



BACHELOR'S DEGREE OF TRAINEES AND ITS RELEVANCE TO THE PUBLIC SAFETY BASIC RECRUIT COURSE

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ABSTRACT

This study aimed to find out the bachelor's degree of trainees and its relevance to Public Safety Basic Recruit Course. Specifically, the study sought to find out the profile of the respondents, the relevance of the respondents' bachelor's degree to the areas of Public Safety Basic Recruit Course and the suggestions and recommendation to improve the Public Safety Basic Recruit Course.

The study used the descriptive study design in order to get the needed data to find out the relevance of bachelor's degree to the contents of the Public Safety Basic Recruit Course. The study was conducted at ARMM Training Center situated at Camp Brigadier General Salipada K Pendatun, Parang, Maguindanao. The respondents of the study are the participants of Public Safety Basic Recruit Course Class Number ARMMTC 2016-02. A simple random sampling was used to get the total sample of 166. A self-made questionnaire was used to gather the important data. The data collected were analysed quantitatively with the use of Statistical Package for Social Science or SPSS version 2.0. Figures and tables were used to present and discuss the result of the findings of the study. From the total of 166 copies of questionnaire which were distributed all were retrieved.

Findings showed that majority age group belongs to age that ranges from 21 – 25 years old with 66 per cent. Of the total number of respondents, 67 per cent were male and majority of them were single comprising the 90 per cent of the total respondents. Majority of the respondents were graduates of Bachelor of Science in Criminology with 63 per cent and belongs to Tausug tribe. On the relevance of bachelors' degree to Public Safety Basic Recruit Course, taking into consideration the different subjects in each modules from general subjects, values and ethics, effective communication, laws and jurisprudence, law enforcement operation, internal security operation and community immersion program, results yielded a "very relevant" response from the respondents with the weighted mean of 3.54 and standard deviation of .84 which is described as "very relevant" to the Bachelors' Degree to Public Safety Basic Recruit Course (PSBRC). Various suggestions and recommendations surfaced to improve the course. Coping to the physical and mental demands of training, maximizing available resources like books, journals and other reference materials and use of audio visual/multi-media presentation to ensure easy comprehension and creative visualization, utilizing the use of forensic laboratory for in depth familiarization, allocating enough study periods during the course of training, the actual performance of rope course, periodic appraisal of instructors performance to monitor teaching efficiency and effectiveness and persistent motivation thru pep talks to trainees to

become good citizen are the prepositions of the respondents to further improve the Public Safety Basic Recruit Course.

The study confirmed that majority of the members of the Philippine National Police Class 2016-02 were males, belonging to Tausug tribe, still single and graduates of Bachelor of Science in Criminology. Considering the relevance of the Bachelor's degree to the Public Safety Basic Recruit Course, all subjects in the program of instruction designed for new police entrants were described as "very relevant". Suggestions and recommendations were also made to improve the course.

KEYWORDS: Public Safety Basic Recruit Course, ARMM Training Centre, Tausug tribe, Parang, Maguindanao

1. INTRODUCTION

The Philippine National Police (PNP) is a law enforcement unit in the country that is mandated to serve and to protect lives and properties of the Filipino people. With the growing sophistication of crimes and the rising trend in crime statistics in almost all areas nationwide, the Philippine National Police (PNP) is confronted to upgrade its approach for a more effective and efficient police work. There is a big necessity to professionalize the education and training of our public safety officers in maintaining a world-class and globally competitive human resources in the law enforcement sector. The need to employ and train a huge number of law enforcers to combat these criminalities and comply with the 1:500 police to population ratio is its ultimate target.

Working collaboratively with the Police Regional Office - ARMM is Philippine Public Safety College - ARMM Training Center, the education and training institution that caters the training needs of the newly hired PNP members in the areas of Autonomous Region in Muslim Mindanao (ARMM). The Public Safety Basic Recruit Course (PSBRC) is the Program of Instruction (POI) designed to gradually transform newly hired police recruits from civilian mentality to a regimented life of a true public servant. The training program comprises 960 hours of academic instruction that is made up of different modules.

Considering the 2016 quota of Autonomous Region in Muslim Mindanao alone, 57.69 percent were graduates of Criminology, 10.25 percent were graduates of Bachelor of Science in Secondary and Elementary Education, 6.41 percent were Registered Nurses and the 21.36 percent came from various field of discipline like Commerce, Library Science, Biology, Engineering, Agriculture, and many others. Based on the academic performance of these graduates (consolidated academic records from Registrar), an Accounting Technology graduate topped the whole batch of police recruits.

In view of the fact that the professionalization of the PNP mainly depends on the education and training of its human resource, it is but fitting that the organization should carefully screen out and select its members that conforms with the qualification standards set by the law, the researcher, as a training specialist become so engrossed to study the bachelor's degree of trainees and its relevance to the contents of the Public Safety Basic Recruit Course. The researcher is also interested to determine the relevance of respondent's academic preparation in the areas of general subjects, values and ethics, effective communication, laws and jurisprudence, law enforcement operations, internal security operations and in community immersion program as perceived by the students view point.

Statement of the Problem

The study aimed to determine the relevance of academic preparation of trainees Specifically, it sought to answer the following questions:

1. What is the profile of the respondents in terms of :
 - a) age

- b) sex
 - c) civil status
 - d) bachelor's degree earned
 - e) tribe
2. What is the relevance of the bachelor's degree of respondents to the to the different areas of Public Safety Basic Recruit Course, namely,
 - a. general subjects
 - b. values and ethics
 - c. effective communication
 - d. laws and jurisprudence
 - e. law enforcement operations
 - f. internal security operations
 - g. community immersion program
 3. What are the respondent's suggestions and recommendations to improve the Public Safety Basic Recruit Course (PSBRC)?

