis. The researcher upheld data integrity, ensuring accurate recording and unbiased presentation of findings, thereby enhancing the study's credibility and contribution. Trustworthiness of the study was established through credibility, dependability, confirmability, and transferability by maintaining careful documentation of procedures, accurate transcription of data, and ethical handling of findings.

Chapter III

RESULTS

Presented in this chapter are the findings of the study. The themes, core ideas, and responses of the participants regarding the fitness program of PNP personnel at Toril Police Station are presented in tabular form.

The general objective of this study is to gain a deeper understanding of how participation in a structured fitness program influences police personnel in terms of physical condition, mental well-being, job performance, and social interaction. All responses gathered from the participants were carefully examined using thematic analysis to identify meaningful patterns, key themes, and underlying insights relevant to the study.

Table 1: Experiences of PNP Personel in the Fitness Program

<i>Main Themes</i>	<i>Core Ideas</i>	<i>Significance Response</i>
1. Physical Health and Fitness Benefits	<i>Improved Physical Condition, Stamina, and Strength</i>	<i>IDI3, Line 27–35"Dako kaayo siya'g tabang sa pag-improve sa akong stamina, strength, ug discipline, which is very very important sa among trabaho as PNP officers."</i> <i>IDI2, Line 15–23"The program is well structured and helps improve both physical fitness and overall Well being... the program has helped me become more disciplined, active and health conscious."</i> <i>IDI6, Line 47–57"haga</i>

		<i>promote jud siyag physical fitness and mental resilience so among mga minds ani if mag undergo ug mga physical fitness is murag fresh jud kaayu among mind para sa among mga activities daily."</i> <i>IDI5, Line 40–45"we have annual physical fitness test through to insure that all of pnp personel is still capable in performing law enforcement duties."</i> <i>IDI1, Line 10–13"malaking dakong tabang sa amoa specially pag pag sa course of law kay sa pnp mag responde so dakong tabang sa amoa kung fitness ang police mas makalihok."</i>
	<i>Weight Management and Body Conditioning</i>	<i>IDI1, Line 284–286"katong sauna dako ko sauna so karon na murag na less nako kay oh obese obese man overweight na so dako syag tabang sa amoa."</i> <i>IDI5, Line 40–45"we do have weekly different activities for the fitnesses specially this focus on sa mga obese and I'm one of them belong to obese so that would help a lot to reduce or to maintain our health."</i> <i>IDI7, Line 421–426"ma maintain jud nimo BMI kong unsa ka ka imong ka</i>

		<i>bug-aton sa imong pano-igon ug imohang katas-on nimo diba... sige lang control pod ka sa pagkaon."</i> <i>IDI8, Line 139–146"this program prioritize those personel who are overweight, obese and for those who are applying for promotion... kailangan ug physical and mental health so dapat physically fit ta."</i>
2. Mental Health and Psychological Resilience	<i>Fitness as a Stress Reliever and Mental Refresher</i>	<i>IDI4, Line 168–170"sa one point one one point two ahh kuan sya aah stress reliever namo tapos ahhh tawag ani uhmmm improve physical physic ahhh mentally mental strength tapos ahhh body conditioning."</i> <i>IDI8, Line 191–194"this helpful because aside from being healthy ahh it boost our mind and to think clearly and it helps my mental positive to to have kanang decision making good."</i> <i>IDI6, Line 52–57"mag undergo ug mga physical fitness is murag fresh jud kaayu among mind para sa among mga activities daily."</i> <i>IDI8, Line 320–321"I am more active, focus, and I have self-discipline and I feel so healthy"</i> <i>IDI6, Line 303–308"if you</i>

		go physical activities before your activities or your daily activities ahh ma refresh jud imong mind and focus jud ka sa imong trabaho ahh dli siya luyaluya while nagabuhat ko sa akong mga duties."
	<i>Building Discipline, Confidence, and Emotional Balance</i>	IDI2, Line 288–289"I became stronger physically, more confident emotionally and more disciplined professionally." IDI4, Line 295–297"body health improve, improve amo amoang daily lifestyle namo ma change physically healthy ka tapos ahh dili ka dali na kapoyon dili pud ka dali masuko." IDI8, Line 364–366"before im not very particular on my health, but now since we been doing this regularly I am concern about my physical and mental health and yes and more discipline and self-discipline." IDI7, Line 310–318"kinahanglan ato gyud ni siyang kuanon ahh eh balance pud oh kay para nya pag human during sa trabaho napod eh apil dyapon nato na sya... di lang kay sa physical sa pangisip pud na ug para pag mo trabaho ka gamit pud ni sya."
3. Professional	<i>Physical Fitness as a Job</i>	IDI7, Line 124–137"dili

<i>Readiness and Duty Performance</i>	<i>Requirement and Operational Necessity</i>	<i>man ka maka enter sa service kong wala kay kong dili ka physically fit diba... kinahanglan fit physically fit jud kay maskin as ana Seguro na trabaho pero or sa amoa lang as uniform personel."</i> <i>IDI5, Line 217–219"as a police officer we do have we really ahh required ahh good health to perform our duty men."</i> <i>IDI8, Line 235–239"as police officer we need to be fit all the time because every now and then our job is demanding and sometimes in the field, sometimes in the office... this program is very important for us to be physically fit."</i> <i>IDI6, Line 47–51"Participating in the fitness program at toril police station can be describe as a structured discipline and highly beneficial para sa amoa, especially naga duty mi as personal, experienced that contributes both physical, readiness and well being."</i>
	<i>Enhanced Alertness, Endurance, and Field Performance</i>	<i>IDI# P2, Line 204–206"The program improved my strength, endurance and overall performance, helping me handle duties more effectively and with less fatigue."</i>

		IDI4, Line 214–215"Alertness in overall ahh field of work and ahh fit in every situation." IDI7, Line 223–233"physical fitness dapat gyud, fit gyud ka... kinahanglan physically fit gyud ka dili pwede ni nimo eh kuan nimo... apil pa gani among auxiliary ato sauna dili lang police so kinahanglan lang fit jud ka... maka sa imong duty so kong dili ka physical ayaw nalang gyud dibaa." IDI6, Line 220–221"Mental resilience mas focus nako sa kong trabaho and mas maconsider nako nga fresh jud akong mind tungud sa activities daily." IDI5, Line 261–262"running because stamina is essential when ahh performing duties."
4. Camaraderie and Team Unity	<i>Fitness Activities Foster Solidarity and Stronger Bonds Among Personnel</i>	IDI6, Line 347–352"the physical activities foster the take more pajud siya jud and unity so engaging to the group exercise mas better siya, mas healthy siya as a group and it builds stronger relationship among personnel and our coordinations sa isa't isa trust." IDI6, Line 115–122"need jud diay namo ang mga physical activities through with my co-office and mga

		co personnel sa toril police station... camaraderie rapud sa amoa." IDI2, Line 157–161 "The trainers and participants are supportive, which creates a more motivating and enjoyable environment. Through the program, I have improved my physical fitness, built better habits and gained more confidence in my abilities."
5. Challenges and Coping Strategies	<i>Fatigue, Time Constraints, and Scheduling Conflicts</i>	IDI1, Line 372–376 "ang number one jud challenges nato ani ma matubag is ang kakapoy jud nato duty pa nya mo mag apil pa sa physical fitness so kapoy jud sya pero pag abot sa ma kuan maanad raman gyud so masanay na among lawas." IDI2, Line 378–379 "I struggled with time and fatigue at first, but I overcome it through consistency and better time management." IDI7, Line 411–418 "Time gyud time gyud sya, time management para dri sa trabaho... so magahin ka ug time ug gusto ka magpasingot para ma physically fit jud ka... so ang imoha nalang gyud diha time management nalang gyud sya mao jud na pinaka challenges."

