



REVIEWER'S REPORT

Manuscript No.: **IJAR-57621**

Title: PREMATURE WITHDRAWAL FROM PHILIPPINE NATIONAL POLICE (PNP) SERVICE:
PHENOMENOLOGICAL ANALYSIS ON THE COMPELLING FORCES FOR A STRATEGIC ACTION PLAN.

Recommendation:

- Accept as it is
- ✓ Accept after minor revision**
- Accept after major revision
- Do not accept (*Reasons below*)

Rating	Excel.	Good	Fair	Poor
Originality			✓	
Techn. Quality			✓	
Clarity			✓	
Significance			✓	

Reviewer's ID: JPR- 102

Detailed Reviewer's Report

This paper presents a clear and relevant exploration of premature withdrawal among Police Non-Commissioned Officers in the Philippine National Police, using a qualitative phenomenological approach that appropriately captures lived experiences. The methodology is generally sound, particularly the use of in-depth interviews and Colaizzi's thematic analysis, which supports the emergence of well-structured thematic clusters. The findings are rich and consistent with existing literature, showing that institutional issues, occupational stress, financial constraints and ethical/environmental pressures all contribute to attrition. The proposed strategic action plan is also practical and aligned with the identified problems, especially in areas of mental health support, career development and organisational transparency.

However, the paper could be strengthened by clearer discussion of sampling limitations, deeper explanation of how trustworthiness (such as triangulation or member checking) was ensured and tighter integration between themes and the proposed interventions.

Recommended after minor revisions.