2. METHODS

Research Design

The study used the descriptive survey design in generating the needed data to find out the relevance of the bachelors degree of trainees and its relevance to the contents of Public Safety Basic Recruit Course. This design was very appropriate in getting the data or information of the respondent's profile, relevance of bachelor's degree to Public Safety Basic Recruit Course and their suggestion and recommendation to improve the Public Safety Basic Recruit Course (PSBRC).

Instrumentation and Measures

A self- made survey questionnaire was constructed to gather the important data of the study. A questionnaire was composed of three parts. Part I consisted of questions on the profile of the respondent's age, sex, civil status, bachelor's degree earned and tribe. Frequency count and percentage were used to analyse the profile of the respondents.

Part 2 pertained to questions on the relevance of bachelor's degree to the contents of Public Safety Basic Recruit Course. Mean and standard deviation were used to analyse the answers of the respondents on the relevance of the bachelor's degree to the Public Safety Basic Recruit Course.

Lastly, part 3, dealt on the suggestions and recommendations of the respondents to further improve the Public Safety Basic Recruit Course, mean and standard deviation were utilized to generate result.

Below are the legends used to analyse and interpret the data.

Part 2

<u>Scale</u>	<u>Mean Interpretation</u>	<u>Description</u>
1	1.00 – 1.75	Not Relevant
2	1.76 – 2.50	Slightly Relevant
3	2.51 – 3.25	Relevant
4	3.26 – 4.00	Very Relevant

Part 3

<u>Scale</u>	<u>Mean Interpretation</u>	<u>Description</u>
1	1.00 – 1.50	Not Recommended
2	1.51 – 2.00	Recommended

3

2.01 – 3.00

Strongly Recommended

Data Gathering Procedures

Prior to the data gathering, the researcher took the opportunity to request the permission of the Regional Training Director to allow the researcher to conduct the study in ARMM Training Center and gather the respondents based on the names that came out from the random sampling made by the researcher.

During the actual data gathering procedure, the researcher conducted a short briefing and proceeded to the administration of the data gathering tool.

Out of 166 questionnaires that were distributed, 100 percent were retrieved. The answers were summarized, presented in tables and were subjected to analysis.

To ensure whether the instrument will gather the desired data, the questionnaire was subjected to a validation procedure. In doing this, it was randomly administered among five (5) sample population who were excluded in the final respondents of the study. Sample respondents were instructed to answer the questionnaire. Their responses on each item were evaluated as to whether the instrument possesses the intrinsic capacity to gather the desired data. Their comments as to the clarity of each item and instruction provided in answering the instrument were considered in preparing the final copy of the material.

3. RESULTS

This study presents the tables, figures and statistical presentation of the demographic profile, relevance of bachelor’s degree to the contents of Public Safety Basic Recruit Course and the suggestions and recommendations to improve the Public Safety Basic Recruit Course

Result of Survey – Relevance of Bachelor’s Degree to Public Safety Basic

Recruit Course

PART – I Profile of the Respondents

Table – I Age of Respondents

Age	Frequency (f)	Percentage(%)
21 – 25 years old	110	66
26 – 30 years old	54	33
31 years old	2	1
Total	166	100

Table – I shows that of the 166 respondents according to age majority belongs to age bracket 21 – 25 years old with a frequency of 107 and percentage of 66 followed by age bracket 26 – 30 years old with a frequency of 54 and percentage of 33 followed by age bracket 31 years old and above with a frequency of 2 and percentage of 1 respectively.

Table – II Sex of Respondents

Sex	Frequency (f)	Percentage(%)
Male	112	67
Female	54	33

Total	166	100
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Table – II shows that of the 166 respondents according to gender majority belongs to male with a frequency of 112 and percentage of 67 followed by female with a frequency of 54 and percentage of 33 respectively.

Table – III Civil Status of Respondents

Civil Status	Frequency (f)	Percentage (%)
Single	149	90
Married	17	10
Separated	0	0
Widow	0	0
Total	166	100

Table – III shows that of the 166 respondents according to civil status majority belongs to single with a frequency of 149 and percentage of 90 followed by married with a frequency of 17 and percentage of 10 followed by separated and widow with frequency of 0 and percentage of 0 respectively.

Table – IV Highest Educational attainment of the Respondents

Course/Degree	Frequency (f)	Percentage (%)
BS Criminology	105	63
BSED	9	05
BEED	14	08
BSIT	9	05
BS Accounting Technology	1	01
BS Psychology	1	01
BSN	10	06
AB – Islamic Studies	1	01
BSBA	7	04
BS Social Work	3	02
BS Pol. Science	3	02
BS Computer Science	3	02
Total	166	100

Table – IV shows that of the 166 respondents according to highest educational attainment majority belongs to Bachelor of Science in Criminology with a frequency of 105 and percentage of 63 followed by Bachelor of Science in Elementary Education with a frequency of 14 and percentage of 08 followed by bachelor of Science in Nursing with a frequency of 10 and percentage of 6 followed by bachelor of Science in Secondary education and Bachelor of Science in Information Technology with identical frequency of 9 and percentage of 5 followed by Bachelor of Science in Business Administration with a frequency of 7 and percentage of 4 followed by Bachelor of Science in Political science and Computer Science with identical frequency of 3 and percentage of 2 followed by

Bachelor of Science in Islamic studies and Bachelor of Science in Psychology and Bachelor of Science in Accounting Technology with identical frequency of 1 and percentage of 1 respectively.

