

Assessment of Physical Amenities Provision and Well-Being of Philippine Army Enlisted Personnel: Basis for Modernization Plan

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Abstract — Military base services promote resilience and morale over time of enlisted personnel. This suggests that improving these services can enhance job satisfaction and retention. This study explored how base services, encompassing housing, food, healthcare, recreation, and family support, impact the well-being of enlisted personnel. A descriptive-quantitative method was utilized to analyze data from 80 respondents of Camp Peralta, Jamindan, Capiz, who were chosen through random sampling. This research explored the demographic profile of the respondents. Findings showed that there is conformity to the statements describing the status in the provision of physical amenities of Philippine Army enlisted personnel as to housing, food, healthcare, recreation facilities, and family support. The practices related to the extent of well-being as to physical, mental, emotional, spiritual, and social well-being were being frequently exercised. The test of significant correlation provided compelling evidence of relationship between the independent and dependent variables. Based on the results of this study, it is concluded that the provision of high-quality base services somehow aided in meeting the diverse needs of military personnel and their families. The study's recommendation is to identify areas where enhancement strategies can be devised, inspire improvements in base service quality across military

organizations, ultimately enhancing enlisted personnel's satisfaction, morale, and well-being through the implementation of military bases modernization plan.

Keywords — Public Management, Physical Amenities, Well-being, Descriptive-Quantitative, Cebu City, Philippines.

I. Introduction

As the largest branch of the Philippine Armed Forces, the Army plays a crucial role in preserving the nation's sovereignty and ensuring national security. Its effectiveness hinges on the readiness and well-being of its employees, both of which are significantly impacted by the caliber of the physical facilities provided. This thesis looks into the state of the Philippine Army's physical facilities as they stand today and how they affect overall readiness, operational efficacy, and unit morale.

The nearly legendary condominiums mentioned in recruitment advertisements and movies could be a military barracks or berthing area, or it could be a foxhole in a remote training or battle zone. It can take the form of ornate sections of separate rooms that are set up to give the service member some solitude and shield them from the more boisterous atmosphere of an open squad bay or a ship's berthing area. According to Major Alison Martin, the variety of these architectural styles does not imply the giving of sanctuary regions that are incompatible with the authority and order of a military organization.

There was a general idea that commanders might conduct appropriate military searches within their jurisdiction long before the Uniform Code of Military Justice (UCMJ) was created. It is crucial to remember that the "competing constitutional interest of military necessity" means that the kind of search that would be deemed reasonable in the military would also need to be reasonable in civilian society. "The basis for this rule of discretion lies in the reason that, since such an officer has been vested with unusual responsibilities in regard to personnel, property, and material, it is necessary that he be given commensurate power to fulfill that responsibility."

Courts have consistently held that while "persons serving on active duty in the armed forces of our country are not divested of all their constitutional rights as individuals," the unique customs, traditions, and mission requirements of the service are such that service members do not exercise the same degree of personal liberty as do civilians, there are exemptions clearly noted in the Constitution, as well as implied exceptions to the fundamental rights normally enjoyed by an individual in the civilian community."

The 3rd Infantry Division, also known as the Spearhead Division, is a unit of the Philippine Army, based at Camp Gen Macario Peralta Jr in Jamindan, Capiz, Philippines, where the researcher is presently assigned. The local government soldiers and officers of the Philippine Army 3rd Infantry Division were sending the combat operations in the Visayas Region from the main

battles and invasion commands and helping the CAFGU militia groups and the supporting of the Philippine National Police and they fought against the communist rebel fighters of the New People's Army and they some local element criminals.

The researcher was able to observe the kind and condition of the physical amenities which created low morale on the part of the enlisted personnel. He is of the belief that these physical amenities should be given proper attention by concerned Philippine Army officials so as not to affect their well-being.

Even bravery requires respite. This is one way to honor the individuals who care for the soldiers and the priceless sacrifices they make on a daily basis while performing their duties. One way to help make the country safer is to support their health and well-being (Mendoza, M. 2024).

