

POLICE PROFESSIONALISM AND MORALITY: A PHILIPPINE
NATIONAL POLICE REVITALIZATION GUIDE

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STATEMENT OF AUTHORSHIP

This is to certify that the study is original and was undertaken solely in fulfilment of the requirements for the degree Master in Human Resource Development at the Open University, Benguet State University La Trinidad, Benguet.

It does not contain any work published elsewhere except in parts where reference is made.

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This thesis hereto attached, entitled POLICE PROFESSIONALISM AND MORALITY: A PHILIPPINE NATIONAL POLICE REVITALIZATION GUIDE, prepared and submitted by THRISLYN B CELOY-SAGPAEY in partial fulfilment of the requirements for the degree MASTER IN HUMAN RESOURCE DEVELOPMENT, is hereby accepted.

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TO GOD BE THE GLORY, THE GREATEST LAW-GIVER AND TEACHER, THE BLESSED HOPE AND THE SUPREME PROVIDER!

To every peacekeeper of the land, this book is dedicated to you.

THRISLYN B CELOY-SAGPAEY

ABSTRACT

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Adviser: Leonila R.Sito, Ph.D.

Professionalism and morality are integral part of police image. The study delved into the perception of the community and the police along the PNP uniformed personnel's image on professionalism and morality. It determined how the community's perception differed according to their role in the community being students, professionals and laymen. It established the differences on the perception of Roman Catholics and Protestants and between male and female respondents. The study verified the sources of perception towards the police; determined what perceptions do the uniformed personnel have towards themselves according to their rank and years in service and distinguished the community's perception with that of the uniformed personnel. Structured questionnaire was used to gather the necessary data. Permission was taken from the heads of offices and academes where the questionnaires were administered for the professionals and students while, the questionnaires for the laymen were administered in their places of work and in their residences. Statistical analysis was done utilizing the various statistical tools.

The community in general regardless of their religion and sex approved that the uniformed personnel adhere to the standards of their profession and are morally upright. The students have a higher regard towards the police. The main sources of perception are the media, personal observation, documentaries, social, public officials, the police themselves and personal experience with the police.

Policemen and women agree that they are indeed committed to their profession and are morally principled. Regardless of their ranks and years in service, the police concur that they adhere to their profession and are morally upright. The uniformed personnel regard themselves to be significantly more professional and moral than the community does.