Table – V Tribe of the Respondents

Tribe	Frequency (f)	Percentage (%)
Cebuano	33	20
Ilonggo	21	13
Ilocano	1	01
Maranao	32	19
Tausog	35	21
Samal	6	03
Subanen	1	01
Iranon	12	07
Chavacano	2	01
Teduray	3	02
Maguindanaon	20	12
Total	166	100

Table – V shows that of the 166 respondents according to Tribe majority belongs to Tausog with a frequency of 35 and percentage of 21 followed by Cebuano with a frequency of 33 and percentage of 20 followed by Maranao with a frequency of 32 and percentage of 19 followed by Ilonggo with a frequency of 21 and percentage of 13 followed by Maguindanaon with a frequency of 20 and percentage of 12 followed by Iranon with a frequency of 12 and percentage of 7 followed by Samal with a frequency of 6 and percentage of 3 followed by Teduray with a frequency of 3 and percentage of 2 followed by Chavacano with a frequency of 2 and percentage of 1 respectively.

PART – II Relevance of Bachelor’s Degree to Public Safety Basic Recruit Course

Table – VI A. Module I General Subjects

Variable	MEAN	SD	Description
1.Intro to Public Safety Services	3.67	.86	Very Relevant
2.The five Pillars of the Philippine Criminal Justice System	3.75	.87	Very Relevant
3.The Evolution of Philippine Police System	3.47	.83	Very Relevant
4.The Strengths and Weaknesses of the Filipino Police Officer	3.53	.84	Very Relevant
5. The Police Customs and Traditions(Courtesy, Social Decorum)	3.70	.86	Very Relevant
6. Personnel Policies and Procedures (Career Advancement)	3.61	.85	Very Relevant

7. Accountability of Public Officers	3.57	.84	Very Relevant
8. Gender and Development Program & Laws on Women	3.62	.85	Very Relevant
9. Reasons for the Promotion of Human Rights	3.56	.84	Very Relevant
10. Stress Management Techniques and Principles	3.29	.81	Very Relevant
11. Ecology and its Primary Concerns	3.17	.80	Relevant
Total	3.54	.84	Very Relevant

<u>Scale</u>	<u>Mean Interpretation</u>	<u>Description</u>
1	1.00 – 1.75	Not Relevant
2	1.76 – 2.50	Slightly Relevant
3	2.51 – 3.25	Relevant
4	3.26 – 4.00	Very Relevant

Table -VI shows that of the 166 respondents according to relevance of Bachelor's Degree of Trainees to Public Safety Basic Recruit course in General subjects variable no. 2 the five pillars of the Philippine Criminal Justice System got the highest mean of 3.75 and standard deviation of 87 described as very relevant, followed by variable no. 5 the Police Customs and Traditions (Courtesy, Social Decorum) with a mean of 3.70 and standard deviation of 86 described as very relevant, Intro to Public Safety Services with a mean of 3.67 and standard deviation of 86 described as very relevant, followed by variable no. 8 Gender and Development Program & Laws on Women with a mean of 3.62 and standard deviation of 85 described as very relevant, followed variable no. 6 Personnel Policies and Procedures (Career Advancement) with a mean of 3.61 and standard deviation of 85 described as very relevant, followed by variable no. 7 Accountability of Public Officers with a mean of 3.57 and standard deviation of 84 described as very relevant, followed by variable no. 9 Reasons for the Promotion of Human Rights with a mean of 3.56 and standard deviation of 84 described as very relevant, followed by variable no. 4 the Strengths and Weaknesses of the Filipino Police Officer with a mean of 3.53 and standard deviation of 84 followed by variable no. 3 the Evolution of Philippine Police System with a mean of 3.47 and standard deviation of 83 described as very relevant, followed by variable no. 10 Stress Management Techniques and Principles with a mean of 3.29 and standard deviation of 81 described as very relevant, followed by variable no. 11 Ecology and its Primary Concerns with a mean of 3.17 and standard deviation of 80 described as relevant respectively.

Table – VII. Module II Values and Ethics

Variable	MEAN	SD	Description
1.Strengths and Weaknesses of Filipino Character	3.17	.80	Relevant
2. Ethical behavior to be developed by every Filipino Officer	3.32	.81	Very Relevant
3. Marriage and family life	3.25	.81	Relevant
4. Cultural Sensitivity and Respect for Diversity	3.37	.82	Very Relevant
5. Respecting/Obeying Authority	3.59	.85	Very Relevant
Total	3.34	.82	Very Relevant

<u>Scale</u>	<u>Mean Interpretation</u>	<u>Description</u>
1	1.00 – 1.75	Not Relevant
2	1.76 – 2.50	Slightly Relevant
3	2.51 – 3.25	Relevant
4	3.26 – 4.00	Very Relevant

Table – VII shows that of the 166 respondents according to relevance of Bachelor’s Degree of Trainees to Public Safety Basic Recruit course in Values and Ethics variable no. 5 Respecting/Obeying Authority got the highest mean of 3.59 and standard deviation of 85 described as very relevant followed by variable no. 4 Cultural Sensitivity and Respect for Diversity with a mean of 3.37 and standard deviation of 82 described as very relevant followed by variable no. 2 Ethical behaviour to be developed by every Filipino Officer with a mean of 3.32 and standard deviation of 81 described as very relevant followed by variable no. 3 Marriage and family life with a mean of 3.25 and standard deviation of 81 described as relevant, followed by variable no. 1 Strengths and Weaknesses of Filipino Character with a mean of 3.17 and standard deviation of 80 described as relevant, respectively.

