
**GRADUATE SCHOOL
PHILIPPINE COLLEGE OF CRIMINOLOGY**

**EMERSION ON DEVELOPMENT ORIENTATION
OF CAVITE PROVINCE PNP: IMPLICATION TO
POLICE ENHANCEMENT PROGRAM**

A Dissertation

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By:

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ABSTRACT

Name of Institution: Philippine College of Criminology

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TITLE: Emersion on Development Orientation of Cavite
Province PNP: Implication to Police Enhancement
Program

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OBJECTIVES OF THE STUDY:

1. **GENERAL:**

Analyze the emersion on development orientation of Cavite Province PNP and its implications to police enhancement program.

2. **SPECIFIC:**

a. Determine the level of development orientations of the Police Commissioned Officers (PCOs) as regards to commitment to innovation, action propensity, concern for economic development, concern for

economic equality, concern for public participation, local commitment, conflict avoidance, and selflessness.

1. Determine the extent of level of development orientations of the Police Non-Commissioned Officers (PNCOs) as to commitment to innovation, action propensity, concern for economic development, concern for economic equality, and concern for public participation, local commitment, conflict avoidance, and selflessness.
2. Find out the significant difference in the level of development between the PCOs and PNCOs in the eight (8)-development orientation value, commitments as law enforcers.
3. Find out the significant relationship of the demographic profiles of the law enforcers related to the eight (8) development orientation value commitments of the law enforcers.
4. Find out implications that can be drawn for the police re-training for quality service.

SCOPE AND COVERAGE:

‘This study focused on the emersion on development orientation of the Cavite Province PNP and its implications to police enhancement program.’ The respondents of the study were chosen from seventeen (17) Police Stations in the Province of Cavite. There were 27 Police Commissioned Officers (PCO) or 12.67 percent while 186 Police Non-Commissioned Officers (PNCO or 87.33 percent with a total of 213 respondents.

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The 213 respondents were subjected to the Modified Development Value Orientation of Law Enforcers, which was anchored from the International Studies of Value Orientation.

METHODOLOGY:

In this study, the descriptive-normative survey with the questionnaire and documentary analysis technique was used as the research method with the Province of Cavite as the research setting. The data were analyzed through the use of the following statistical tools: percentage, weighted mean, z-test and chi-square.

MAJOR FINDINGS:

1. The PCO respondents indicated that they have **high** level of development in the **commitment to innovation; concern for public participation; local commitment; conflict avoidance and selflessness**. These were supported by the obtained overall means of 3.62; 3.52; 3.57; 3.58 and 4.01.

On the other hand, they also revealed that there levels of development orientation were only **moderately high** in **action propensity, concern for economic development and concern for economic equality**. These findings were supported by the obtained overall means of 3.32, 3.28 and 3.26.

2. The PNCO respondents have similar development levels were they revealed that they have **high** orientations in commitment to
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innovation; commitment to local concern; conflict avoidance; and selflessness. These findings were evidenced in the obtained overall means of 3.63; 3.66; 3.57 and 3.93.

On the other hand, the PNCOs indicated that **action propensity, concern for economic development, concern for economic equality, and concern for public participation** were **moderately high** as supported by the obtained overall means of 3.32; 3.30; 3.27 and 3.44.

3. The PCOs and PNCOs **significantly differ** in their development orientation as to the **concern for public participation**. This finding was supported by the obtained Z-value of 2.071, which is much higher than the tabular value of 1.97 at .05 significant levels. **The hypothesis is therefore rejected.**

It is also noted that no significant differences were found between the PCOs and PNCOs level of development orientation in the areas of **commitment to innovation; action propensity, concern for economic development; concern for economic equality; local commitment; conflict avoidance and selflessness**. These findings were evidenced by the obtained Z-values of .035; .673; 1.460; 1.520; 1.058; .844 and 1.108 which were much lower than the tabular value of 1.97 at .05 significant level. **The hypothesis is therefore accepted.**

4. The PCOs and PNCOs indicated that **educational attainment and length of service in the PNP** are significantly associated with the eight (8) development orientation since the obtained chi-square values of 48.623 and 111.074 were much higher than the tabular value of 41.337 with 28 degrees of freedom at .05 significant level. **The hypothesis is therefore rejected.**