This research examines the existing physical amenities, assessed their adequacy in meeting the needs of the Philippine Army, and identify potential areas for improvement which would redound to the physical and mental wellbeing of the soldiers. By analyzing relevant data, conducting surveys, and engaging with key stakeholders, this research seeks to contribute to a comprehensive understanding of the vital role of physical amenities in enhancing the capabilities of the Philippine Army.

The findings of this study is of great relevance in providing valuable insights for policymakers and military leaders to optimize the allocation of resources and ensure the provision of adequate and modern physical infrastructure for the well-being and operational readiness of the Philippine Army. This is also significant to the men in uniform, the family, and the community since this will nurture a more caring environment, eventually reinforcing the armed forces and accomplishing national security assurances. In addition, this study will also serve as benchmark for upcoming researchers who are going to handle the same study.

As end note, the modernization plan will be practiced in upgrading or adopting new technology systems/platforms to counter the emerging challenges and enhance the well-being and healthy lifestyle of enlisted personnel in the Philippine Army, boosts efficiency and productivity in providing security service to the citizens of the country.

Literature Review

As the biggest component of the Philippine Armed Forces, the Philippine Army is essential to maintaining the country's sovereignty and ensuring national security. Its ability to function effectively depends on the health and preparedness of its employees, both of which are greatly impacted by the standard of the facilities offered. The purpose of this thesis is to examine the Philippine Army's current physical facilities and their effects on overall preparedness, operational effectiveness, and unit morale.

The lives of military troops are impacted by military base services, which include accommodation, food, healthcare, recreation, family assistance, and transportation. While emphasizing the influence of family support on work satisfaction and community cohesiveness for military families, it also highlights the critical role that accessible facilities, mental health services, and high-quality healthcare have in maintaining preparedness and well-being.

The importance of base services in influencing the welfare of military personnel is to create a more encouraging atmosphere, which will ultimately enhance the armed forces and meet national security obligations (Base Facilities: Providing Essential Services For Military Personnel, June 15 2024).

Recognizing the vital role base facilities play in supporting military personnel requires an understanding of their significance. These facilities are the foundation of any military base, offering vital services that support service members' general health and operational preparedness. Base amenities are made to accommodate the various demands of military members and their families, from housing and healthcare to leisure pursuits and educational opportunities. A key component of providing military personnel with adequate living quarters is housing. It is essential to giving individuals who serve our nation a sense of safety, stability, and wellbeing.

It is impossible to exaggerate the significance of good housing since it has a direct effect on our military members' physical and emotional well-being, morale, and general preparedness. The military makes an effort to offer appropriate housing that satisfies the particular requirements of its members, whether it is family living or barracks (Base Facilities: Providing Military Personnel With Essential Services, June 15, 2024).

A top-notch barrack produces a unique environment where soldiers and sailors live and carry out their tasks. At Nigerian military installations, soldiers and sailors are typically housed in residential structures called "barracks," which are proportionately divided into measured living sections and typically rent at heavily reduced rates. Water and electricity are typically provided by the military authority. For sailors and soldiers who use it, a naval barrack is a regulated living space with common areas and essential services.

It is frequently created and controlled by military organizations, offers reasonably priced rooms, and is run to house sailors and soldiers. This type of housing is often referred to as a "boarding house," "sailor's or soldiers' hall of residence," "soldier accommodation," or "soldiers' barracks." Additionally, during their military careers, soldiers and sailors can pursue their academic, housing, and social needs while living in on-barracks housing (Kelly, 2020).

Conceptual Literature

The facilities, tools, and resources required to guarantee that military personnel are completely equipped for their missions must be provided by military bases. The impact of these

resources' quality and availability on military personnel's job satisfaction, readiness, and general performance has been the subject of numerous studies (Mohr et al., 2016; Halverson et al., 2020).