		IDI6, Line 396–409"kanang dli gyud mo mag dungan tanan ug exercise... kabalo mn gyud ta nga every instructions kay naa jud siyay mga time nga dapat naa kay mga submission ani nga time... so ngita jud mi ug kanang time nga magka dungan dungan mi."
	<i>Overcoming Personal Health Limitations and Mental Barriers</i>	IDI5, Line 391–394"personally I suffer in illness, like right now, but good is I overcome by participating slight light exercises that I can afford to perform and that is considerable in our organization." IDI4, Line 386–389"syempre kapoy mao nay tawag mind over matter ana diba kong sa bisaya pa hunahuna ray ga dako pero wa man kay wala man kay no choice pero choice gyud nimo na mo join gyud ka kay para raman pud na sa imog sarili." IDI3, Line 381–384"dali lang jud kayo mag palabi kung angay required sa amoa pariha anang example para sa akong taas akoang bp dli pwede anang dinot anay pariha anang init suga sa init... maka exercise exercise ug mga diet nalang ok na."

		<i>IDI8, Line 449–453</i> "Sama sa gi ingon sa akoang mga kauban ahh pag hunahunaon palng nimo sya kapoy kayo buhaton but because kailangan man nato healthy ta, kailangan nato ug focus, because sa panarbaho dapat physically fit jud... So mo buhat jud ta, mo exercise ta mo joint sa program kay para mana sa atoa atoang sarili kana lang."
<i>EMERGING THEMES</i>	<i>CORE IDEAS</i>	<i>SIGNIFICANT RESPONSES</i>
<i>Functional necessity</i>	<i>Fitness as Operational Readiness in Law Enforcement</i>	"required good health to perform our duty" (P5) "need to be fit all the time... job is demanding" (P8) "dili pwede... kung dili ka physical" (P7)

The theme "Fitness as Operational Readiness in Law Enforcement" stands out as the strongest emerging theme because it is consistently grounded in participants' experiences, where fitness is viewed not as a personal choice but as a necessary condition for effective police work. Participants emphasized that being physically fit enables them to respond to demanding and unpredictable field situations, making fitness directly tied to job performance and safety. This makes the theme highly context-specific to the PNP setting, where operational demands shape behavior more than personal motivation. Unlike the constructs of Self-

Determination Theory, this theme reflects functional necessity rather than autonomy, relatedness, or competence, highlighting that participation is driven by professional obligation. As such, it offers a strong theoretical contribution by showing that in high-risk occupations, fitness engagement is influenced more by role expectations and operational demands than by intrinsic psychological needs.

Table 1 presents the analyzed experiences of Philippine National Police (PNP) personnel in the fitness program, from which five major themes emerged: Physical Health and Fitness Benefits, Mental Health and Psychological Resilience, Professional Readiness and Duty Performance, Camaraderie and Team Unity, and Challenges and Coping Strategies.

The first theme, Physical Health and Fitness Benefits, includes the core ideas improved physical condition, stamina, and strength, as well as weight management and body conditioning. Participants described how the program helped them become more physically capable, active, and disciplined, allowing them to meet the demands of police work with greater ease. Regular participation not only strengthened their bodies but also encouraged healthier habits, particularly among those who were previously overweight, as they became more conscious of maintaining proper body weight and overall fitness. These experiences highlight how structured physical activity supports both daily functioning and long-term health. The second theme, Mental Health and Psychological Resilience, includes the core ideas fitness as a stress reliever and mental refresher, and the development of discipline, confidence, and emotional

balance. Participants shared that engaging in physical activities allowed them to release stress, clear their minds, and regain focus before carrying out their duties. Beyond physical gains, they noticed improvements in their emotional stability and self-control, becoming more confident and mentally prepared in handling responsibilities. This shows that the program contributes not only to physical readiness but also to psychological strength, which is essential in high-pressure environments. The third theme, Professional Readiness and Duty Performance, with the core ideas physical fitness as a job requirement and operational necessity, and enhanced alertness, endurance, and field performance, reflects how participants view fitness as a vital part of their profession. They emphasized that being physically prepared is necessary to enter and remain effective in service, as their work often requires quick response and sustained energy. Improved endurance and alertness enabled them to perform tasks more efficiently and with less fatigue, reinforcing the idea that fitness is directly linked to their capability and reliability in the field. The fourth theme, Camaraderie and Team Unity, includes the core idea that fitness activities foster solidarity and stronger bonds among personnel. Participants expressed those shared exercises created opportunities to support and motivate one another, strengthening relationships within the group. Through these interactions, trust and cooperation naturally developed, making the working environment more positive and connected. This sense of unity not only enhances morale but also contributes to better coordination during actual operations. The fifth theme, Challenges and Coping Strategies, includes the core ideas fatigue, time constraints, and scheduling conflicts, as well as overcoming

personal health limitations and mental barriers. Participants admitted that balancing duty and fitness routines can be physically exhausting and difficult to manage, especially with limited time and demanding schedules. Some also faced health concerns or internal resistance, yet they managed these obstacles by adjusting their routines, practicing consistency, and maintaining a determined mindset. Despite these struggles, they continued participating, recognizing the importance of staying fit for both personal well-being and professional responsibility. Lastly, an overarching emerging theme identified from the participants' experiences is Fitness as Operational Readiness in Law Enforcement. This theme cuts across all the major themes and reflects how participants consistently view fitness not merely as a personal or optional activity, but as a necessary part of their role as police officers. Their narratives show that physical fitness is directly connected to their ability to respond effectively to unpredictable and demanding situations, maintain endurance during operations, and ensure their own safety and the safety of others. While the program provides physical, mental, and social benefits, participants ultimately frame fitness as a professional obligation shaped by the nature of their work. This indicates that engagement in the fitness program is strongly influenced by duty requirements rather than purely personal motivation, making fitness an integral component of police identity and operational competence.