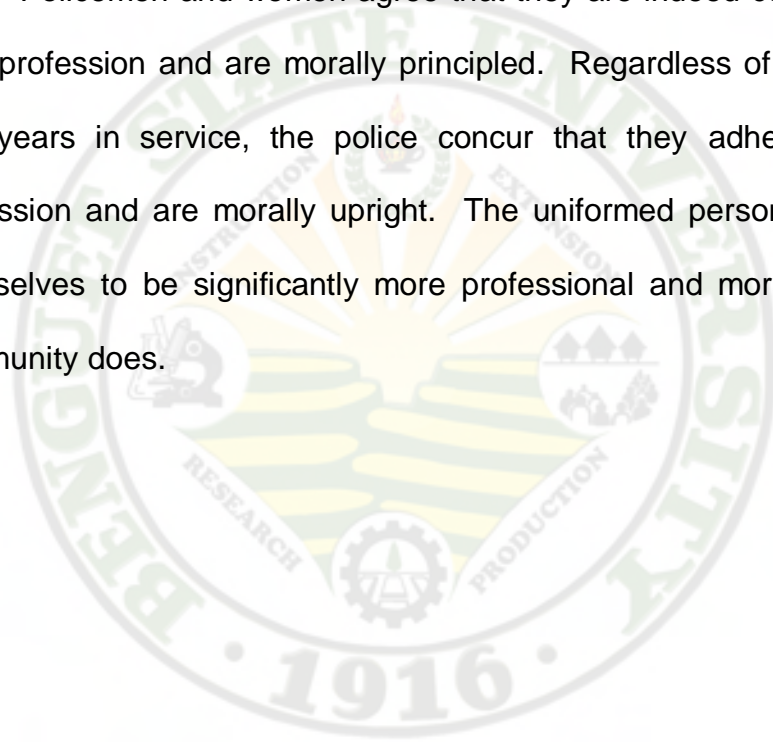


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INTRODUCTION

Policemen and women belong to the most active force of professionals in the Philippines. They belong to the Philippine National Police (PNP), the largest government agency in the country with more than 140,000 personnel. Perception of the public regarding the police tends more towards the negative scale and it is affecting the image of the PNP. This investigation aims to objectively verify the views that the community as well as the members of the police force have on the uniformed personnel.

Background of the Study

The Philippine National Police is the country's premier agency involved in law enforcement, arrest of criminals, and the maintenance of peace and order. The citizenry are the beneficiaries of police service; nevertheless, the people had been criticizing the PNP due to many incidents involving the members of the organization. Historically, the People's Revolution of 1986 saw the birth of the 1987 Constitution that included a provision on the Philippine National Police which was to be "national in scope and civilian in character."

To further intensify the PNP to become a highly efficient and competent police force, Republic Act No. 8551 known as the "PNP Reform

and Reorganization Act of 1998” was enacted on February 17, 1998, amending certain provisions of Republic Act No 6975 and allowed the restructuring of the PNP to enable it to cope up and efficiently perform its mandate - to enforce the law, prevent and control crimes, maintain peace and order, and ensure public safety and internal security with the active support of the community.

This step was in response to the increasing outcries to transform the PNP “into a more responsive, effective and relevant police organization.” Under this Act, the PNP is expected to be strengthened and evolved into a highly efficient police force that is community and service-oriented and fully accountable in the performance of its action. The PNP vision so states: *Imploring the aid of the Almighty, by 2030, we shall be a highly capable, effective and credible police service working in partnership with a responsive community towards the attainment of a safer place to live, work, and do business.* Its philosophy is service, honor and justice and the core values are Maka Diyos, Makabayan, Makatao, and Makakalikasan.

Section 2 of the PNP Declaration of Policy of the Ethical Doctrine provides that:

1. I believe in God, the Supreme Being, the Great Provider, and the Creator of all men and everything dear to me. In return, I can do no less

than love Him above all by obeying His word, seek His guidance in the performance of my sworn duties and honor Him at all times.

2. I believe that respect for authority is a duty. I respect and uphold the Constitution, the laws of the land and the applicable rules and regulations. I recognize the legitimacy and authority of the leadership, and obey legal orders of my superior officers.

3. I believe in selfless love and service to people. Towards this end, I commit myself to the service of my fellowmen over and above my personal interest.

4. I believe in the sanctity of marriage and family life. I shall set the example of decency and morality, shall have high regard for family life and value of marital fidelity.

5. I believe in the responsible dominion and stewardship over material things. I shall inhibit myself from extravagance and ostentatious display of material things. I shall respect private and public properties and prevent others from destroying them. I shall help protect the environment and conserve nature to maintain ecological balance.

6. I believe in the wisdom of truthfulness. I must be trustworthy and I shall uphold the truth at all times.

Given these duties, values, principles and code, many of the PNP personnel do not level up to the expectations of the community. There

are many unfavorable impressions on the PNP such as graft and corruption, abuse of authority, mulcting in the street and market places, other forms of extortion, protection rackets, coddling of hoodlums and criminals, planting of evidence, solicitation from persons under investigation, and the list goes on. Then President Estrada refer to them as *the hoodlums in uniform*.

On the other hand, the citizens have vital roles to play. Primarily, they have to ask themselves if their perceptions of the police are accurate, or are these views strongly influenced by the perceptions of others such as the media. The community has to take steps in correcting the police officers by reporting the illegal activities to the proper authorities. Likewise, the citizens could help in the attainment of a safe place to live in by supporting the police in their drive to preempt criminal activities in their area. Being cognizant that crime prevention and its solution is a strategic partnership between the police force and the community and working hand-in-hand with the police to help in the fight against crimes is realizable.