The term "rest and recreation" (R&R) has expanded to include a variety of pastimes that troops might partake in when they are off duty, such as playing sports, spending time with their families, and pursuing hobbies. However, the standard and availability of recreational facilities on military bases have a significant influence on how much military people enjoy their R&R experiences. These facilities like theaters, fitness centers, sports fields, and recreation centers are essential for improving military personnel' performance, well-being, and morale upon their return to duty.

The well-being of military troops has always depended on rest and recreation, especially when they are deployed for extended periods of time away from their families and in difficult conditions. By giving soldiers time to rest and recover from the mental and physical strains of their jobs, R&R programs were established to guarantee their battle fitness (Burke et al., referenced 2024).

The availability and state of military-provided recreational facilities are directly related to how satisfied military personnel are with their R&R experiences. The availability of varied and well-maintained recreational facilities on base improves service personnel' overall R&R experience. These amenities include of theaters, fitness centers, sports grounds, and recreation centers. Their well-being is enhanced by a good R&R experience, which can also affect their performance and morale when returning to work.

Military installations frequently offer a range of family support services, such as daycare, schooling, and assistance with a spouse's job. In spite of the challenges of military service, these services are crucial for ensuring that military families can continue to live stable and healthy lives. Comprehensive family support programs have been found to improve military personnel's job satisfaction and have a beneficial effect on their capacity to perform their jobs (Karney & Trail, 2017; Meadows et al., 2018).

Research Literature

The healthcare services offered on military bases and their impact on military personnel have been the subject of numerous studies. Research continuously demonstrates that service members' health and preparedness depend on having access to first-rate physical amenities for their mental and physical well-being. Furthermore, research indicates that the availability and convenience of physical facilities on military bases can have a direct impact on the general health and morale of people (Smith et al., 2017; Larson et al. 2019).

A study explores the complex interaction between stressors, coping strategies, support networks, and job satisfaction in order to better understand the psychological health of educators and military personnel. It was discovered that educators and military people frequently experience

high amounts of stress and anxiety, which negatively affects their mental health and general well-being (Nambiar, J. 2024).

Beyond the innate ties and camaraderie that can flourish on military bases, a study found that there are several programs and services that serve the basic requirements of all service members who call them home, including living quarters and nutrition. All of the services and requirements that one would encounter in a civilian setting are satisfied while serving on base, frequently with free or inexpensive options that are exclusive to military personnel and their families (Medicine and the Military).

II. Methodology

Research Design

This study used a descriptive quantitative approach to evaluate the state of the Philippine Army's enlisted personnel's physical amenities. The goal of quantitative-descriptive research design is to determine the number of people who think, act, or feel a certain way. Large sample sizes are employed in quantitative projects, which focus on the volume of replies rather than the more emotional or targeted understanding that qualitative research seeks to provide. In order to ensure that the complete data sample can be fairly examined, the typical format in quantitative-descriptive research design is to ask the identical questions of every responder.

The information was provided in numerical form and can be quantitatively examined by statistical techniques. However, surveys can be designed to veer off course if a respondent provides a certain response; for example, respondents who express satisfaction or dissatisfaction with a service might be asked other questions later on (DJS Research Ltd. n.d.).

Study Locale

The study was conducted at Headquarters 3rd Installation Management Battalion, Installation Management Command, Philippine Army, Camp Macario B. Peralta Jr , Brgy Jaena Norte, Jamindan, Capiz.

Population and Sampling

In this study, the population size (N) is eighty (80) enlisted personnel in the Philippine Army. The study used systematic random sampling of 80 from a population of 191 enlisted personnel composed of Master sergeant, Technical sergeant, Staff sergeant, Sergeant, Corporal, Private first class and Private.

Data Collection

A total of 80 questionnaires were distributed personally and some through google form to the respondents. All of the questionnaires were retrieved, representing a 100% response rate.

Table 1 presents the distribution of respondents. It discloses that 15 or 18.75 percent of the respondents were holding the positions of technical sergeant, staff sergeant and private; 10 or 12.50 percent were holding the positions of sergeant, corporal and private first class); and 5 or 6.25 percent were holding the position as master sergeant, for a total of 80 respondents.