Chapter IV

DISCUSSION

Presented in this chapter are the discussions of the resulting theme and core ideas as presented in chapter three of this study. This chapter discusses the implications of this themes and core ideas in the implication section of each research question.

Experiences of the Participants in the Fitness Program of the PNP

Physical Health and Fitness Benefits

The theme Physical Health and Fitness Benefits reflects how the fitness program positively influenced the participants' overall physical well-being and work performance. For police officers, physical fitness is not only important for health but also necessary in carrying out demanding responsibilities in the field. The participants described how regular involvement in physical activities helped them become stronger, healthier, and more capable of performing operational duties. Their experiences showed that the program contributed to improved endurance, body conditioning, and self-confidence. At the same time, the participants recognized that maintaining physical fitness can also be difficult because of the demanding nature of police work. Overall, this theme highlights the importance of fitness in supporting both personal health and professional effectiveness.

One of the core ideas that emerged from the participants' narratives is improved physical condition, stamina, and strength. Philippine National Police personnel shared that their participation in the fitness program significantly

enhanced their physical capabilities, allowing them to perform their duties more efficiently. Respondents emphasized that improvements in stamina and strength helped them endure physically demanding tasks, particularly during operations that require prolonged effort and mobility. This reflects the importance of physical fitness in law enforcement, where readiness and endurance are essential. Consequently, improved physical condition became closely associated with their confidence and effectiveness in performing their roles. According Dawes et al. (2023), emphasized that higher levels of physical fitness improve occupational performance and reduce fatigue among law enforcement personnel.

Another core idea identified under this theme is weight management and body conditioning. Participants explained that the fitness program supported them in maintaining a healthier body, particularly those who were previously overweight. They shared that regular participation helped them manage their weight and improve their overall physical appearance, contributing to better health and lifestyle practices. However, despite these benefits, some participants experienced pressure related to maintaining physical standards. There were instances where individuals felt challenged in sustaining their progress due to fatigue and demanding schedules. This suggests that while the program promotes physical improvement, it may also create expectations that are difficult to maintain consistently. This aligns with the findings of Violanti et al. (2021), who noted that while fitness programs improve body composition among police officers, organizational demands may limit consistent participation and long-term maintenance.

Mental Health and Psychological Resilience

The theme Mental Health and Psychological Resilience highlights the role of the fitness program in helping participants manage the emotional and psychological pressures associated with police work. Law enforcement duties often expose officers to stressful situations, making mental strength and emotional stability essential. The participants described how physical activities became a healthy outlet for stress and helped them feel mentally refreshed after demanding responsibilities. Aside from improving their mood, the program also contributed to self-discipline, confidence, and emotional control. Nevertheless, the participants acknowledged that the pressures of their profession still remained despite the positive effects of fitness activities. This theme shows that while the fitness program supports mental well-being, it cannot completely remove the stress that comes with police service.

One of the core ideas that emerged from the participants' experiences is fitness as a stress reliever and mental refresher. Participants described how engaging in physical activities helped them reduce stress and regain mental clarity after long and demanding duties. They expressed that exercise allowed them to temporarily disconnect from work-related pressures, making them feel refreshed and better prepared to handle their responsibilities. This reflects the role of fitness as a coping mechanism in managing the psychological demands of police work. According to Gerber et al. (2020), regular physical activity is associated with reduced stress levels and improved mental well-being among police personnel.

Another core idea identified under this theme is building discipline, confidence, and emotional balance. Participants shared that the fitness program helped them develop self-discipline, which positively influenced both their personal and professional lives. They also reported increased confidence and improved emotional stability, enabling them to manage stressful situations more effectively. However, despite these positive outcomes, some participants experienced physical exhaustion, particularly when fitness activities were combined with heavy workloads. In some cases, the expectation to remain disciplined and resilient may lead individuals to suppress stress rather than address it. This indicates that while fitness supports psychological resilience, it does not completely eliminate the pressures associated with their profession. This is consistent with the study of Purba and Demou (2021), which highlights that while physical activity contributes to mental resilience, occupational stress in policing remains a persistent challenge.

Professional Readiness and Duty Performance

The theme Professional Readiness and Duty Performance emphasizes the importance of physical fitness in helping police officers effectively perform their responsibilities. The participants viewed physical fitness as a necessary part of their profession rather than simply a personal interest. Because police work often involves emergencies, long hours, and physically demanding situations, maintaining physical readiness became essential for effective performance in the field. The participants believed that being physically fit improved their alertness, endurance, and confidence during operations. This theme highlights how physical

preparedness contributes directly to the quality of service and operational efficiency of police officers.

One of the core ideas that emerged from the participants' narratives is physical fitness as a job requirement and operational necessity. Police officers emphasized that maintaining physical fitness is not merely a personal choice but an essential part of their duty. They recognized that being physically fit is necessary to meet the demands of law enforcement, particularly in situations that require immediate response and physical capability. This reflects how fitness is deeply embedded in their professional responsibilities. This finding is supported by Orr et al. (2019), stated that physical fitness is a critical component of operational readiness and is essential for effective law enforcement performance.

Another core idea identified under this theme is enhanced alertness, endurance, and field performance. Participants shared that the fitness program improved their ability to stay alert and perform effectively during operations. They noted that increased endurance allowed them to handle physically demanding tasks with less fatigue, while improved alertness contributed to better decision-making in the field. However, the expectation to maintain this level of readiness also created pressure among some participants. There were instances where officers felt obligated to participate in fitness activities even when they were physically tired or unwell. This highlights that while fitness enhances performance, it is also influenced by professional demands that may limit flexibility in participation. This aligns with Lockie et al. (2023), emphasized that while fitness

improves performance, mandatory training requirements may contribute to physical strain when not properly balanced with recovery.

Camaraderie and Team Unity

The theme Camaraderie and Team Unity reflects the positive social relationships developed through participation in the fitness program. The participants described how shared physical activities strengthened their connection with fellow officers and created a more supportive working environment. Through teamwork and group participation, they developed trust, cooperation, and stronger interpersonal relationships. The fitness program became more than just a physical activity because it also served as an opportunity for officers to bond outside their formal duties. This theme highlights the role of fitness activities in promoting unity and strengthening workplace relationships within the police organization.

One of the core ideas that emerged under this theme is fitness activities foster solidarity and stronger bonds among personnel. Participants shared that engaging in fitness activities together strengthened their relationships with their colleagues. Through shared experiences, they developed trust, cooperation, and a sense of unity within the group. The program created opportunities for interaction beyond formal duties, contributing to a more positive and supportive working environment. According to Grant (2021), that social interaction and support within group activities enhance teamwork and overall workplace cohesion.