The Police Regional Office-Cordillera (PRO-COR) had been vigilant in keeping its police force be at its best in serving the people; in suppressing crimes, protecting government and private properties and arresting the perpetrators. For its commendable performance, said office

had been awarded as the Best Police Regional Office of the Philippines in 2006.

Determining the perception of the police by the different sectors of the society could help the PNP to check their personnel and its programs to improve its image. The result of this study could also be useful in making or amending policies and the development of strategies to further improve the police service needed by the community.

In the light of the foregoing, this study ascertains the perceptions of the public in relation to the PNP's professionalism and morality. The study also aims to know the self-perception of the PNP uniformed personnel with regard to their professionalism and morality.

Statement of the Problem

1. What are the perceptions of the community towards PNP uniformed personnel along: police professionalism, and police morality?
2. How do the community's perceptions towards the PNP uniformed personnel differ according to their:
 - a. role
 - b. gender, and
 - c. religion?
3. What are the sources of the perceptions towards policemen?

4. What perceptions do PNP uniformed personnel have towards themselves along:

- a. police professionalism, and
- b. morality?

5. In relation to the policemen's leveling up to their profession, how do their perceptions differ according to their:

- a. rank and
- b. years in service

6. How do the perceptions of the community compare with that of the PNP uniformed personnel in terms of:

- a. police professionalism, and
- b. police morality?

Conceptual Framework

The paradigm of the study is presented in Figure 1. The independent variable comprises the Philippine National Police's sense of professionalism and morality.