Table 1. Frequency and Percentage Distribution of Respondents

Respondents	Frequency	Percentage
Master sergeant	5	6.25%
Technical sergeant	15	18.75%
Staff sergeant	15	18.75%
Sergeant	10	12.50%
Corporal	10	12.50%
Private first class	10	12.50%
Private	15	18.75%
Total	80	100.00

Collection Instrument

The study utilized a researcher-developed questionnaire based on the research objectives. It was divided into three parts: Part I: Profile of the respondents. Part II ascertained the information needed to as to the status in the provision of physical amenities of Philippine Army enlisted personnel in terms of: housing facilities; food services; healthcare services; recreational facilities; family support services; and transport services.

In order to determine the perception of respondents as to the status in the provision of physical amenities for Philippine Army enlisted, the following data measurements were adopted for Part II as follows: 3.26 – 4.00 “Strongly Agree” (SA) which means that physical amenity has fully met respondent’s satisfaction in terms of expected features; 2.51 – 3.25

“Agree” (A) which means that physical amenity has quietly met respondent’s satisfaction in terms of expected features; 1.76-2.50 “Disagree” (D) which means that physical amenity failed to satisfy respondents in terms of expected features; and 1.00-1.75 “Strongly disagree” (SD) which means that physical amenity greatly dissatisfied respondents in terms of expected features. Part III checked on the extent of enlisted personnel’s well-being in terms of the following dimension: physical, mental, emotional, spiritual, and social well-being.

To measure the extent of well-being of enlisted personnel as to the following dimensions: physical, mental, emotional, spiritual, and social well-being in Part III, the respondents used the following rating scale: 3.26 – 4.00 “Always” (A) which means that respondent regularly

performs the act describing the extent of well-being; 2.51 – 3.25 “Often” (O) which means that respondent frequently performs the act describing the extent of well-being; 1.76-2.50

“Sometimes” (S) which means that respondent occasionally performs the act describing the extent of well-being; and 1.00-1.75 “Rarely” (R) which means that respondent seldom performs the act describing the extent of well-being.

Part IV dealt on the challenges related to the provision of physical amenities affecting the enlisted personnel’s well-being.

To measure the identified challenges in Part IV, respondents ranked them according to its seriousness from 1 to 10, with No. 1 as the highest using multiple choices.

Content validation was conducted by a panel of experts at Northwest Samar State University, with the instrument undergoing revisions based on their feedback

Data Collection Procedures

After getting the approval from the concerned official, selection from the one hundred ninety-one respondents consisting of enlisted personnel of various ranks was made through random sampling technique. The respondents were given a set of questionnaires which were distributed through Google form for easy retrieval. Answered questionnaires were then retrieved and responses were collated and analyzed.

Data Processing and Analysis

Data gathered from the survey were evaluated and statistically treated using different statistical tools. Frequency tallies and percentage were used to encapsulate the physiognomies of the respondents and the pervasiveness of explicit answers to questions related to the status in the provision of physical amenities. Weighted means and standard deviations were applied to compute the average perception about the status in the provision of physical amenities and level of well-being of enlisted personnel. The Chi-square test was employed to evaluate the relationship between the status in the provision of physical amenities and level of well-being of enlisted personnel.

Ethical Considerations

The researcher ensured that the subjects understand that they are free to leave the study or clinical trial at any time, without providing an explanation, and that they won’t experience any negative consequences or repercussions. To protect the participants, the researcher obtained informed consent from all 80 respondents, guaranteeing their voluntary involvement and strong understanding of the study’s purposes. Respondent’s identities were protected in an effort to maintain secrecy and privacy on their survey questionnaires. The researcher also guaranteed that any ideas, data, and conclusions borrowed from others and used as the foundation of one’s own

contributions to the literature, were properly acknowledged to elude plagiarism and maintain integrity throughout the research process.

III. Results and Discussion

Demographic Profile Analysis.

The typical average of respondent groups displayed a consolidation of seasoned older and younger enlisted personnel. The age between 18 to 20 years old was predominant where majority were males, A great number were married. Majority were holding staff sergeant positions and had below one year in service. Frequencies and its equivalent percentage were utilized to analyze the data gathered.