Furthermore, participants highlighted that the sense of camaraderie encouraged them to stay motivated and committed to the program. The presence

of peer support made the activities more enjoyable and meaningful. However, despite these positive experiences, some participants may feel pressured to keep up with others, particularly in group settings. In certain situations, individuals who struggle physically may feel less confident, which can affect their sense of belonging. This suggests that while the program promotes unity, the experience of camaraderie may vary depending on individual capability and participation.

Challenges and Coping Strategies

The theme Challenges and Coping Strategies focuses on the difficulties encountered by participants while balancing police responsibilities with participation in the fitness program. Although the program provided several benefits, participants also faced obstacles such as fatigue, lack of time, physical limitations, and mental exhaustion. These challenges often made regular participation difficult, especially considering the unpredictable and demanding nature of police work. Despite these struggles, participants demonstrated determination and adaptability by finding ways to continue participating in the program. This theme highlights the resilience of police officers in managing both occupational demands and personal well-being.

One of the core ideas that emerged from the participants' experiences is fatigue, time constraints, and scheduling conflicts. Participants consistently reported that balancing their duties with participation in the fitness program can be physically and mentally demanding. Long working hours often limit their time and energy, making it difficult to maintain regular engagement in physical activities. This reflects the challenge of integrating fitness into a profession that requires high

levels of commitment and availability. This finding is supported by Sorensen et al. (2021), workload and time constraints as major barriers to consistent participation in workplace fitness programs.

Another core idea identified under this theme is overcoming personal health limitations and mental barriers. Participants shared that they encountered physical limitations and moments of low motivation, which affected their participation. However, they were able to cope through effective time management, consistency, adaptability, and a strong sense of commitment. Despite these efforts, continuous fatigue and the pressure to persist may lead to physical strain if not properly managed. This highlights that while participants demonstrate resilience, the challenges they face remain significant and require careful consideration. According to Kuehl et al. (2020), which emphasizes that while officers develop coping strategies, sustained physical and occupational demands may still lead to fatigue and health risks.

Implications

Fitness program is essential in maintaining overall performance among uniformed personnel. Task execution is flawless and emotional and psychological dimension are enhanced. Though there are declines in their practices due to varying constraints it is manifested that agility is central to survival if one instead to stay in the law enforcement profession. Further, agility is entertained with risk, confidence and professional competence in everyday policing. Importantly physical health and fitness benefits surfaced as a way to improve stamina while mental health and psychological resilience are prime mover to relieve stress.

Consequently if all are addressed will lead to professional readiness and duty performance enabling them to cope with challenges and navigate various strategies.

Future Directions

The following are hereby recommended.

- Police training Center may implement clear policies and monitoring systems to regulate and sustain the fitness program. They may Provide individualized fitness programs based on the physical capacity and needs of personnel.
- Philippine National Police Admin may conduct regular evaluation and feedback mechanisms to continuously improve the program.
- Program Officer may Introduce technology-based activities such as virtual runs, fitness tracking apps, and online challenges to increase engagement.
- Physical Fitness Director may incorporate personalized nutrition or diet plans to help manage fatigue and promote healthier eating habits (reducing oily food intake).
- Police Personnel may contextualize their fitness schedule to accommodate varying workloads and availability of personnel. They may continuously heighten their motivation and participation in leadership support and team-based activities.
- Future researchers may explore quantitative form of research to quantify mechanism for a more tangible result

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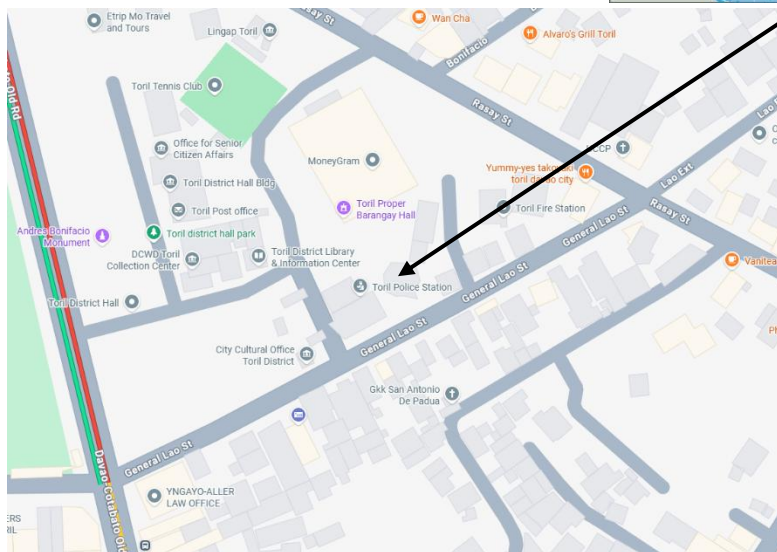
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Appendix A

Map of the Research Locale



Appendix B

Letter to Validators

February 16, 2026

JAY AR A. ROBLES, LPT, MAED

Administrative Officer
Davao Central College

Dear Sir,

Greetings!

We, the third-year Bachelor of Science in Criminology students of Davao Central College, respectfully request your good office to allow us to seek your assistance as a research validator for our study entitled: **"Agility in Action: Lived Experiences of Police Officers in Fitness Program."** As part of the requirements of our qualitative phenomenological research, we will be conducting in-depth interviews with selected police officers of Toril Police Station, Davao City, to explore their lived experiences regarding physical fitness, agility, and participation in fitness programs. In this regard, we humbly request your expertise to review and validate our interview guide and research instrument. Specifically, we seek your professional evaluation to ensure that the questions are clear, relevant, aligned with our research objectives, and appropriate to capture meaningful data based on our theoretical framework, Self-Determination Theory (SDT).

Your valuable insights and recommendations will greatly contribute to the credibility, trustworthiness, and overall quality of our study. We would be truly honored and grateful for your support in validating our research instrument before we proceed with data collection.

Thank you very much for your time and kind consideration. We look forward to your favorable response.

Respectfully yours,

UGOS, PRINCE HAYNER A. [RETRACTED] ASALAN, JOHN PAUL F. [RETRACTED]

TANUCAN, DANIEL PHILIPS [RETRACTED] DERA, MARYNIEL Z. [RETRACTED]

BUGAS, JHON ULLYSES O. [RETRACTED] TING, JEMARC G. [RETRACTED]

Noted by:

[RETRACTED]

MYRNA P. TUBIGAN, Ed. D
Research Adviser/ VPAA

February 16, 2026

PATRICK R. VEQUILLA, MAED

CELA, Faculty

Davao Central College

Dear Sir,

Greetings!

