



Leadership Crisis Encountered
By Philippine National Police Batangas PPO:
Basis For Management Intervention Plan

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Ronaldo Medul Sugang

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ABSTRACT

Title of the Research : **LEADERSHIP CRISIS ENCOUNTERED BY PHILIPPINE NATIONAL POLICE BATANGAS PPO : BASIS FOR MANAGEMENT INTERVENTION PLAN**

Author : **RONALDO M. SUCGANG**

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This descriptive study generally aimed to develop a management intervention plan for uniformed and non-uniformed police personnel in Batangas Provincial Police Office District 1. The conceptual framework was anchored on the P-E Fit Theory by French, Rogers, and Cobb (1974), which pertains on the compatibility between an individual (P) and work environment (E) that occurs when their characteristics are well matched (Kristof-Brown et al. 2005). The data in the study were limited by the Dr. Lee Bolman and Dr. Terrence Deal's Leadership Theory in the framework as basis for the leadership/management style of police officers, which suggests that police officers as leaders are capable of defining, analyzing, and addressing situations from multiple perspectives – human resource, political, structural, and symbolic frames (Bolman & Deal, 2013).

The data came primarily from the response of a total of 190 uniformed and non-uniformed police personnel. They responded to the items by indicating their rating



on a Likert-like five-point scale. Assigning values of 1-5 permitted the researcher to perform statistical descriptive analysis for each of the indicators. For the leadership style inventory, the researcher adopted the suggestion of Bolman and Dean as cited by Monahan and Shah (2011) that if a respondent scores an average of 4.0 or greater on the sub group to determine the active usage of a frame, he is considered active user of that frame.

Findings from the study show that majority of the respondents were multi-frame users who subscribed most to human resource leadership frame, followed by structural and symbolic frames, and lastly political frame. As regards to personal variables, educational attainment, age, marital status, and gender were found to provide no significant association with leadership style. As regards to institutional variables, length of service, years of assignment in the district, as well as in the municipality, did not establish significant association with leadership style. However, police rank and designation revealed substantial correlation with leadership style.

These findings were considered in the creation of management intervention plan with the data and information found in the study. Likewise, the plan was developed in a way that the suggested activities respond to the identified areas of concern in leadership frames in relation to the identified variables that marked significant differences.



The study recommends that the developed Management Intervention Plan for police officers of 1st District of Batangas province be considered for further review and analysis before implementation in order to enhance the leadership effectiveness of police officers in other PNP municipal police stations. Top ranking officials of the PNP may consider to continuously enhance the leadership program, specifically in areas of police rank and designation, as well as in the utilization of political frame of leadership style. The Chief of Police may utilize and evaluate the output of this study to be able to effectively serve. They may suggest policies that maybe crafted with sufficient flexibility to take into accounts the nature of the designation and rank, and the task within those jobs. Lastly, this study among police officers in the 1st District of Batangas Province, along with the dimensions of leadership styles, be replicated by future researchers in order to substantiate the findings of the study.