ABSTRACT

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Title of Research: Assessment of the Competency Level of the Police Officers 1 in the PNP National Capital Region (NCR): Basis for a Continuing Education and Competency-based Training and Development Program

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The study was conducted to assess the competency level of Police Officers 1 who were products of the 2016 Public Safety Basic Recruit Course and who are now deployed in different police stations in National Capital Region. Descriptive method of research was used and a self-made questionnaire was utilized in the gathering of data. A total of 255 were used as respondents of the study – 224 Police Officers 1 and 31 Senior Police Officers. No sampling technique was used in identifying the respondents; hence, complete enumeration was utilized. The study was conducted during the School Year 2016-2017.

Based on the results of the study, the following conclusions were drawn: that the Police Officers 1 as recruits are composed mostly of single, male, BS Criminology graduates who are in the age bracket of 20-25 years old; that the Senior Police Officers are composed mostly of married, male, BS Criminology graduates who are in the age bracket of 36-40 years old; that the Police Officers 1 generally assessed themselves with high level of competence in knowledge, skills and abilities, and values domain as a result of the training; that the Senior Police Officers generally assessed the Police Officers 1 with high level of competence in knowledge, skills and abilities, and values domain as they observed during the training; that there is no significant relationship between gender, civil status, and educational background of the Police Officers 1; and their self-assessment. However, there is significant relationship in age; that there is no significant relationship between age, gender, civil status, and educational background of the Senior Police Officers; and their assessment in the competency level of Police Officers 1; and that there is no significant difference in the assessment of the Police Officers 1 and the Senior Police Officers.

Based on the findings and conclusions, the following recommendations are being offered: strengthen the language courses and law courses in the BS Criminology Program; ensure that the recruits can

be molded into credible Police Officers who can be effective instruments in crime investigation, and persons who are academically prepared and professionally trained that could make law enforcement more effective instrument for crime investigation; conduct an in-depth study and/or evaluation of the existing human resource system in the PNP, in particular in the selection and promotion guidelines, and training and development programs. The utilization of competency model is a new trend in human resource management; therefore, the formulated competency model for position of police officer can be utilized as an initial step by the PNP; establish a standardized continuing education program in the PNP throughout the country, especially for the new recruits Police Officers 1 to enhance their knowledge and to uplift their confidence and moral that could be a very effective instrument on the investigation and resolution of criminal activities, thereby enhancing the image and confidence of people to the PNP as a law enforcement agency; conduct a follow-up study after three years using the same research instrument and recruits as respondents to determine whether their knowledge, skills and abilities, and values of recruits have changed; and conduct a similar study in the future especially on other aspects of competency level of Police Officers which might include behaviors, attitudes, traits, and motives. According to Spencer and Spencer (1993), the traditional knowledge, skills/abilities,

and values are merely a tip of the iceberg in assessing and predicting an individual's potential for successful performance.