Table – VIII C. Module III Effective Communication

<u>Variable</u>	<u>MEAN</u>	<u>SD</u>	<u>Description</u>
1. Processes/Barriers of Communication	3.43	.83	Very Relevant
2. Public Speaking in Public Service	3.60	.85	Very Relevant
3. Types and formats of Police Correspondence	3.67	.86	Very Relevant
4. Definition and uses of Police Report	3.64	.85	Very Relevant
5. Importance of Media and PNP Media Relations Policy	3.45	.83	Very Relevant
Total	3.56	.84	Very Relevant

<u>Scale</u>	<u>Mean Interpretation</u>	<u>Description</u>
1	1.00 – 1.75	Not Relevant
2	1.76 – 2.50	Slightly Relevant
3	2.51 – 3.25	Relevant
4	3.26 – 4.00	Very Relevant

Table – VIII shows that of the 166 respondents according to relevance of Bachelor’s Degree of Trainees to Public Safety Basic Recruit course in Effective Communication variable no. 3 Types and formats of Police Correspondence got the highest mean of 3.67 and standard deviation of 86 described as very relevant, followed by variable no. 4 Definition and uses of Police Report with a mean of 3.64 and standard deviation of 85 described as very relevant, followed by variable no. 2 Public Speaking in Public Service with a mean of 3.60 and standard deviation of 85 described as very relevant followed by variable no. 5 Importance of Media and PNP Media Relations Policy with a mean of 3.45 and standard deviation of 83 described as very relevant, followed by variable no. 1

Processes/Barriers of Communication with a mean of 3.43 and standard deviation of 83 described as very relevant respectively.

Table –IX D. Module IV Laws and Jurisprudence

Variable	MEAN	SD	Description
1. Bill of Rights and the Three Branches of Gov't Powers, functions and Composition	3.60	.85	Very Relevant
2. General Aspects of Criminal Law	3.63	.85	Very Relevant
3. Elements of Murder with decided cases	3.63	.85	Very Relevant
4. Rules of Criminal Procedures	3.67	.86	Very Relevant
5. Evidence Handling	3.63	.85	Very Relevant
6. Introduction of Legal Forms	3.66	.86	Very Relevant
7. Special Laws on other crimes	3.43	.83	Very Relevant
8. Importance of court Demeanor and actual Observation	3.58	.85	Very Relevant
Total	3.60	.85	Very Relevant

Scale	Mean Interpretation	Description
1	1.00 – 1.75	Not Relevant
2	1.76 – 2.50	Slightly Relevant
3	2.51 – 3.25	Relevant
4	3.26 – 4.00	Very Relevant

Table –IX shows that of the 166 respondents according to relevance of Bachelor's Degree of Trainees to Public Safety Basic Recruit course in Laws and Jurisprudence variable no. 4 Rules of Criminal Procedures got the highest mean of 3.67 and standard deviation of 86 described as very relevant, followed by variable no. 6 Introduction of Legal Forms with a mean of 3.66 and standard deviation of 86 described as very relevant, followed by variable no. 2 General Aspects of Criminal Law, variable no. 3 Elements of Murder with decided cases and variable no. 5 Evidence Handling with identical mean of 3.63 and standard deviation of 85 described as very relevant, followed by variable no. Bill of Rights and the Three Branches of Gov't Powers, functions and Composition with a mean of 3.60 and standard deviation of 85 described as very relevant, followed by variable no. 8 Importance of court Demeanor and actual Observation with a mean of 3.58 and standard deviation of 85 described as very relevant, followed by variable no. 7 Special Laws on other crimes with a mean of 3.43 and standard deviation of 83 described as very relevant, respectively.

Table – X E. Module V Law Enforcement Operation

Variable	MEAN	SD	Description
1. Police intelligence(Focus on Collection)	3.69	.85	Very Relevant
2. Phases of Investigation, tools of an Investigation in gathering facts	3.59	.85	Very Relevant
3. Understanding the concepts of Police Community Relations	3.64	.85	Very Relevant

4. Overview of PNP Operational thrust Police Operations	3.54	.84	Very Relevant
5. Traffic laws, rules, Regulations & Other Traffic Ordinances	3.67	.86	Very relevant
6. Disaster Preparedness and Response Operations	3.61	.85	Very Relevant
Total	3.62	.85	Very Relevant

<u>Scale</u>	<u>Mean Interpretation</u>	<u>Description</u>
1	1.00 – 1.75	Not Relevant
2	1.76 – 2.50	Slightly Relevant
3	2.51 – 3.25	Relevant
4	3.26 – 4.00	Very Relevant

Table – X shows that of the 166 respondents according to relevance of Bachelor’s Degree of Trainees to Public Safety Basic Recruit course in Law Enforcement Operation variable no. 1 Police intelligence(Focus on Collection) got the highest mean of 3.69 and standard deviation of 85 described as very relevant, followed by variable no. 5 traffic laws, rules, Regulations & Other Traffic ordinances with a mean of 3.67 and standard deviation of 86 described as very relevant, followed by variable no. 3 Understanding the concepts of Police Community with a mean of 3.64 and standard deviation of 85 described as very relevant, followed by variable no. 6 Disaster Preparedness and Response Operations with a mean of 3.61 and standard deviation of 85 described as very relevant, followed by variable no. 2 Phases of Investigation, tools of an Investigation in gathering facts with a mean of 3.59, described as very relevant and standard deviation of 85 followed by variable no. 4 Overview of PNP Operational thrust Police Operations with a mean of 3.54 and standard deviation of 84 described as very relevant, respectively.