We, the third-year Bachelor of Science in Criminology students of Davao Central College, respectfully request your good office to allow us to seek your assistance as a research validator for our study entitled: **"Agility in Action: Lived Experiences of Police Officers in Fitness Program."** As part of the requirements of our qualitative phenomenological research, we will be conducting in-depth interviews with selected police officers of Toril Police Station, Davao City, to explore their lived experiences regarding physical fitness, agility, and participation in fitness programs. In this regard, we humbly request your expertise to review and validate our interview guide and research instrument. Specifically, we seek your professional evaluation to ensure that the questions are clear, relevant, aligned with our research objectives, and appropriate to capture meaningful data based on our theoretical framework, Self-Determination Theory (SDT).

Your valuable insights and recommendations will greatly contribute to the credibility, trustworthiness, and overall quality of our study. We would be truly honored and grateful for your support in validating our research instrument before we proceed with data collection.

Thank you very much for your time and kind consideration. We look forward to your favorable response.

Respectfully yours,

UGOS, PRINCE HAYNER A. **RETRACTED** BASALAN, JOHN PAUL F. **RETRACTED**
 TANUCAN, DANIEL PHILIPS **RETRACTED** EREDERA, MARYNIEL Z. **RETRACTED**
 BUGAS, JHON ULLYSES O. **RETRACTED** NTING, JEMARC G. **RETRACTED**

Noted

RETRACTED

MYRNA P. PUBIGAN, Ed. D
 Research Adviser/ VPAA

February 16, 2026

AIMAR M. GERASMIO, RCRIM
 OIC Program Head, CJE
 Davao Central College

Dear Ma'am,

Greetings!

We, the third-year Bachelor of Science in Criminology students of Davao Central College, respectfully request your good office to allow us to seek your assistance as a research validator for our study entitled: **"Agility in Action: Lived Experiences of Police Officers in Fitness Program."** As part of the requirements of our qualitative phenomenological research, we will be conducting in-depth interviews with selected police officers of Toril Police Station, Davao City, to explore their lived experiences regarding physical fitness, agility, and participation in fitness programs. In this regard, we humbly request your expertise to review and validate our interview guide and research instrument. Specifically, we seek your professional evaluation to ensure that the questions are clear, relevant, aligned with our research objectives, and appropriate to capture meaningful data based on our theoretical framework, Self-Determination Theory (SDT).

Your valuable insights and recommendations will greatly contribute to the credibility, trustworthiness, and overall quality of our study. We would be truly honored and grateful for your support in validating our research instrument before we proceed with data collection.

Thank you very much for your time and kind consideration. We look forward to your favorable response.

Respectfully yours,

UGOS, PRINCE HAYN

RETRACTED

BASALAN, JOHN PAUL F.

RETRACTED

TANUCAN, DANIEL PH

RETRACTED

REDERA, MARYNIEL Z.

RETRACTED

BUGAS, JHON ULLYSE

RETRACTED

TING, JEMARC G.

RETRACTED

Noted by:

RETRACTED

MYRNA P. TUBIGAN, Ed. D
 Research Adviser/ VPAA

Appendix C

Interview Questionnaire

Name (Optional): _____

Position: _____

Good day, ma'am/sir!

We are researchers of Davao Central College conducting an institutional study on Agility in Action: Lived Experiences of Police Officers in Fitness Program at Toril Police Station. We respectfully invite you to participate in this Interview.

The purpose of this research is to explore police officers' lived experiences related to participation, competence, motivation, and social interaction within the fitness program, and how these experiences influence engagement, confidence, and operational performance.

Please read and answer each question honestly and based on your personal experience. Rest assured that all information you provide will be treated with strict confidentiality and will be used solely for academic purposes.

Thank you very much for your time and cooperation.

Respectfully Yours,

The Researchers:

UGOS, PRINCE HAYNER A

BUGAS, JHON ULLYSES O

EREDERA, MARYNIEL Z.

TANUCAN, DANIEL PHILIPS V.

BASALAN, JOHN PAUL F.

INTING, JEMARC G.

1. To explore the lived experiences of Police officers in the Fitness program	1.1 Can you describe your overall experience participating in the fitness program at Toril Police Station?	1.1 how did you first become involved in the police fitness program, and what were your initial thoughts or expectations about it? 1.2 How would you describe your overall experience while participating in the fitness program? 1.3 In what ways has the fitness program affected your physical performance in your duties as a police officer? 1.4 Can you describe a specific moment during the program that significantly impacted you? 1.5 What changes have you noticed in yourself in physical, emotional, and professional since joining the program? 1.6 Looking back, how has the fitness program shaped your perspective on health, discipline and professional lenthiness as a police officer? 1.7 What specific challenges or obstacles did you encounter while participating in the fitness program, and how did you manage or overcome them?
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Appendix D

Validation Results

Interview Guide Evaluation Sheet for Qualitative Research

Name of Evaluator: JAY AR A. ROBLES, LPT, MAED

Degree: MAEd in Teaching General Science

Position: College Instructor

Name of the Researchers: UGOS, PRINCE HAYNER A., BASALAN, JOHN PAUL F., TANUCAN, DANIEL PHILIPS V., EREDERA, MARYNIEL Z., BUGAS, JHON ULLYSES O., INTING, JEMARC G.

Title of the Research: **Agility in Action: Lived Experiences of Police Officers in a Fitness Program."**

To the Evaluator: Please check the appropriate box for your ratings.

5 – Excellent 4 – Very Good

3 – Good

2 – Fair

1 – Poor

Criteria/Indicators	5	4	3	2	1
1. Clarity of Directions and Items The interview guide suits the level of the participants in terms of vocabulary, language structure, and concept.	/				
2. Presentation/Organization of Items The interview guide is arranged in a logical and progressive order.	/				
3. Suitability of Items The interview guide is appropriate and it represents the substance of the research.		/			
4. Adequateness The interview guide is sufficient and substantial in eliciting information from the participants		/			
5. Attachment of the Purpose The interview guide fulfills the objectives for which it is constructed.	/				
6. Objectivity The interview guide does not simulate bias nor lead to pre-mediated answer.		/			

Comments, Suggestions, and Recommendations.

With some comments and corrections but overall very dynamic and objective questions. correct all my suggestions and you may proceed for gathering / make interview to your participants.

RETRACTED

Evaluator's Signature JAY AR A. ROBLES, LPT, MAED

Date 2/15/2024

Interview Guide Evaluation Sheet for Qualitative Research

Name of Evaluator: **PATRICK R. VEQUILLA, MAED**

Degree: _____

Position: **CELA FACULTY**

Name of the Researchers: UGOS, PRINCE HAYNER A., BASALAN, JOHN PAUL F.,
TANUCAN, DANIEL PHILIPS V., EREDERA, MARYNIEL Z., BUGAS, JHON ULLYSES
O., INTING, JEMARC G.

Title of the Research: **Agility in Action: Lived Experiences of Police Officers in a Fitness Program."**

To the Evaluator: Please check the appropriate box for your ratings.

