

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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