Table – XI F. Module VI Internal Security Operation

Variable	MEAN	SD	Description
1.Overview of the Course/Mandates of the Public Safety Forces	3.58	.85	Very Relevant
2. Brief History and Deeper Understanding of Lawless Groups	3.43	.83	Very Relevant
3. Community Organizing for Counter-Insurgency	3.49	.84	Very Relevant
4. Police Tactical Skills for Counter-Insurgency	3.58	.85	Very Relevant
5. Leadership for Counter-Insurgency	3.61	.85	Very Relevant
6. Local Insurgency Situation	3.55	.84	Very Relevant
7. Field Training Exercises	3.68	.86	Very Relevant
Total	3.56	.84	Very Relevant

<u>Scale</u>	<u>Mean Interpretation</u>	<u>Description</u>
1	1.00 – 1.75	Not Relevant
2	1.76 – 2.50	Slightly Relevant
3	2.51 – 3.25	Relevant
4	3.26 – 4.00	Very Relevant

Table – XI shows that of the 166 respondents according to relevance of Bachelor’s Degree of Trainees to Public Safety Basic Recruit course in Internal Security Operations variable no. 7 Field Training Exercises got the highest mean of 3.68 and standard deviation 86 followed by variable no. 5 Leadership for Counter-Insurgency with a mean of 3.61 and standard deviation of 85 described as very relevant, followed by variable no. 1 Overview of the Course/Mandates of the Public Safety forces and variable no. 4 Police Tactical Skills for Counter-Insurgency with identical mean of 3.58 and standard deviation of 85 described as very relevant, followed by variable no. 6 Local Insurgency Situation with a mean of 3.55 and standard deviation of 84 described as very relevant, followed by variable no. 3 Community Organizing for Counter-Insurgency with a mean of 3.49 and standard deviation of 84 described as very relevant, followed by variable no. 2 Brief History and Deeper Understanding of Lawless with a mean of 3.43 and standard deviation of 83 described as very relevant, respectively.

Table – XII G. Module VII Community Immersion Program

Variable	MEAN	SD	Description
1. Social Investigation	3.68	.85	Very Relevant
2. Knowing your Community	3.63	.85	Very Relevant
3. First Aid	3.60	.85	Very Relevant
4. Brigada Eskwela	3.40	.82	Very Relevant
5. Feeding program	3.50	.84	Very Relevant
6. Disaster Preparedness Mitigation	3.58	.85	Very Relevant
7. Search and Rescue Training	3.59	.85	Very Relevant
8. Patrolling	3.66	.86	Very Relevant
9. Fire prevention	3.61	.85	Very Relevant
Total	3.58	.85	Very Relevant

<u>Scale</u>	<u>Mean Interpretation</u>	<u>Description</u>
1	1.00 – 1.75	Not Relevant
2	1.76 – 2.50	Slightly Relevant
3	2.51 – 3.25	Relevant
4	3.26 – 4.00	Very Relevant

Table – XII shows that of the 166 respondents according to relevance of Bachelor’s Degree of Trainees to Public Safety Basic Recruit course in Community Immersion Program variable no. 1 Social Investigation got the highest mean of 3.68 and standard deviation of 85 described as very relevant followed by variable no. 8 Patrolling with a mean of 3.66 and standard and standard deviation of 86 described as very relevant followed by variable no. 2 Knowing your Community with a mean of 3.63 and standard deviation of 85 described as very relevant, followed by variable no. 9 Fire prevention with a mean of 3.61 and standard deviation of 85 described as very relevant, described as very relevant, followed by variable no. 3 First Aid with a mean of 3.60 and standard deviation of 85 described as very relevant, followed by variable no. 7 Search and Rescue Training with a mean of 3.59 and standard deviation of 85 described as very relevant, followed by variable no. 6 Disaster Preparedness Mitigation with a mean of 3.58 and standard deviation of 85,

described as very relevant, followed by variable no. 5 Feeding program with a mean of 3.50 and standard deviation of 84, described as very relevant followed by variable no. 4 Brigada Eskwela with a mean of 3.40 and standard deviation of 82 described as very relevant, respectively.

Table XIII – Summary of Relevance of Bachelor’s Degree to Public Safety Basic Recruit Course.

	Mean	SD	Description
1. General Subjects	3.54	.84	Very Relevant
2. Values and Ethics	3.34	.82	Very Relevant
3. Effective Communication	3.56	.84	Very Relevant
4. Laws and Jurisprudence	3.60	.85	Very Relevant
5. Law Enforcement Operation	3.62	.85	Very Relevant
6. Internal Security Operation	3.56	.84	Very Relevant
7. Community Immersion Program	3.58	.85	Very Relevant
TOTAL	3.54	.84	Very Relevant

<u>Scale</u>	<u>Mean Interpretation</u>	<u>Description</u>
1	1.00 – 1.75	Not Relevant
2	1.76 – 2.50	Slightly Relevant
3	2.51 – 3.25	Relevant
4	3.26 – 4.00	Very Relevant

Table – XIII shows that among the seven academic modules to the relevance of Bachelor’s Degree of Trainees to Public Safety Basic Recruit Course, variable no. 5 Law Enforcement Operation got the highest mean of 3.62 and standard deviation of 85 described as very relevant, followed by variable no. 4 Laws and Jurisprudence with a mean of 3.60 and standard deviation of 85 described as very relevant, followed by variable no. 7 Community Immersion Program with a mean of 3.58 and standard deviation of 84 described as very relevant, followed by variable no. 6 Internal Security Operation and variable no. 3 Effective Communication, both with a mean of 3.56 and standard deviation of 84 described as very relevant, followed by variable no. 1 General Subjects with a mean of 3.54 and standard deviation of 84 described as very relevant, followed by variable no. 2 Values and Ethics with a mean of 3.34 and standard deviation of 82 described as very relevant.

PART – III. What are the respondent’s suggestions and recommendations to improve the Public Safety Basic Recruit Course (PSBRC)?

