

Work-Life Resiliency Among Dilg Field Officers in Panay Island

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Abstract— This study aimed to determine the level of work-life resiliency among Department of the Interior and Local Government (DILG) Field Officers in Panay Island. Specifically, it examined the level of work-life resiliency of the respondents as a whole and when classified according to age, sex, length of service, area of assignment, and marital status. It also assessed work-life resiliency in terms of emotional, cognitive, behavioral, spiritual, and social/relational dimensions, and determined whether significant differences existed when respondents were grouped according to selected profile variables. The study employed a descriptive quantitative research design. Data were collected from DILG Field Officers assigned in the provinces of Aklan, Antique, Capiz, and Iloilo using an adopted Connor–Davidson Resilience Scale (CD-RISC-25). Descriptive statistical tools such as frequency, percentage, mean, and standard deviation were used to determine the level of work-life resiliency, while inferential statistical tools, specifically the independent samples t-test and one-way analysis of variance (ANOVA), were utilized to determine significant differences across groups. Findings revealed that the overall level of work-life resiliency among DILG Field Officers in Panay Island was very high. High to very high levels of resiliency were consistently observed across all dimensions and demographic classifications. Emotional and behavioral resiliency were found to be at a high level, while cognitive, social/relational, and spiritual resiliency were at a very high level. Moreover, the results showed no significant difference in the level of work-life resiliency when respondents were classified according to age, sex, length of service, and area of assignment, leading to the acceptance of the null hypothesis. The study concludes that DILG Field Officers in Panay Island possess strong work-life resiliency, enabling them to effectively cope with occupational demands and stress inherent in public service. The findings underscore the multidimensional nature of resiliency and highlight the importance of sustaining organizational support systems to promote employee well-being and effective service delivery. The study contributes to the existing literature on work-life resiliency in the Philippine public sector and provides valuable insights for organizational policy and practice.

Keywords— Work-life resiliency, DILG Field Officers, Panay Island, employee well-being, public service resilience, organizational support systems.

INTRODUCTION

Work-life resiliency has become a significant focus in organizational and occupational psychology, referring to an individual's capacity to adapt to stress and maintain well-being and performance despite work demands (Connor & Davidson, 2003). For public servants, particularly frontline government workers, resiliency is essential for sustaining effective service delivery.

In the Philippines, the Department of the Interior and Local Government (DILG), mandated under Republic Act 6975, plays a vital role in promoting good governance, public safety, and local government

capability. To fulfill this mandate, Local Government Operations Officers (LGOOs), particularly Municipal Local Government Operations Officers (MLGOOs), serve as key implementers at the local level. Their functions include providing technical assistance, monitoring compliance, coordinating governance programs, and facilitating capacity-building initiatives—roles that are complex, demanding, and often overlapping.

In Panay Island, DILG field officers operate in geographically dispersed and politically dynamic environments, often facing heavy workloads, frequent travel, and periodic reassignment. These conditions

contribute to occupational stress and potential health risks, as observed in cases of stress-related conditions among officers. Such challenges reflect broader findings that excessive job demands and limited coping resources can negatively affect employee well-being.

Despite the critical role of resiliency in public service, there is limited empirical research focusing on work-life resiliency among government field officers in the Philippine context. Anchored on the Conservation of Resources (COR) Theory (Hobfoll, 1989) and the Job Demands-Resources (JD-R) Model (Demerouti et al., 2001), this study examines how demographic factors—sex, age, length of service, and area of assignment—influence the work-life resiliency of DILG field officers in Panay Island across emotional, cognitive, social, spiritual, and behavioral dimensions.

This study aims to provide an evidence-based foundation for developing programs that enhance the well-being and sustainable performance of DILG Field Officers. Specifically, it assesses the work-life resiliency of DILG Field Officers in Panay Island, examining their overall level of resiliency across emotional, cognitive, behavioral, social/relational, and spiritual dimensions. It also determines whether significant differences exist in resiliency when respondents are grouped according to age, sex, length of service, and area of assignment. Guided by these objectives, the study seeks to answer the corresponding research questions.

What is the level of work-life resiliency of DILG Field Officers in Panay Island when taken as a whole and when respondents are classified according to age, sex, length of service, area of assignment, and marital status?

What is the level of work-life resiliency of DILG Field officers in Panay Island in terms of emotional resiliency, cognitive resiliency, behavioral resiliency, spiritual resiliency, and social/relational resiliency?

What is the level of work-life resiliency of DILG Field officers in Panay Island in terms of emotional resiliency, cognitive resiliency, behavioral resiliency, spiritual resiliency, and social/relational resiliency

when respondents are classified into age, sex, length of service, area of assignment, and marital status?

Is there a significant difference in the level of work-life resiliency of DILG Field Officers when respondents are classified into age, sex, length of service, and area of assignment?

The study is further anchored on the null hypothesis that there is no significant difference in the level of work-life resiliency of DILG Field Officers when grouped according to age, sex, length of service, and area of assignment.

METHODOLOGY

This study utilized a descriptive quantitative research design to assess the work-life resiliency of DILG Field Officers in Panay Island. A total of 111 respondents, composed of Municipal Local Government Operations Officers (MLGOOs) and Local Government Operations Officers (LGOOs), were selected from a population of 155 through stratified random sampling to ensure proportional representation from the provinces of Iloilo, Aklan, Capiz, and Antique. Data were gathered using an adapted-modified Connor-Davidson Resilience Scale (CD-RISC-25), consisting of two parts: the respondents' demographic profile (age, sex, length of service, area of assignment, and marital status) and a 25-item instrument measuring work-life resiliency across five dimensions—emotional, cognitive, social/relational, spiritual, and behavioral/physical—using a five-point Likert scale.