5 – Excellent 4 – Very Good 3 – Good 2 – Fair 1 – Poor

Criteria/Indicators	5	4	3	2	1
1. Clarity of Directions and Items The interview guide suits the level of the participants in terms of vocabulary, language structure, and concept.	✓				
2. Presentation/Organization of Items The interview guide is arranged in a logical and progressive order.	✓				
3. Suitability of Items The interview guide is appropriate and it represents the substance of the research.	✓				
4. Adequateness The interview guide is sufficient and substantial I eliciting information from the participants		✓			
5. Attachment of the Purpose The interview guide fulfills the objectives for which it is constructed.		✓			
6. Objectivity The interview guide does not simulate bias nor lead to pre-mediated answer.		✓			

Comments, Suggestions, and Recommendations.

Please see suggestions! Congrats!

RETRACTED

Evaluator's Signature _____

Date 01-20-2024

Interview Guide Evaluation Sheet for Qualitative Research

Name of Evaluator: AIMAR M. GERASMIO, RCRIM

Degree: CJE

Position: OIC Program Head

Name of the Researchers: UGOS, PRINCE HAYNER A., BASALAN, JOHN PAUL F., TANUCAN, DANIEL PHILIPS V., EREDERA, MARYNIEL Z., BUGAS, JHON ULLYSES O., INTING, JEMARC G.

Title of the Research: **Agility in Action: Lived Experiences of Police Officers in a Fitness Program."**

To the Evaluator: Please check the appropriate box for your ratings.

5 – Excellent 4 – Very Good

3 – Good

2 – Fair

1 – Poor

Criteria/Indicators	5	4	3	2	1
1. Clarity of Directions and Items The interview guide suits the level of the participants in terms of vocabulary, language structure, and concept.		/			
2. Presentation/Organization of Items The interview guide is arranged in a logical and progressive order.		/			
3. Suitability of Items The interview guide is appropriate and it represents the substance of the research.		/			
4. Adequateness The interview guide is sufficient and substantial I eliciting information from the participants		/			
5. Attachment of the Purpose The interview guide fulfills the objectives for which it is constructed.		/			
6. Objectivity The interview guide does not simulate bias nor lead to pre-mediated answer.		/			

Comments, Suggestions, and Recommendations.

Proceed to the next step. Thank you.

Evaluator's Signature

RETRACTED

Date

[Signature]

Appendix E

PERMISSION TO CONDUCT STUDY

February 27, 2026

MYRNA P. TUBIGAN, Ed. D
Vice President for Academic Affairs
Davao Central College

Dear Ma'am,

Good day!

In partial fulfillment of the requirements of the BS Criminology program, we, the undersigned 3rd Year BS Criminology students of Davao Central College, are conducting a research study entitled **"Agility in Action: Lived Experiences of Police Officers in a Fitness Program."**

In this regard, we respectfully request permission to conduct our study outside the campus at Toril Police Station 8, where our selected participants are currently assigned. The participants are police officers with relevant experience in the fitness program.

We humbly seek your approval to proceed with the data collection at the said location. We assure you that we will strictly follow institutional guidelines and uphold ethical standards, ensuring the safety, confidentiality, trustworthiness, and proper conduct of the study.

Thank you very much for your time and kind consideration. We are hoping for your favorable response.

Respectfully yours,

The Researchers:

UGOS, PRINCE HAYNER A.
TANUCAN, DANIEL PHILIPS
BUGAS, JHON ULLYSES O.

SALAN, JOHN PAUL F.
DERA, MARYNIEL Z.
ING, JEMARC G.

Noted by
MYRNA P. TUBIGAN, Ed. D
Research Adviser

AIMAR M. GERASMO, RCRIM
OIC Program Head

Approved by
MYRNA P. TUBIGAN, Ed. D
VP for Academic Affairs

Appendix F

Thematic Analysis

PNP Toril Police Station Fitness Program

Color-Coded Clustering | Core Ideas | Main Themes | Significant Responses (IDI)

COLOR LEGEND: ■ Theme 1: Physical Health ■ Theme 2: Mental Health ■ Theme 3: Professional Readiness ■ Theme 4: Camaraderie ■ Theme 5: Challenges & Coping

MAIN THEMES	CORE IDEAS	SIGNIFICANT RESPONSES (IDI# and Line #)
THEME 1: Physical Health and Fitness Benefits	Core Idea 1.1 Improved Physical Condition, Stamina, and Strength	IDI# P3, Line 27–35 "Dako kaayo siya'g tabang sa pag-improve sa akong stamina, strength, ug discipline, which is very very important sa among trabaho as PNP officers."
		IDI# P2, Line 15–23 "The program is well structured and helps improve both physical fitness and overall Well being... the program has helped me become more disciplined, active and health conscious."
		IDI# P6, Line 47–57 "naga promote jud siyag physical fitness and mental resilience so among mga minds ani if mag undergo ug mga physical fitness is murag fresh jud kaayu among mind para sa among mga activities daily."
		IDI# P5, Line 40–45

MAIN THEMES	CORE IDEAS	SIGNIFICANT RESPONSES (IDI# and Line #)
		"we have annual physical fitness test through to insure that all of pnp personel is still capable in performing law enforcement duties."
		IDI# P1, Line 10–13 "malaking dakong tabang sa amoa specially pag pag sa course of law kay sa pnp mag responde so dakong tabang sa amoa kung fitness ang police mas makalihok."
	Core Idea 1.2 Weight Management and Body Conditioning	IDI# P1, Line 284–286 "katong sauna dako ko sauna so karon na murag na less nako kay oh obese obese man overweight na so dako syag tabang sa amoa."
		IDI# P5, Line 40–45 "we do have weekly different activities for the fitnesses specially this focus on sa mga obese and I'm one of them belong to obese so that would help a lot to reduce or to maintain our health."
		IDI# P7, Line 421–426 "ma maintain jud nimo BMI kong unsa ka ka imong ka bug-aton sa imong pano-igon ug imohang katas-on nimo diba... sige lang control pod ka sa pagkaon."