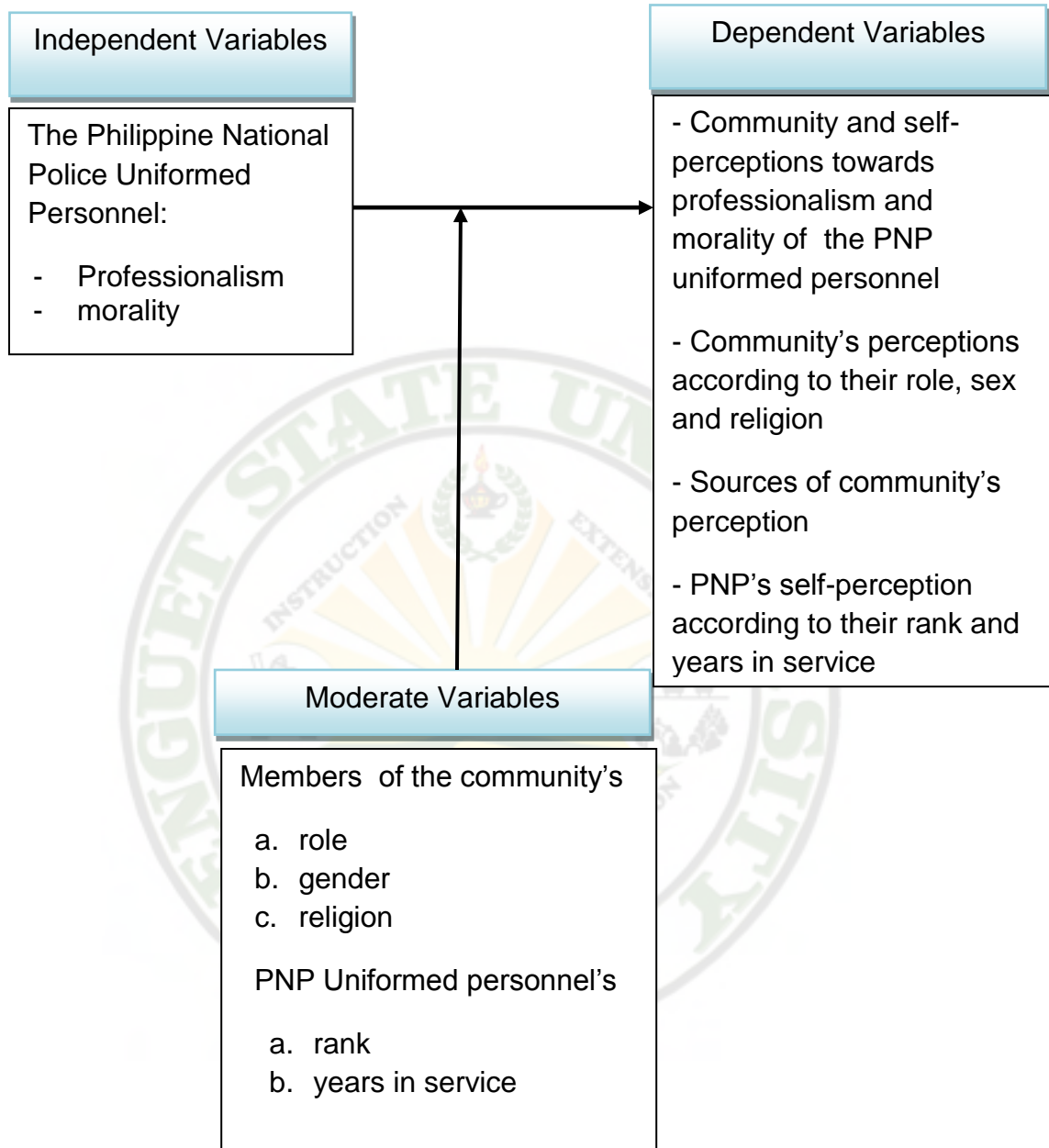


Fig 1. Paradigm of the Study

Perceptions are reality for the individuals and groups who hold them. Perceptions are seen as truth, whether or not they are truth (Shusta, et al. 1995). As the primary concepts of this study's independent variables, the perceptions about professionalism and morality are discussed.

In 1995, Shusta et al. stated that image is not a matter of illusion or mere public manipulation of appearances. We play many roles in the course of life – male or female, married or single, child or parent, student or mentor. However, concern in this study is specifically upon vocational roles in terms of the criminal justice system and the changing images projected by its practitioners. As the police see themselves, they project an image to the public, and citizens respond to that image.

Various factors play a role in how a person gives attributes to other people's behavior. Apparently, the view of the world, past experiences with particular person or situation and awareness of the behavior play a vital role. Other factors also affect the interpretation as well, and there are two vital errors or mistakes one tends to make when assigning attributes.

First is the fundamental attribution error, which is the tendency to overestimate the internal and underestimate the external factors when elucidating the behaviors of others. This may be a result of the tendency

to pay extra attention to the situation rather than the individual and it is especially true when one knows little about the other person.

Second is the self-serving bias, where one tends to failures to external attribute. When one is promoted, most feel that the success is due to hard work, intelligence, dedication and similar internal factors (Aronson 1992).

Likewise, social categorization can account for the interesting findings. Social categorization is one of the mental shortcuts used in person perception. In this process, a person categorizes people into different groups based on common characteristics. Sometimes this process occurs consciously, but mainly, social categorizations take place automatically and unconsciously. Age, gender, occupation and race are the most common groupings people use in social categorization (Bargh, et al., 1996).

Social categorization has both positive and negative aspects. One strong point is that it permits people to make judgments very speedily. Rationally, one simply does not have the time to know each other more. The problem with social categorization is that it can direct to errors as well as typecasting.