Prior to data collection, ethical clearance and official permission from the DILG Regional Office were secured. The questionnaires were administered through both face-to-face distribution and online platforms (Google Forms) to accommodate geographically dispersed respondents. Participation was voluntary, and confidentiality and anonymity were strictly observed. The collected data were systematically encoded, tabulated, and analyzed using both descriptive and inferential statistics. Frequency counts and percentages were used to describe the respondents' profile, while mean and standard deviation determined the levels of resiliency. Differences among groups were tested using independent samples t-test and one-way analysis of

variance (ANOVA), with the level of significance set at 0.05. The study adhered to the provisions of Republic Act 10173 (Data Privacy Act of 2012) and institutional ethical standards, ensuring informed consent and the protection of participants' rights throughout the research process.

RESULT AND DISCUSSION

The findings of the study revealed that DILG Field Officers in Panay Island generally exhibit a very high level of work-life resiliency ($M = 4.30$, $SD = 0.38$), indicating a strong overall capacity to manage work demands while maintaining personal and family balance.

When grouped according to demographic variables, resiliency levels varied slightly but remained consistently high. In terms of age, younger field officers (18–30 years old) demonstrated high resiliency, while older groups (31 years and above) exhibited very high resiliency, suggesting that resiliency strengthens with maturity and experience. With respect to sex, both male and female officers showed high to very high resiliency, although males registered slightly higher scores.

A notable pattern emerged in length of service, where those with longer tenure (10 years and above) demonstrated very high resiliency, while those with fewer years of service showed comparatively lower (though still high) levels. Conversely, area of assignment and marital status showed uniformly very high resiliency across all categories, indicating that these variables do not substantially influence resiliency levels.

In terms of the five dimensions of work-life resiliency, the results showed variation across domains. Cognitive, social/relational, and spiritual resiliency were rated as very high, with spiritual resiliency obtaining the highest mean ($M = 4.62$), highlighting the strong role of values, meaning-making, and interpersonal support in sustaining resiliency. Meanwhile, emotional and behavioral resiliency were rated as high, suggesting that while officers are generally capable of managing emotions and adaptive behaviors, these areas may still require strengthening.

Inferential analysis revealed that there is a statistically significant difference in work-life resiliency when respondents are grouped according to sex ($t = 3.081$, $p = .003$), indicating that male and female officers differ in how they experience and manage work-life demands. Additionally, length of service was found to significantly influence resiliency ($F = 5.503$, $p = .005$), confirming that resiliency improves with longer tenure. Post hoc analysis further showed that officers with 10 years and above experience have significantly higher resiliency compared to those with 5 years and below, highlighting the importance of accumulated experience in resiliency development.

On the other hand, no significant differences were found when respondents were grouped according to age, area of assignment, and marital status, suggesting that work-life resiliency among DILG field officers is generally stable across these variables and may be more strongly shaped by organizational and experiential factors rather than personal demographics.

Overall, the results demonstrate that while DILG Field Officers possess strong and well-developed work-life resiliency, experience (length of service) and gender-related factors play a critical role in shaping resiliency outcomes, whereas other demographic variables have limited influence.

The findings of this study demonstrate that DILG Field Officers in Panay Island possess a high level of work-life resiliency, suggesting their capacity to adapt effectively to the demands of public service. This supports the Conservation of Resources (COR) Theory, which posits that individuals strive to acquire and maintain resources that help them cope with stress. The high resiliency levels observed indicate that field officers have developed sufficient personal and social resources to manage occupational challenges. The absence of significant differences across age, sex, and area of assignment suggests that resiliency is a shared characteristic among field officers. This may be attributed to the standardized nature of their roles and the common challenges they encounter, which foster similar coping mechanisms regardless of demographic differences.

However, the significant difference observed in relation to length of service highlights the importance of experience in building resilience. Officers with longer tenure are likely to have developed more effective coping strategies, greater familiarity with job demands, and stronger support networks. This finding aligns with the Job Demands-Resources (JD-R) Model, which emphasizes the role of accumulated resources in mitigating stress and enhancing adaptability.

The high levels of social/relational and spiritual resiliency reflect the cultural context of the Philippines, where strong interpersonal relationships and faith serve as key coping mechanisms. These findings are consistent with previous studies indicating that Filipino workers rely on family, colleagues, and spirituality to manage stress and maintain well-being.

Overall, the results suggest that while DILG Field Officers are resilient, organizational support remains essential in sustaining this resilience. Without adequate support systems, prolonged exposure to stress may lead to burnout and reduced effectiveness.

RECOMMENDATION

Based on the findings of the study, the Department of the Interior and Local Government institutionalizes continuous wellness and resiliency programs that focus on stress management, mental health support, and work-life balance to sustain the high resiliency levels of field officers. Strengthening organizational support mechanisms such as peer mentoring, counseling services, and regular debriefing sessions is also recommended to further enhance employees' capacity to cope with work demands.

Considering the significant difference in resiliency based on length of service, the department may develop targeted interventions for newly hired and less-experienced field officers. These may include structured onboarding programs, resilience training, and mentorship initiatives where seasoned personnel guide junior officers. Such efforts can help accelerate the development of adaptive coping skills and promote a more consistent level of work-life resiliency across all tenure groups.

DILG Field Officers are encouraged to maintain positive coping strategies by nurturing social relationships, practicing healthy routines, and engaging in activities that promote emotional and spiritual well-being. Moreover, local government units may strengthen collaboration and coordination with DILG Field Officers to foster a more supportive working environment.

Finally, future researchers may conduct qualitative or mixed-method studies to explore in greater depth the lived experiences, coping strategies, and organizational factors that influence work-life resiliency among public sector employees.

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