



**ABSTRACT**

Name of the Institution: De La Salle University- Dasmariñas

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Title: Organizational Climate, Effectiveness, and Job Performance of Philippine National Police in Cavite

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The purpose of this research was to understand the existing organizational climate of the Philippine National Police (PNP) in Cavite relative to their effectiveness and job performance. The research was designed as quantitative, using questionnaires and secondary data as research tools. The samples based on both cluster and simple random samplings included 189 uniformed personnel from different police stations in Cavite. Statistics used for data analysis were the frequency, percentage, mean, standard deviation, and Pearson correlation. The researcher found out that PNP Cavite perceived their level of organizational climate as very high that can be attributed to the discipline and control being imposed in PNP. Moreover, the study revealed that PNP- Cavite has been effective in crime prevention through their intensified efforts, but needs additional



manpower and modern equipment to facilitate more effective crime solution efforts. The study also found out that the respondents have very satisfactory job performance that can be attributed to the police stations superiors who evaluate the job performances of the personnel using standardized tool. Such procedure was found to be very important to have the superiors and lower ranking police officers the opportunity to meet and discuss organizational priorities, talk about current performance on the job, and set performance goals for the employee to motivate them to perform better within the organization. Lastly, the researcher found out that organizational climate has no significant correlation between organizational effectiveness and job performance respectively. This finding contradicts the findings of previous studies that organizational climate is associated with effectiveness and performance. The possible reason for the incongruity between the results of this study and those earlier researches maybe the difference in the study population and the effect of underlying factors in this relationship but, nonetheless, the result of this work can provide some interesting information to the relationship between organizational climate, and organizational effectiveness and job performance.