Table - XIV Suggestions and Recommendations

Suggestions /Recommendations	MEAN	SD	Description
1.Cope with the physical and mental demands of Training	2.46	.91	Strongly Recommended
2. Maximize available resources like books, journals,& other reference materials and use of audio visual/Multi Media presentation to ensure easy comprehension and creative	2.43	.90	Strongly Recommended

visualization.

3. Allocate enough study periods during the course of training.	2.18	.85	Strongly Recommended
4. Always utilize the use of forensic laboratory for in depth familiarization.	2.41	.90	Strongly recommended
Total	2.37	.89	Strongly Recommended

<u>Scale</u>	<u>Mean Interpretation</u>	<u>Description</u>
1	1.00 – 1.50	Not Recommended
2	1.51 – 2.00	Recommended
3	2.01 – 3.00	Strongly Recommended

Table - XIV show that of the 166 respondents suggestions and recommendations to improve the Public Safety Basic Recruit Course variable no. 1 Cope with the physical and mental demands of training got the highest mean of 2.46 and standard deviation of 91 described as strongly recommended followed by variable no. 2 Maximize available resources like books, journals,& other reference materials and use of audio visual/Multi Media presentation to ensure easy comprehension and creative visualization with a mean of 2.43 and standard deviation of 90 described as strongly recommended, followed by variable no. 4 Always utilize the use of forensic laboratory for in depth with a mean of 2.41 and standard deviation of 90 described as strongly recommended, followed by variable no. 3 Allocate enough study periods during the course of training with a mean of 2.18 and standard deviation of 85 described as strongly recommended, respectively.

Table XV - Other Suggestions and Recommendations

Other suggestions & recommendations	Frequency (f)
1. Actual performance of Rope Courses	4
2. Periodic Appraisal of Instructor’s performance to monitor teaching efficiency and effectiveness	7
3. Persistent motivation thru pep talks to trainees on how to become good citizen	2

Table – XV shows that of the 166 respondents according to other suggestions and recommendations to further improve the Public Safety Basic Recruit Course, variable no. 2 Periodic Appraisal of Instructor’s Performance to monitor teaching efficiency and effectiveness got the highest frequency of seven, followed by variable no. 1 Actual performance of Rope Courses with a frequency of 4, followed by variable 3 Persistent motivation thru pep talks to trainees on how to become good citizen with a frequency of 2.

4. DISCUSSION

On the profile of the respondents, the age bracket of 21-25 years old got the highest frequency (see Table I Age of Respondents). This means that majority of the recruits landed their first job in the PNP right after graduating college. Considering the hiring age in the PNP as stated in Republic Act 6975 is 21 to 30 years old on the day of their oath taking.

A frequency of 2 for the age 31 years old only came out because two of the respondents turned 31 during the training and because of age waiver. It is consistent with the provisions of Section 16 of Republic Act 8551 on selection criteria under the waiver program stating that the requirements shall be waived in the following order: (a) age, (b) height, (c) weight and (d) education.

Since the Philippine National Police is a male dominated profession, 67 per cent of the total respondents were male and only 33 per cent were female (refer to Table II Sex of Respondents). It is consistent with the provisions of Republic Act 6975 that states “the recruitment quota allocated to qualified women applicants shall not be less than 10 per cent but not more than 15 per cent of the annual quota”.

On the civil status of the respondents (see Table III Civil Status of Respondents), ninety per cent of the respondents are still single considering the age bracket of 21 - 25 years old wherein respondents are still at the prime of their life. In the contrary, under the provisions of Republic Act No.6975, the hiring of married applicants is not prohibited by law, this is the reason why married applicants may apply in the Philippine National Police. Ten per cent of the respondents are married.

In the bachelor's degree earned by the respondents, graduates of Bachelor of Science in Criminology (refer to Table IV respondent's educational attainment) has the highest number which is 63 percent followed by Bachelor of Science in Elementary Education and Nursing. The result shows that Bachelor of Science in Criminology is vertically aligned to law enforcement and policing. Considering also the number of schools offering this course and the accessibility of the area in Police Regional Office –ARMM, this prompted most of the residents to choose this degree. To support this findings, Neil Kokemuller in his article states that a criminologist has the benefit of providing a real service. Not only do they assist their employers in solving and preventing crime, they assist the public by making neighbourhoods and cities safer places to live. Kathryn Ordyzuk in her article stressed out also that when entering criminology, you can expect employment with local police, or Criminal Investigation Agency or as a medical examiner. Moreover, a published article entitled “Career in the Philippine National Police” also promotes working in the PNP as one of the precise environment. Working in the PNP is not just having a stable job but a lot of privileges and great chance of meeting people from all walks of life.

The little way we help others for them a big result. On the tribe of the respondents, result shows that majority of the respondents were Tausug which supports the fact that of the 3,781,387 total population of Autonomous Region in Muslim Mindanao (census made in 2015). Among the five provinces of Autonomous Region in Muslim Mindanao, the province of Sulu ranked third in its total population and ranked first as a highly dense area. (520/km²/sq mi) (source: www.armm.gov.ph)

On the relevance of Bachelor's Degree to Public Safety Basic Recruit Course, considering Module I of the Program of Instruction for Public Safety Basic Recruit Course, the five pillars of the Criminal Justice System ranked first with 87 percent. Since majority of the respondents were Bachelor of Science in Criminology graduates (refer to Table IV – Respondent's educational attainment) they considered this subject as very relevant and a very useful weapon as they undergo the Public Safety Basic Recruit Course. The result supports the article of Jessica Best on the role of law enforcement in the criminal justice system that emphasized on the crucial role played by law enforcement in the criminal justice system. More so, in an article published by Billy Biado, which states that the key player in the criminal justice system is the law enforcement sector. Considering five pillars of the Criminal Justice System, the law enforcement pillar is the first pillar, where majority

of the respondents finds it an indispensable tool of learning as they undergo the Public Safety Basic Recruit Course.