On the other hand, **no significant relationship** existed between the eight (8) development orientation value commitment and the **gender, civil status, age bracket and the type of HEIs, the criminology course taken**. The obtained chi-square values were much lower than the tabular value at .05 significant level. **The hypothesis is therefore accepted.**

5. These are implication that maybe drawn from this study such as: revitalize RA 8551 which aimed at professionalizing the police service; organize and conduct more continuing staff development programs; implement the **immersion** as an approach to criminology education for future policemen; strengthen the career development orientation programs and likewise consider the recruitment and promotion of more female PCOs to promote the gender development in the Philippine National Police.
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CONCLUSIONS:

1. The Police Commissioned Officers and the Police Non-Commissioned Officers who are assigned in the different Police Stations in the Province of Cavite are willing to sacrifice for others and to divest one's own interest for the peace and order in the community. They are also committed to innovate changes in the PNP by creating new ideas or solutions to community peace and order problems.

2. The Police Commissioned Officers and the Police Non-Commissioned Officers in the Province of Cavite strongly believe on risk-taking as important component to effectively and efficiently deliver peace and order services to their constituents in the community through innovations, challenges and changes in the Philippine National Police.

3. There are strong indications that the Police Commissioned Officers and the Police Non-Commissioned Officers have the tendency to effect internal and external changes in the organization of the PNP for better service in accordance with the needs and demands of the community.

4. The Police Commissioned Officers and the Police Non-Commissioned Officers have developed high sense of volunteerism and is willing to share their expertise, experiences and education to others in the community without expecting any reward.

5. There are significant implications that may be derived from this study such as the identification on the strength and weaknesses of the men-in-

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uniform which will serve for the re-training to enhance police orientation address to the needs and demands of the community; may serve as inputs in the formulation of policies and other related decisions of the PNP; revitalization of the police career, education and training that has always been considered one of the fundamental cornerstones for improving police efficiency and effectiveness.

RECOMMENDATIONS:

1. Since there are strong manifestations that the Police Commissioned Officers and the Police Non-Commissioned Officers have developed high commitment to police work, there is a need to capitalize on these to strengthen the good qualities through continuing career development programs with appropriate budgetary allocations from the agency concerned to fully implement the programs.

2. There is a need to adhere to the development career doctrine in the entire PNP organization since the police is the most important factor in development which in the process he becomes more self-reliant and at the same time interdependent on one another.

3. Since the police officers have not fully internalize the conflict avoidance which is akin to "pakikisama", they should be made aware that this value may not contribute to the effective and efficient delivery of peace and order services in the community. This may be done through re-training of the policemen on a periodic basis.

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4. There is a need to take cognizance on the implications drawn from this study. Doing so will make the PNP leadership aware that re-training and immersion program will contribute to the quality service among peace officers in the community.

5. It is recommended that the results of this study be disseminated to all concerned agencies for their information and guidance as regards to the development orientation value commitments of the police work.

It is further recommended that similar studies be undertaken particularly on the interpersonal values, personal and values and police work values in order to fully understand the PNP as an organization.s