Perceived status in the provision of physical amenities.

The findings showed that the respondent groups conformed to the statements describing the status in the provision of physical amenities as to housing facilities, food services, healthcare services, recreational facilities and family support.

To determine the status in the provision of physical amenities at Camp Macario B. Peralta Jr , Brgy Jaena Norte, Jamindan, Capiz, as perceived by the respondents, as to housing facilities, food services, healthcare services, recreational facilities and family support, the mean and standard deviation were used.

Table 2 shows the status in the provision of physical amenities of enlisted personnel.

S/N	INDICATORS	AWM	Overall Standard Deviation	Category
1.	Housing	2.66	2.68	Agree
2.	Food Services	2.66	2.68	Agree
3.	Healthcare Services	2.54	2.56	Agree
4.	Recreational Facilities	2.67	2.66	Agree
5.	Family Support	2.68	2.57	Agree
GRAND MEAN/ STDEVIATION/CATEGORY		2.64	2.63	Agree

Table 2 shows the grand mean of 2.64 in the provision of physical amenities of enlisted personnel as perceived the respondents which means that they conform to the statements describing how these physical amenities were being delivered to the base barracks.

Research conducted by Smith et al. (2017) and Larson et al. (2019) highlights the essential role played by accessible and top-notch healthcare services, covering both physical and mental health, in maintaining the health and preparedness of our enlisted personnel.

Perception of the Respondents as to Level of Well-being of Enlisted Personnel at Camp Macario B Peralta Jr, Brgy Jaena Norte, Jamindan, Capiz.

Table 3 shows the level of well-being of enlisted personnel as perceived by respondents.

S/N	INDICATORS	AWM	Std Dev	Category
1.	Physical	3.55	0.98	A
2.	Mental	3.55	0.98	A
3.	Emotional	3.13	1.09	O
4.	Spiritual	2.97	0.40	O
5.	Social	2.82	0.99	O
GRAND MEAN/ STANDARD DEVIATION/CATEGORY		3.20	0.89	O

Table 3 shows the grand mean of 3.20 describing the level of well-being of enlisted personnel as perceived by the respondents which means that they often practiced the activities as provided on their respective tables.

Research conducted by Smith et al. (2017) and Larson et al. (2019) highlights the essential role played by accessible and top-notch healthcare services, covering both physical and mental health, in maintaining the health and preparedness of our enlisted personnel.

Test of Significant Correlation

Table 4. Test of Significant Correlation in the Perception of the Respondents of Camp Macario B Peralta Jr, Brgy Jaena Norte, Jamindan, Capiz.

Test of Correlation

STATUS OF PHYSICAL AMENITIES VIS-A-VIS THE EXTENT OF WELL-BEING OF ENLISTED PERSONNEL CROSS TABULATION

		The Status of Physical Amenities of Enlisted Personnel					
		Agree	Disagree	Total			
Extent of Well-Being of Enlisted Personnel	Always	10	26	36			
	Often	23	21	44			
	Total	33	47	80			
CHI SQUARE TEST APPROACH							
	Value	Degree of Freedom (df)	Level of Significance (α)	One-tailed p-value	Two-tailed p-value	Result	
Pearson's Chi-Square	4.902	1	0.05	0.0134	0.0268	Reject H ₀	
Fisher's Exact Probability Test		1	0.05	0.0229	0.0396	Reject H ₀	
N	80						

As shown in the Chi Square Test Table, the null hypothesis is **REJECTED** because both One-tailed p-value at 0.0134 and Two-tailed p-value at 0.0268 are lower than the 0.05 level of significance. Moreover, the said result is also supported by the nonparametric Fisher’s Exact Probability Test at 0.0229 for one- tailed value and at 0.0396 for two-tailed value. Accordingly, there is a significant relationship between the status of physical amenities received by the enlisted personnel and the extent of their well-being.