Interacting with citizens constitute an important part of a police officer's daily activities. Many aspects of these interactions have the

potential for influencing how the police and citizens perceive and evaluate each other. More citizens often bring to the interaction an array of attitudes and preconceived notions about the police and their conduct that sometimes are inaccurate. There is a paucity of information regarding specific dimensions of the police. Citizen communication that enhances or impedes police efficiency adversely affects the way citizens feel about the police. Research has shown that citizens who have negative contacts with the police, as compared to those who do not, have more negative attitudes toward the police. Citizens' attitude toward the police appears most affected by actual contact with uniformed officers in an official or semi-official capacity (White, Cox and Basehart, 1994).

On the other hand, Hamilton and Zanna (1972), as cited by Myers (2002) stressed that people seem to assign greater weight or importance to information regarding negative characteristics than to information concerning positive ones. Impressions are influenced by the initial dispositions to evaluate others in a positive or negative manner. These dispositions seem to exist prior to the receipt of any information about other persons, and in a sense reflect tendencies brought to the first meetings with people.

Professionalism means approaching an activity, such as one's occupation or career, with a sense of dedication and expertise. A

professional is a committed high performer, possesses integrity and demonstrates competence- regardless of vocation or profession in which one is engaged. A professional is also concerned with doing an effective job or rendering an effective service; developing one's skill level and career; ensuring ethical and sensitive behavior in one's self and other organizational members; and capitalizing on diversity in people and organizations. Whether writing a report, conducting an investigation or an interview, or commanding a police action, a professional peace officer does it consistently well. Further, his or her performance observes the code of ethics expected of a public employee (Shusta, et al. 1995).

A police professional is one who is properly educated and public service-oriented; one whose behavior and conduct on the job is appropriate and ethical, avoiding clear conflict of interests; one who respects the dignity of humanity of everyone contacted in the course of his/her work, attempting to treat all fairly and with equal justice; one who is culturally sensitive to the differences and potential of others; one who is aware of the impact of agency culture on the professional behavior of officers; and one who is a learner concerned about personal and career development for both one's self and others (Shusta, et al. 1995). Professionalism and morality are hardly separable. Professionalism implies having more than technical skills and refers to the moral

contributions that professionals make in a complex, democratic society-the ethic of the calling. The ethical person is perceived as someone who has courage and integrity, is willing to resist corruption and unprincipled people by upholding humanity, justice, and civility. Such a peace officer tries to be loyal to his or her own conscience and avoids unprofessional behavior. Similarly, Obrera (2001) pointed out that commitment, competence, and principle orientation are the indicators of professionalism.

In an Opinion column of the Manila Times (September 28, 2008), it pointed out that the professionalism of the PNP, along with modernization, ought to be the second badge of the career police officer. The challenge of professionalism requires a renewal in values and attitudes, a transformation in character and sense of vision. In his speech during the celebration of PNP Day, then President Fidel Ramos, observed that many policemen regard their work as temporary and a stepping –stone to crime. The involvement of may police superintendents and police officers – active, retired or dismissed from the service - attests to his insightful observation.

Morality is the conformity of man's conduct, that is, his free volitional acts, to the rational nature of man considered in itself and in all its relations. The true standard and sanction of morality is the Divine will

of God as expressed in the eternal and unchangeable natural moral law and in supernatural revelation (Kelly, 1965).

Gilligan (1982) noted that moral orientation on justice was more prevalent on boys because of their attachment relations to their mother, and subsequent masculine identity formation entailed that boys separate from that relationship and individualized themselves from the mother. For boys, this separation also heightens their awareness of the difference in power relations between themselves and the adult, and hence engenders an intense set of concerns over inequalities. On the contrary, girls, because of their continued attachment to their mothers, are not as keenly aware of such inequalities, and are, hence, less concerned with fairness as an issue.

The dependent variables in this study include the perceptions towards the PNP personnel along the dimensions of professionalism and morality; the differences in said perceptions along the role, sex, and religion of lay respondents, the PNP personnel's self-perception and when comparing their ranks and years in service.