MAIN THEMES	CORE IDEAS	SIGNIFICANT RESPONSES (IDI# and Line #)
		IDI# P8, Line 139–146 "this program prioritize those personel who are overweight, obese and for those who are applying for promotion... kailangan ug physical and mental health so dapat physically fit ta."
THEME 2: Mental Health and Psychological Resilience	Core Idea 2.1 Fitness as a Stress Reliever and Mental Refresher	IDI# P4, Line 168–170 "sa one point one one point two ahh kuan sya aah stress reliever namo tapos ahhh tawag ani uhmmm improve physical physic ahhh mentally mental strength tapos ahhh body conditioning."
		IDI# P8, Line 191–194 "this helpful because aside from being healthy ahh it boost our mind and to think clearly and it helps my mental positive to to have kanang decision making good."
		IDI# P6, Line 52–57 "mag undergo ug mga physical fitness is murag fresh jud kaayu among mind para sa among mga activities daily."
		IDI# P8, Line 320–321 "I am more active, focus, and I have self-discipline and I feel so healthy."
		IDI# P6, Line 303–308

MAIN THEMES	CORE IDEAS	SIGNIFICANT RESPONSES (IDI# and Line #)
		"if you go physical activities before your activities or your daily activities ahh ma refresh jud imong mind and focus jud ka sa imong trabaho ahh dli siya luyaluya while nagabuhat ko sa akong mga duties."
	Core Idea 2.2 Building Discipline, Confidence, and Emotional Balance	IDI# P2, Line 288–289 "I became stronger physically, more confident emotionally and more disciplined professionally."
		IDI# P4, Line 295–297 "body health improve, improve amo amoang daily lifestyle namo ma change physically healthy ka tapos ahh dili ka dali na kapoyon dili pud ka dali masuko."
		IDI# P8, Line 364–366 "before im not very particular on my health, but now since we been doing this regularly I am concern about my physical and mental health and yes and more discipline and self-discipline."
		IDI# P7, Line 310–318 "kinahanglan ato gyud ni siyang kuanon ahh eh balance pud oh kay para nya pag human during sa trabaho napod eh apil dyapon nato na sya... di lang kay sa physical sa pangisip pud na ug

MAIN THEMES	CORE IDEAS	SIGNIFICANT RESPONSES (IDI# and Line #)
		para pag mo trabaho ka gamit pud ni sya."
THEME 3: Professional Readiness and Duty Performance	Core Idea 3.1 Physical Fitness as a Job Requirement and Operational Necessity	IDI# P7, Line 124–137 "dili man ka maka enter sa service kong wala kay kong dili ka physically fit diba... kinahanglan fit physically fit jud kay maskin as ana Seguro na trabaho pero or sa amoa lang as uniform personel."
		IDI# P5, Line 217–219 "as a police officer we do have we really ahh required ahh good health to perform our duty men."
		IDI# P8, Line 235–239 "as police officer we need to be fit all the time because every now and then our job is demanding and sometimes in the field, sometimes in the office... this program is very important for us to be physically fit."
		IDI# P6, Line 47–51 "Participating in the fitness program at toril police station can be describe as a structured discipline and highly beneficial para sa amoa, especially naga duty mi as personal, experienced that contributes both physical, readiness and well being."

MAIN THEMES	CORE IDEAS	SIGNIFICANT RESPONSES (IDI# and Line #)
	Core Idea 3.2 Enhanced Alertness, Endurance, and Field Performance	IDI# P2, Line 204–206 "The program improved my strength, endurance and overall performance, helping me handle duties more effectively and with less fatigue."
		IDI# P4, Line 214–215 "Alertness in overall ahh field of work and ahh fit in every situation."
		IDI# P7, Line 223–233 "physical fitness dapat gyud, fit gyud ka... kinahanglan physically fit gyud ka dili pwede ni nimo eh kuan nimo... apil pa gani among auxiliary ato sauna dili lang police so kinahanglan lang fit jud ka... maka sa imong duty so kong dili ka physical ayaw nalang gyud dibaa."
		IDI# P6, Line 220–221 "Mental resilience mas focus nako sa kong trabaho and mas maconsider nako nga fresh jud akong mind tungud sa activities daily."
		IDI# P5, Line 261–262 "running because stamina is essential when ahh performing duties."
		IDI# P3, Line 31–35

MAIN THEMES	CORE IDEAS	SIGNIFICANT RESPONSES (IDI# and Line #)
THEME 4: Camaraderie and Team Unity	Core Idea 4.1 Fitness Activities Foster Solidarity and Stronger Bonds Among Personnel	"Naka-build pud siya ug camaraderie namo sa among team kay magtinabangay ug motivate sa kaning usag usa during exercises."
		IDI# P6, Line 54–57 "mag dungan mn gud mi ug kanang exercise sa among physical fitness maka gain pud siyag camaraderie or magkahiusa pud mi as a isa ka station."
		IDI# P6, Line 347–352 "the physical activities foster the take more pajud siya jud and unity so engaging to the group exercise mas better siya, mas healthy siya as a group and it builds stronger relationship among personnel and our coordinations sa isa't isa trust."
		IDI# P6, Line 115–122 "need jud diay namo ang mga physical activities through with my co-office and mga co personnel sa toril police station... camaraderie rapud sa amoa."
		IDI# P2, Line 157–161 "The trainers and participants are supportive, which creates a more motivating and enjoyable environment. Through the program, I have improved my

MAIN THEMES	CORE IDEAS	SIGNIFICANT RESPONSES (IDI# and Line #)
		physical fitness, built better habits and gained more confidence in my abilities."
sTHEME 5: Challenges and Coping Strategies	Core Idea 5.1 Fatigue, Time Constraints, and Scheduling Conflicts	IDI# P1, Line 372–376 "ang number one jud challenges nato ani ma matubag is ang kakapoy jud nato duty pa nya mo mag apil pa sa physical fitness so kapoy jud sya pero pag abot sa ma kuan maanad raman gyud so masanay na among lawas."
		IDI# P2, Line 378–379 "I struggled with time and fatigue at first, but I overcome it through consistency and better time management."
		IDI# P7, Line 411–418 "Time gyud time gyud sya, time management para dri sa trabaho... so magahin ka ug time ug gusto ka magpasingot para ma physically fit jud ka... so ang imoha nalang gyud diha time management nalang gyud sya mao jud na pinaka challenges."
		IDI# P6, Line 396–409 "kanang dli gyud mo mag dungan tanan ug exercise... kabalo mn gyud ta nga every instructions kay naa jud siyay mga time nga dapat naa kay mga submission ani nga time... so ngita jud mi ug

MAIN THEMES	CORE IDEAS	SIGNIFICANT RESPONSES (IDI# and Line #)
	Core Idea 5.2 Overcoming Personal Health Limitations and Mental Barriers	kanang time nga magka dungan dungan mi."
		IDI# P5, Line 391–394 "personally I suffer in illness, like right now, but good is I overcome by participating slight light exercises that I can afford to perform and that is considerable in our organization."
		IDI# P4, Line 386–389 "syempre kapoy mao nay tawag mind over matter ana diba kong sa bisaya pa hunahuna ray ga dako pero wa man kay wala man kay no choice pero choice gyud nimo na mo join gyud ka kay para raman pud na sa imog sarili."
		IDI# P3, Line 381–384 "dali lang jud kayo mag palabi kung angay required sa amoa pariha anang example para sa akua taas akoang bp dli pwede anang dinot anay pariha anang init suga sa init... maka exercise exercise ug mga diet nalang ok na."
		IDI# P8, Line 449–453 "Sama sa gi ingon sa akoang mga kauban ahh pag hunahunaon palng nimo sya kapoy kayo buhaton but because kailangan man nato healthy ta, kailangan nato ug focus, because