Another very relevant subjects to the Public Safety Basic Recruit Course is the Police Customs and Traditions which includes courtesy and social decorum. Khriyln Sagpaey (2015), pointed out in her study on professionalism and morality that both are integral part of police image. In support to this premise, the respondents finds the subject very relevant to police institution. Timothy Roufa also commented that professional courtesy is not unique to law enforcement, though the public expects their officers to be held to a high ethical standard. Section 4 of Republic Act 6713 also supports this idea that the norms of conduct of public officials and employees should be observed as personal conduct in the discharge and execution of official duties. Also, Section 2 of republic Act 8551 opined that the Philippine National Police members shall be organized to ensure accountability and uprightness in police exercise of discretion as well as to achieve efficiency and effectiveness of its members and units in the performance of their functions. In contrast, the respondents finds ecology and its primary concerns as one subject area that got the lowest score in terms of its relevancy. This is contrary to the contents embodied in the Core Values of the Philippine National Police which is MAKADIYOS, MAKATAO, MAKAKALIKASAN. Klinger (1997), in his book, links police activity to the ecological context on which police-citizen encounter occurs. Sagpaey (2015), strengthens the idea that strategic partnership between police force and the community should play its vital roles to be at its best.

In Values and Ethics Module, the 85 per cent of the respondents finds respecting/obeying authority as a very relevant subject in Public Safety Basic Recruit Course. This implies the importance of values for work effectiveness and productivity. This shows a similar result in the study of Sagpaey (2015) that policemen and women agree that they are indeed committed to their profession and are morally principled. In the contrary, subject dealing with the strengths and weaknesses of Filipino Character ranked the lowest with 80 percent relevancy. It is unfortunate to note that the PNP had been experiencing an all-low approval rating in the past years. The citizenry had been pointing fingers to policemen as cohorts or even principals in the commission of crimes. The Asia Pacific Center for Research Inc. (ACRE) conducted a survey on the performance and attributes towards PNP, and disclosed that the five attributes stand out as those mapagkatiwalaan, makadiyos, mabilis magresponde, makatao at may respeto sa batas. This explains the fact that the PNP has been finding strategies to restore the trust and confidence of the people.

In Effective Communication Module, 86 percent of the respondents viewed the types and formats of police correspondence as a very relevant subject in the course. Deb Lafferty of St. Joseph University (2017) stressed out the importance of professional writing skills in law enforcement. Accurate and intelligent reporting and documentation is crucial to Law Enforcement. Police Officers spend a significant amount of time completing paperwork necessary for the criminal justice process. An officer is most often the first point contact in a criminal situation, and having professional writing skills in imperative to creating a thorough, well written report. A written report is often the first impression an officer makes on commanding officers, lawyers, or judges - and a poorly written report can cause an inaccurate portrayal of competence level. Additionally, it can also mean the difference between a rightful conviction and an erroneous release of a guilty person. On the other hand, an accurate and intelligent report can make a positive first impression, and has the ability to lead to new opportunities for the future. This supports to the fact that every police officer should acquire enough writing and speaking skills to ensure that authority,

command and respect are attained. In contrast, the processes/barriers of communication yielded the lowest percentage in terms of relevancy. This connotes that the different barriers of communication should be taken with full emphasis since police men and women does not only work within their area but can be assigned in different areas nationwide. Thus, confronting various languages can be a great challenge that overcoming it is essential.

In Laws and Jurisprudence Module, the rules of Criminal Procedures got the highest result in terms of its relevance to Public Safety Basic Recruit Course. This substantiate to the article published by Police Law Enforcement Magazine: Police Issues and the Supreme Court which describes the procedural process in handling criminals from initial stop, frisk, search, and how subsequent questioning will be scrutinized later in court. With this text, students will understand the critical distinctions made by the U.S. Supreme Court in articulating the law of criminal procedure and how and why the police can or cannot perform their duties. By clearly learning the rules, rationale, and exploring current controversies, this will prepare students for a career in policing. In contrast, the special laws on other crimes ranked last among the variables but still classified as a very relevant subject in PSBRC. This is in contrast to the article published by the FBI Law Enforcement Bulletin, on redefining police powers, that states, the framework of laws and rules that govern the administration of justice in cases involving an individual who has been accused of crime (petty crimes and or special crimes) beginning with the initial investigation of the crime and concluding either with the unconditional release of the accused by virtue of acquittal or by the imposition of a term of punishment pursuant to a conviction for a crime. Every law enforcer should be well aware of the technicalities of different crimes.

Considering the total weighted mean of the traffic laws, rules, regulations and other traffic ordinances is described as “very relevant”, it explains that in summing up all the weighted means of the respondents’ evaluation on the relevancy of Law Enforcement Operation, subjects in this module, are very relevant. Since majority of the respondents were graduates of Criminology, result shows that it is very essential to study traffic laws and rules especially in the law enforcement career. To support the result, Ljubozejc (2013) said that police traffic control and enforcement are measures for quick and inexpensive interventions. Also, the author believes that the police should build balance between police enforcement and traffic prevention actions. An overview of the PNP Operational Thrust/Police Operations ranked the lowest but still very relevant to Public Safety Basic Recruit Course. The result is in contrast to Republic Act 9372 known as the Human Security Act of 2007, this states that the PNP shall serve as one of the support agency in the implementation of Human Security. Given the sensitivity of the police operations, police operational procedures will guide PNP personnel on the proper enforcement of the law and preclude the commission of prohibited acts. The importance of these police operational procedures cannot be overly underscored since it is our police officers who are at the forefront in containing and arresting perpetrators.