The moderating variables are the selected characteristics of the community's which are role, sex and religion. Role in the community refers to the part or function of the respondent in the community. In this research, it is classified as students- these are the high school and college

students; the professionals are those working with the government or private offices who are engaged in their learned vocations, and the laymen referring to members of the community who are either storekeepers, utility workers, security guards, farmers, businessman and drivers. This study is interested to find out if there is a significant difference on their perception towards the uniformed personnel of the PNP according to their role in the community.

The second moderating variable is the gender of the respondent which is either male or female. This study wants to ascertain such effects on the perception of a person towards another.

The third moderating variable is the religion of the respondents which is either Roman Catholic or Protestant. This study determines if religion influences someone's perception towards an individual or group of persons.

Two demographic variables related to the members of the Philippine National Police are their rank and years in service. The rank of policemen refers to the degree of official standing in the Philippine National Police such as Police officers (Police Officer 1, Police officer 2, Police Officer 3), Senior Police Officers (Senior Police officer 1, Senior Police Officer 2, Senior Police officer 3, Senior Police Officer 4), Junior Police Commissioned Office (Police Inspector, Police Senior Inspector,

Police Chief Inspector),and Senior Police Commissioned Officers (Police Superintendent and Senior Police Superintendent).

The years in service is classified in this study into six: 1-5 years, 6-10, 11-15, 16-20, 20-25 and 26 years and above.

This research aims to find if the ranks and length of service affect their perception towards their uniformed co-servants in their organization.

The source of information that affects the perception of the community is also considered to be very informative in this study. Surette (1998) mentions that indeed, surveys of the public indicate that 95 percent of the public consider the mass media as their main source of information on crimes. Likewise, Shusta, et al (1995) stated that modern media has a powerful influence on how the public perceives the police.

Mass media refers collectively to all media technologies which are intended to reach a large audience via mass communication. Broadcast media (also known as electronic media) transmits information electronically and comprise of television, film and radio, movies, CDs, DVDs and some other gadgets like cameras or video consoles. Alternatively, print media uses a physical object as a means of sending information, such as newspaper, magazines, brochures, newsletters, books, leaflets and pamphlets. Mobile phones, computers and Internet are sometimes referred to as New-age Media.

In the 2000s, a classification called the "seven mass media" became popular. They are: 1. Print (books, pamphlets, newspapers, magazines, etc.) from the late 15th century; 2. Recordings (gramophone records, magnetic tapes, cassettes, cartridges, CDs, DVDs) from the late 19th century; 3. Cinema, from about 1900; 4. Radio, from about 1910; 5. Television, from about 1950; 6. Internet, from about 1990; and 7. Mobile phones, from about 2000. Whatever the entertainment media shows, it is the opposite of what is true. In every subject category – crimes, criminals, crime fighters, the investigation of crimes, arrests, the processing and disposition of cases – the entertainment media present a world of crime and justice that is not found in reality. Their wildly inaccurate and inevitably fragmentary images provide a distorted reflection of crime within society and an equally distorted reflection of the criminal justice system's response to crime. (Surette, 1998).

Interacting with citizens constitute an important part of a police officer's daily activities. Many aspects of these interactions have the potential for influencing how the police and citizens perceive and evaluate each other's. There is a paucity of information regarding specific dimensions of the police. Citizen communication that enhances or impedes police efficiency adversely affects the way citizens feel about the police. Citizens' attitudes toward the police appear most affected by actual

contact with uniformed officers in an official or semi-official capacity (White, Cox and Basehart, 1994).

Myers (2002) cited Rosebaum and Levin, (1969) and Driskell and Mullen (1990) who pointed out that information from reliable or highly credible sources is given greater weight than information from less reliable sources and that higher status of people tend to have more impact to others respectively.

Trojanowicz and Bucqueroux (1990) mentioned that the personalized picture of the police is the end result of their cumulative exposure in real and reel life of the citizens – the officers they met, the ones seen in the theater, and the ones learned from the news.