MAIN THEMES	CORE IDEAS	SIGNIFICANT RESPONSES (IDI# and Line #)
		sa panarbaho dapat physically fit jud... So mo buhat jud ta, mo exercise ta mo joint sa program kay para mana sa atoa atoaang sarili kana lang."
EMERGING THEMES	CORE IDEAS	SIGNIFICANT RESPONSES (IDI# and Line #)
Functional necessity	Fitness as Operational Readiness in Law Enforcement	☐ "required good health to perform our duty" (P5) ☐ "need to be fit all the time... job is demanding" (P8) ☐ "dili pwede... kung dili ka physical" (P7)
JUSTIFICATIONS:		
The theme "Fitness as Operational Readiness in Law Enforcement" stands out as the strongest emerging theme because it is consistently grounded in participants' experiences, where fitness is viewed not as a personal choice but as a necessary condition for effective police work. Participants emphasized that being physically fit enables them to respond to demanding and unpredictable field situations, making fitness directly tied to job performance and safety. This makes the theme highly context-specific to the PNP setting, where operational demands shape behavior more than personal motivation. Unlike the constructs of Self-Determination Theory, this theme reflects functional necessity rather than autonomy, relatedness, or competence, highlighting that participation is driven by professional obligation. As such, it offers a strong theoretical contribution by showing that in high-risk occupations, fitness engagement is influenced more by role expectations and operational demands than by intrinsic psychological needs.		

Appendix G

Certificate of Thematic Analysis

CERTIFICATION THEMATIC ANALYSIS

This is to certify that the undersigned conducted the thematic analysis of data for the study titled,

“AGILITY IN ACTION: LIVED EXPERIENCES OF POLICE OFFICERS IN FITNESS PROGRAM”.

The analysis involved systematic coding and identification of key themes within the collected data, aligned with the study's research objectives and theoretical lens.

This certification is issued to formally acknowledge the completion of thematic analysis for the above-named study, as requested by the researchers on the 24th day of April 2026, to fulfill a requirement for their undergraduate thesis.



RETRACTED

ALKHASER VILLEGAS SAPPAYANI, LPT, PhD

Data Analyst

Instructor, Davao Central College

Curriculum Vitae



Prince Hayner A. Ugos
 Kristina Homes, Lubogan, Toril District, Davao City
 09672872324
 haynerugos5@gmail.com

Motto: Trust the self you build others may witness, but only your own self do the bleeding, the healing and the becoming.

Personal Data:

Age:	23
Date Birth:	June 30, 2002
Place of Birth:	Davao City
Gender:	male
Marital Status:	Single
Religion:	Christians
Father's Name:	Laureano M. Miñozass
Mother's Name:	Hayeth A. Ugos

Educational Attainment:

Tertiary:	Davao Central College Bachelor Of Science in Criminology
Senior High School:	Crossing Bayabas National High School (S.Y. 2020-2021)
Secondary:	Crossing Bayabas National High School (S.Y. 2018-2019)
Elementary:	San Miguel Elementary School (S.Y. 2014-2015)



Daniel Philips V. Tanucan
 Saluroha Village Mandaya St JS Francisco Talomo Proper Davao City
 09672872324
 tanucandaniel13@gmail.com

Motto: “Believe in yourself dive into Three foot world, Adapt, overcome and achieve”.

Personal Data:

Age:	24
Date Birth:	March 21, 2002
Place of Birth:	Davao City
Gender:	Male
Marital Status:	Single
Religion:	Christians
Father's Name:	Noel M. Tanucan
Mother's Name:	Emmylou V. Tanucan

Educational Attainment:

Tertiary:	Davao Central College Bachelor Of Science in Criminology
Senior High School:	St. John Paul II College of Davao (S.Y. 2017-2019)
Secondary:	Talomo National High School (S.Y. 2014-2017)
Elementary:	Talomo Central Elementary School (S.Y. 2010-2014)



John Paul F. Basalan
 Purok , Pantalan daliao Toril Davao city
 09097685424
 Basalanjohnpaul04@gmail.com

Motto: “Weaknesses are just your few strengths unconquered.”

Personal Data:

Age:	21
Date Birth:	May 10, 2004
Place of Birth:	Davao City
Gender:	male
Marital Status:	Single
Religion:	Christians
Father’s Name:	Loenardo M. Basalan Jr.
Mother’s Name:	Fritzie F. Basalan

Educational Attainment:

Tertiary:	Davao Central College Bachelor Of Science in Criminology
Senior High School:	Doña Carmen Denia National High School (S.Y. 2022-2023)
Secondary:	Doña Carmen Denia National High School (S.Y. 2020-2021)
Elementary:	Magsaysay Elementary School (S.Y. 2016-2017)



Jhon Ullyses O. Bugas
Upper Piedad Marapangi 3 Toril Davao City Davao Del Sur
09672872324
Ullyses568@gmail.com

Motto: "No one can do all things you dream except you."

Personal Data:

Age:	21
Date Birth:	February 19, 2005
Place of Birth:	Davao City
Gender:	male
Marital Status:	Single
Religion:	Catholic
Father's Name:	William P. Bugas
Mother's Name:	Vilray O. Bugas

Educational Attainment:

Tertiary:	Davao Central College Bachelor Of Science in Criminology
Senior High School:	Inawayan National High School (S.Y. 2021-2023)
Secondary:	Inawayan National High School (S.Y. 2017-2021)
Elementary:	Inawayan Elementary School (S.Y. 2010-2017)



Maryniel Z. Eredera
Upper Piedad Marapangi 3 Toril Davao City Davao Del Sur
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Motto: “Train your body, sharpen your mind and keep you consistent until you’re elite.”

Personal Data:

Age:	20
Date Birth:	July 20, 2005
Place of Birth:	Davao City
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Marital Status:	Single
Religion:	Philipinistah
Father’s Name:	Terryso Z. Eredera
Mother’s Name:	Lennie Z. Eredera

Educational Attainment:

Tertiary:	Davao Central College Bachelor Of Science in Criminology
Senior High School:	Mother of Mercy Academy High School (S.Y. 2020-2021)
Secondary:	Mother of Mercy Academy Senior High School (S.Y. 2022-2023)
Elementary:	Wakat Elementary School (S.Y. 2016-2017)



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Motto: “A negative mind will never give you a positive life”

Personal Data:

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Educational Attainment:

Tertiary:	Davao Central College Bachelor Of Science in Criminology
Senior High School:	Don Enrique Bustamante National High School (S.Y. 2020-2021)
Secondary:	Don Enrique Bustamante National High School (S.Y. 2018-2019)
Elementary:	Baliok Elementary School (S.Y. 2014-2015)