There is also a very relevant result from the respondents on the field training exercises. The summation of all the means based on the respondents’ responses described that all related subjects in the Internal Security Operation are very relevant subjects in the Public Safety Basic Recruit Course. Alma Maria O Salvador (2014) in her article states that there should have an organization of collaborative and linkage institutions of civilian, police, civil society and military actors. In support to this, Executive Order 739 (2009) establishes a convergence and orchestration of internal security operation efforts of civil authorities and agencies, military and police (section 3 (c)). Also Executive Order 110,

strengthens the participation of Philippine National Police in Counter Insurgency Operation through deputizing barangay watchmen as force multipliers in the implementation of the peace and order plan in their respective areas. This confirms that field training exercises provides a greater avenue to build strong linkage with the community. Taking into consideration, the PNP is mandated to undertake a more active support role together with the community as active partners.

Considering the different stages in linking with the community by the PNP, the areas of Social Investigation got the highest response from the respondents in terms of its relevancy to Public Safety Basic Recruit Course. Diana Louise Segarra (2014) supports the fact that reaching with the community equates to winning the trust and confidence of the people. Tom Gresham (2017) further elaborates that a key aspect of police patrol is providing a high visibility for the police force in the in a neighbourhood and conduct social investigation in the area. Police visibility provide residents, visitors and others in an area a strengthened sense of safety and security. Ralph Heibutzki (2016) in his article, he emphasized that it is very basic for a police officer to conduct social investigation to further understand the prevalence of various incidents in the area. It also mean winning the residents' trust. It offers an ideal opportunity for achieving this goals. In contrast, Brigada Eskwela got the least mean but still described as very relevant. Being attuned to the thrust of the PNP, Brigada Eskwela is a social strategy in public education and training designed to bridge the gap between theoretical instruction and the realities of public relationships among officers and the community in which it serves.

On respondent's suggestions and recommendations, considering the total weighted mean of the respondents' responses, it is described as "strongly recommended", it explains that in summing up all the weighted means of the respondents' suggestions and recommendations it all boils down to coping with the physical and mental demands of training. This means that it entails a great amount of preparation (physical, intellectual and even emotional) before submitting themselves to training. It further connotes that self - discipline is very necessary as the training progresses. Also, in order to further improve the course is to maximize available resources like books, journals and other reference materials and use of audio visual/multi- media presentation to ensure easy comprehension and creative visualization, and the utilization of forensic laboratory for in depth familiarization, are all strongly recommended by the respondents. Also, according to Eto (2003) performance is improved by feedback. Individual also need feedback about their performance. It helps them know what to do and how well they are meeting their own goals.

Conclusions

The researcher concluded that majority of the respondents were at the age of 21 – 25, mostly were male and single. Majority of the respondents were also graduates of Bachelor of Science Criminology and belongs to the Tausug tribe.

On the relevance of Bachelor's Degree to Public Safety Basic Recruit Course, the researcher concluded that all the General Subjects are very relevant to the Bachelor's Degree to Public Safety Basic Recruit Course. It was also concluded by the researcher that subjects on Values and Ethics and Effective Communication were all very relevant to Bachelor's Degree to Public Safety Basic Recruit Course. Result of the study also concluded that the subjects on the Laws and Jurisprudence were all very relevant subjects to the Bachelor's Degree to Public Safety Basic Recruit Course. Researcher of the study

also concluded that the Law Enforcement Operation subjects were all very relevant to the Bachelor's Degree to Public Safety Basic Recruit Course. On subjects under the Internal Security Operation, the researcher also concluded that all were very relevant to the Bachelor's Degree to Public Safety Basic Recruit Course. Moreover, the researcher concluded that subjects under Community Immersion Program were very relevant to the Bachelor's Degree to Public Safety Basic Recruit Course.

In summary, majority of the respondents is under the age bracket of 21-25 years old. Majority were males and still single. Majority of the respondents also were graduates of Bachelor of Science in Criminology and belongs to Tausug tribe. The researcher also concluded that all the subjects in the entire program of instruction for Public Safety Basic Recruit Course were very relevant to Bachelor's Degree.

Based on the result of the study, it was strongly suggested by the respondents that they need to cope with the physical and mental demands of training, maximize available resources likes books, journals and other reference materials and use of audio-visual/Multi-media presentation to ensure easy comprehension and creative visualization, allocate enough study periods during the course of training, always utilize the use of forensic laboratory for in depth familiarization, actual application of rope courses aside from classroom instruction, instructors should device effective teaching techniques to meet the needs of the students. Frequent pep talks to students should be done to motivate them to become good citizen.

Recommendations

Based on the finding and conclusion, it appeared that Bachelor's Degree of Trainees and its relevance to Public Safety Basic Recruit Course, this study offers the following recommendations;

1. That in order to improve educational quality and become globally competitive training, periodic teacher's teaching performance appraisal should be done especially before the end of every course;
2. That for the top level management, there should have a re-visitation of the Program of Instruction involving the pool of instructors' of the Center;
3. That ample amount of time should be given for the implementation of the Program of Instruction in order to carefully evaluate its effectiveness;
4. That considering the different challenges posed by the society to the law enforcement sector, there is a need to be updated and keep abreast with the latest trend in policing and crime resolution;
5. That strengthening the curriculum means strengthening the linkages in the community especially to schools that offers Criminology courses for them to align their curriculum to the Program of Instruction for Public Safety Basic Recruit Course;
6. Lastly, since Criminology is academically aligned with law enforcement and to ensure quality Criminology education, it is recommended that close monitoring and supervision of Commission on Higher Education (CHED) to schools that offers such course.

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