A study explores how base services, encompassing housing, food, healthcare, recreation, family support, and transportation, impact the lives of military personnel. It emphasizes the important role of high-quality healthcare, mental health services, and accessible facilities in preserving well-being and readiness while highlighting family support's impact on job satisfaction and community cohesion for military families. The study also underscores the value of base services in promoting resilience and morale over time and suggests that improving these services can enhance job satisfaction and retention. Moreover, the proposed enhancement strategies include improving service accessibility and quality, expanding family support, promoting social integration, and enhancing job satisfaction to provide comprehensive, high-quality base services meeting the diverse needs of military personnel and their families (Marquez, R. et al. 2023).

Challenges Encountered by the Respondents in the Provision of Physical Amenities affecting the Well-being of Enlisted Personnel

This part determines the problems encountered by the respondents in the provision of physical amenities as to Housing, Food Services, Healthcare Services, Recreational Facilities, Family Support affecting their well-being as to Physical, Mental, Emotional, Spiritual, and Social.

Table 5 presents the identified challenges which impact the life and health of the enlisted personnel.

Rank	<i>f</i>	Statement	Description
1	80	Barracks management	Barracks maintenance includes responsibilities such as taking care of heating, ventilation and air conditioning, plumbing and lighting needs. Staff also ensures that windows and doors are operational and that screens are replaced as needed.
2	76	Prompt repairs of dilapidated barracks	The Army Barracks Management Program defines unit leadership responsibility for day to day barracks management and allows units to decentralize barracks management down to the company level.
3	75	Maintenance of barracks buildings	Maintaining barracks room to Army standards is a responsibility every Soldier must adhere to. It is extremely important to maintain the healthiness and cleanliness of ones room. By not maintaining may put one anyone else at a greater risk of getting sick.
4	73	Installation of barracks programs	Army Barracks Management Program (ABMP) describes the management of Unaccompanied Housing to support the needs of unaccompanied soldiers based on lessons learned and provides a uniform standard based on the needs of the Army and its soldiers.

5	70	Congested sleeping quarters	Jail congestion is a persistent problem that the entire government is actively seeking solutions to mitigate. Its harmful effects on the physical, mental, and psychological well-being of persons deprived of liberty (PDLs) are evident. Several factors contribute to the congestion problem, including an increase in the number of persons incarcerated and inadequate facilities to address this rise, a lack of budgetary allocation to build more facilities, clogged dockets in court, and a scarcity of prosecutors and public and private defenders that lead to delays in the prosecution of cases, among other issues.
6	65	Lack of discipline	Undisciplined troops are more vulnerable, leading to higher casualty rates (Union of International Associations, 2020). Military discipline reflects societal polarization. Ideological battles, lack of accountability, and tensions over diversity have seeped into the barracks, challenging Senior NCOs to lead amidst these complexities. A divided nation complicates efforts to foster unity and focus within military ranks (Deci & Ryan, 2000).
7	63	Negative behavior	The negative coping styles or behavior that presently exist among military personnel have the potential to diminish their future positive coping styles by lowering their psychological resilience. This highlights the need to focus on the development and training of psychological resilience for military personnel, as it can effectively counteract negative coping styles and promote positive coping styles.
8	60	Upgraded technology	In an era where technological supremacy can determine the critical outcomes, the U.S. Military's commitment to innovation is vital. By developing and embracing cutting-edge advancements, the Armed Forces continue to stay ahead of the curve, maximizing protection for soldiers and maintaining a strategic advantage. Innovative technologies, help safeguard those who defend our nation and secure our freedoms.
9	59	Settled values and principles	The moral and ethical tenets of the Army values characterize the Army culture and promotes certain norms of conduct that include a unique service ethic expected of every soldier - to make personal sacrifices in selfless service to the nation. The Army values define the character of all soldiers and guide their actions on and off duty. More importantly, the Army values shape the Army as a profession, signifying what is important and influencing how the Army and its personnel operate daily.
10	57	Barracks Assignment	Assigning personnel to barracks by rank could alleviate concerns addressed in the GAO report (2023). Mixing junior Soldiers with junior NCOs creates avoidable challenges. The GAO report highlights the requirement for single Army junior Soldiers stationed in the continental U.S. (CONUS) to live in the barracks. The GAO report (2023) highlights the importance of privacy and the added stress and inability to relax at home linked to its absence.