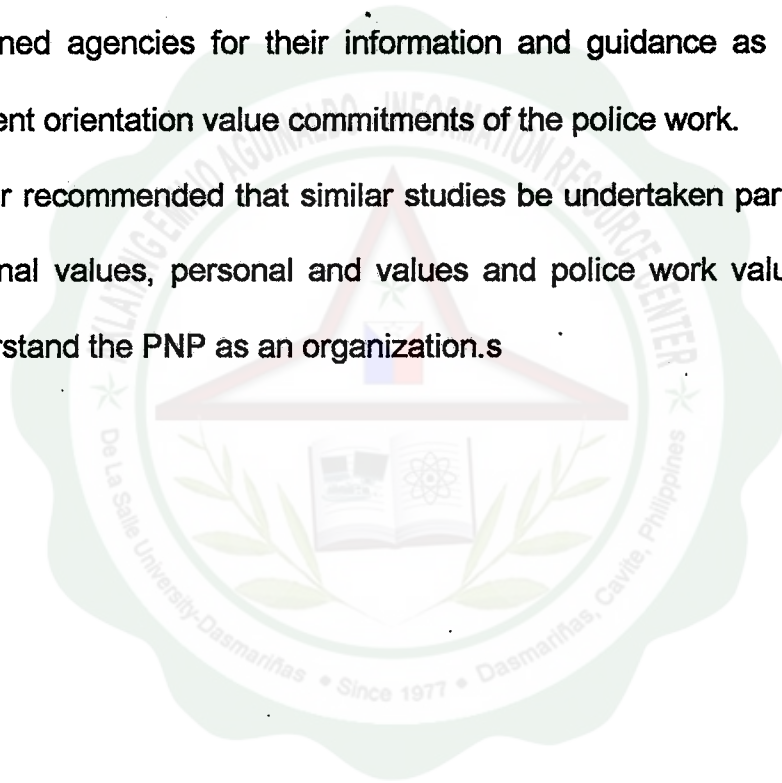


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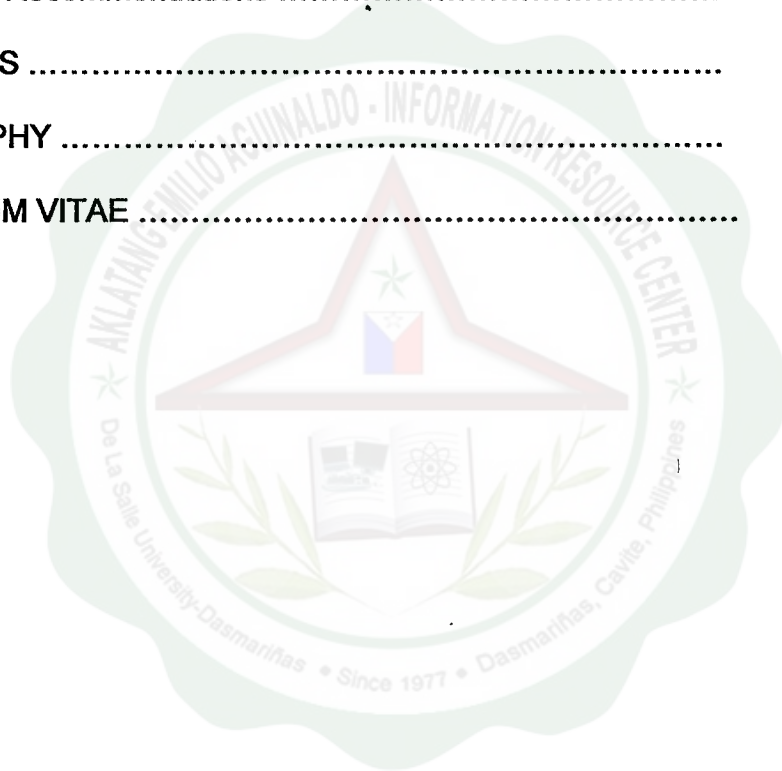
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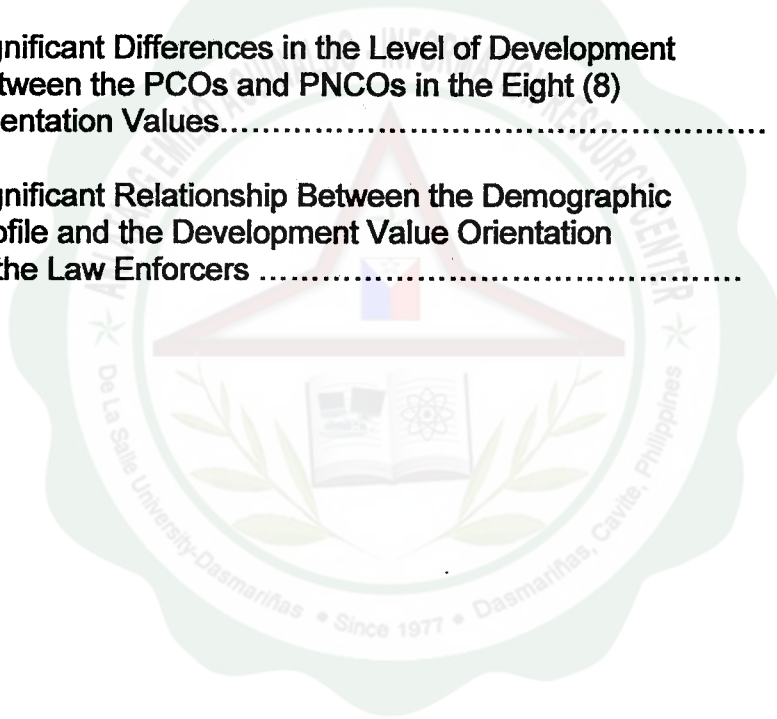
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