Determining the community's perception towards the police by the different sectors of the society could be considered by the PNP to check their personnel to improve their image. The result of this study could also be useful in making or amending policies and the development of strategies to further bring back the trust and confidence of the community towards the PNP. The result could also be used to identify the members of the community who needs more information regarding police programs as well as those who needs more police services and projects. This is also important for the development of more programs for the students to

continually value and respect the police on a higher level, as they are the hope of the next generation.

Hypotheses of the Study

1. There are no significant differences in the community's perception about the PNP uniformed personnel in terms of the respondents:

- a. role,
- b. gender, and
- c. religion.

2. There are no significant differences in the PNP uniformed personnel's perception on how they level up to their profession when grouped according to their:

- a. rank, and
- b. years in service.

3. There are no significant differences in the perceptions of the community and PNP uniformed personnel about PNP image.

METHODOLOGY

Research Design

This study is a comparative descriptive research as it attempted to provide a picture about the current views of the community and PNP themselves in terms of the latter's professionalism and morality. It uses the survey method to gather data through questionnaire.

Population and Locale of the Study

The study involved students, professionals and laymen within La Trinidad, Benguet. It also encompassed the policemen and women assigned with Police Regional Office-Cordillera (PRO-COR). Said office covers the six provinces and one chartered city of the region: Abra, Apayao, Baguio City, Benguet, Ifugao, Kalinga and Mt. Province.

PRO-COR has 3,874 (as of October 2011) policemen and women detailed with the different provinces, Baguio City and the regional headquarters. There were 357 policemen and women or 9.21% who were respondents of this study. On the other hand, there were 507 student, professional and laymen respondents.

Table 1. The respondents of the study

Roles	Frequency	Percentage
Policemen/women	357	41.32
Professionals	144	16.67
Laymen	179	20.72
Students	184	21.29
Total	864	100.00

The professional, non-professional and student respondents came from the following institutions/organizations:

Baguio-Tomay Jeepney Operators and Drivers Association

Benguet Provincial Capitol Employees

Benguet State University

Buyagan Operators and Drivers Association

Cordillera Career Development College

Department of Agrarian Reform, Benguet Provincial Office

Department of Public Works and Highways

La Trinidad Municipal Office

Land Bank of the Philippines

Land Transportation Office

National Irrigation Administration-CAR

Police Regional Office - Cordillera

Sunrise Agricultural Supply

Others from the various sectors of the society such as store owners, farmers, security guards, and housewives

The study was conducted from June 2011 to October 2011.

Data Collection Instruments

The questionnaire was constructed based from PNP's mission and vision, philosophy, police officer's creed, policy on Ethical Doctrine, moral and core values, and Code of Ethics. The questionnaire was used to gather the needed data and information regarding the relevant demographic profile of respondents and the perception of the police by the student-respondents, professionals, laymen and the police themselves.

The said questionnaire was divided into two parts. Part I, the needed personal information about the respondents; Part II gathered data and information about the study which specifically dealt on the perceptions of the police by the students, professionals, laymen and the police.

The responses in Part II of the questionnaire used the following 5-point scale:

4 - Strongly Agree

- 3 - Agree
- 2 - Disagree
- 1 - Strongly Disagree

Likewise, Part III of the questionnaire was answered with a 5-point scale of frequency:

- 4 - Almost Always
- 3 - Often
- 2 - Seldom
- 1 - Almost Never

A similar questionnaire was prepared for the PNP uniformed personnel, but their rank and number of years in service were considered. Documentary analysis of related programs to the study was carried out by the researcher. The study considered looking into some government and private documents and records to serve as secondary sources of data.

A pilot test was administered to the police, professionals, laymen, high school and college students to assess if the questionnaires were totally clear and understood by them.