The data in Table 5 reveals that the respondents ranked “*Barracks management*” as No. 1 with 80 responses. Taking care of heating, ventilation and air conditioning, plumbing and lighting needs is important to maintain the barracks. The staff should ensure that windows and doors are operational and that screens are replaced as needed. Ranked 2nd is “*Prompt repairs of dilapidated barracks*” with 76 responses. The Barracks management allows units to decentralize down to the company level. Ranked 3rd is “*Maintenance of barracks buildings*” with 75 responses. It is very important to maintain the healthiness and cleanliness of one’s room. By not maintaining may put one anyone else at a greater risk of getting sick. Ranked 4th is “*Installation of barracks programs*” with 73 responses. Management of Unaccompanied Housing supports the needs of unaccompanied soldiers based on lessons learned and provides a uniform standard based on the needs of the Army and its soldiers. Ranked 5th is “*Congested sleeping quarters*” with 70 responses. Jail congestion has a harmful effect on the physical, mental, and psychological well-being of enlisted persons. Several factors contribute to the congestion problem, including an increase in the number of people and inadequate facilities to address this rise, a lack of budgetary allocation to build more facilities. Ranked 6th is “*Lack of discipline*” with 65 responses. Undisciplined troops are more vulnerable, leading to higher casualty rates (Union of International Associations, 2020). Military discipline reflects societal polarization. A divided nation complicates efforts to foster unity and focus within military ranks (Deci & Ryan, cited 2024). Ranked 7th is “*Negative behavior*” with 63 responses. By reducing their psychological resilience, military personnel's current negative coping behaviors or styles may reduce their future positive coping behaviors. Because psychological resilience can successfully counteract negative coping styles and enhance positive coping styles, military personnel should get training and attention in this area. Ranked 8th is “*Upgraded technology*” with 60 responses. In a time when technology dominance may dictate crucial results, the U.S. The military's dedication to innovation is essential. The Armed Forces stay ahead of the curve, maximizing personnel security and preserving a strategic edge, by creating and using cutting-edge innovations. Cutting-edge technologies contribute to protecting our liberties and those who defend our country. Ranked 9th is “*Settled values and principles*” with 59 responses. Every soldier is required to have a distinct military ethic, which includes making personal sacrifices in selfless service to the nation. These moral and ethical principles define Army culture and encourage particular standards of behavior. Every soldier's character is defined by the Army values, which also serve as a guide for their behavior both on and off duty. Ranked 10th is “*Barracks Assignment*” with 57 responses. Concerns raised in the GAO report (2023) might be allayed if staff were assigned to barracks according to rank. There are preventable problems when junior soldiers and junior NCOs are mixed together. The GAO report emphasizes that Army junior soldiers who are single and stationed in the continental United States (CONUS) must reside in the barracks. The GAO study from 2023 emphasizes how important privacy is and how its absence can lead to further stress and an inability to unwind at home.

An appraisal on the challenges that affect enlisted personnel well-being in Camp Macario B. Peralta Jr., Barangay Jaena Norte, Jamindan, Capiz had significant impact on the well-being of enlisted personnel if left unattended and not given proper action.

IV. Conclusion

The responses indicate satisfaction among military personnel with base services, underscoring the positive impact on the provision of physical amenities and overall well-being. The desire for improvements in healthcare and recreational facilities aligns with the importance of ongoing service quality enhancements. This highlights the vital link between provision of physical amenities and overall well-being emphasizing the relevance of this research.

The result of the study indicated that while there were inadequacies in the provision of physical amenities, well-being is still cognizable. There was also a substantial agreement in perception among the respondents regarding the status in the provision of physical amenities and well-being attributed to the same levels of understanding.

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