Data Collection Procedure

The researcher secured permits from the Police Regional Office-Cordillera Regional Director, the Provincial Governor, the Municipal Mayor, heads of the government agencies, and schools where the

questionnaires were administered to conduct the research in their respective offices and schools. Upon approval of the request, the questionnaires were personally administered in the different schools during class hours so that it was answered by the respondents and were retrieved immediately. The answers were collated, tallied, analyzed and interpreted.

For the laymen, the questionnaires were personally administered in their offices, their place of work or business and in their homes and were retrieved later.

For the professionals and the policemen, the questionnaires were administered in their offices then retrieved after a given time.

Treatment of Data

The data gathered from the respondents of the study were subjected to statistical treatment. For systematic flow of data analysis, the following statistical tools were employed:

1. Frequency Counts: This was used to tabulate the responses of the respondents in the survey questionnaire;
2. Percentage: This was used to determine and describe the distribution of respondents;

$$\% = \frac{X_1}{X_{\text{total}}} \times 100$$

3. Weighted Mean: This was used to determine the average responses of respondents;

$$\bar{x} = \frac{\text{Weighted Mean}}{w_1 + w_2 + \dots + w_n} = \frac{w_1x_1 + w_2x_2 + \dots + w_nx_n}{w_1 + w_2 + \dots + w_n}.$$

Where:

X – rating or score

w – weight or number of respondents

4. Analysis of Variance: This was used to determine the significance of differences on the perception of the respondents according to their profile; specifically using the t-test.

The formula for the one-way ANOVA F-test statistic is

$$F = \frac{\text{explained variance}}{\text{Unexplained variance}}$$

Or

$$F = \frac{\text{between-group variability}}{\text{Within-group variability}}$$

The "explained variance", or "between-group variability" is

$$\sum_i n_i (\bar{Y}_{i.} - \bar{Y})^2 / (K - 1)$$

where $\bar{Y}_{i.}$ denotes the sample mean in the i^{th} group, n_i is the number of observations in the i^{th} group, and \bar{Y} denotes the overall mean of the data.

The "unexplained variance", or "within-group variability" is

$$\sum_{ij} (Y_{ij} - \bar{Y}_{i.})^2 / (N - K),$$

where Y_{ij} is the j^{th} observation in the i^{th} out of K groups and N is the overall sample size. This F-statistic follows the F-distribution with $K - 1, N - K$ degrees of freedom under the null hypothesis. The statistic is large if the between-group variability is large relative to the within-group variability, which is unlikely to happen if the population means of the groups all have the same value.

5. t-Test: This was used to determine differences in mean scores of two groups particularly if there is a significant difference on the perception of the public and PNP personnel.

$$t = \frac{\bar{X}_1 - \bar{X}_2}{S_{X_1X_2} \cdot \sqrt{\frac{1}{n_1} + \frac{1}{n_2}}}$$

where

$$S_{X_1X_2} = \sqrt{\frac{(n_1 - 1)S_{X_1}^2 + (n_2 - 1)S_{X_2}^2}{n_1 + n_2 - 2}}$$

Here $S_{X_1X_2}$ is the grand standard deviation (or pooled standard deviation), 1 = group one, 2 = group two

6. Post hoc test was applied when the computed F value was significant.

The 0.05 level of confidence was the basis in the interpretation of statistical indices.

RESULTS AND DISCUSSION

This section presents the analysis of the outcome of the study from the responses of professionals, laymen, students and the PNP uniformed personnel. It aims to establish the perception of the community and the police in general towards police professionalism and morality.

Perception of the Community Towards the PNP Uniformed Personnel Along Police Professionalism and Morality

The community has varying perceptions towards the police along professionalism and morality. Some would appreciate the police and some do not. This study aimed to establish if the community agrees that the police are considered to be professional and morally upright or not.

Table 1 focuses on the perception of the community towards PNP uniformed personnel along police professionalism and morality. It shows that the community generally agrees that the policemen adhere to the expectations of their profession as showed by a weighted mean of 2.91. On morality, statistics show that the community also agrees that the policemen measures up to their expectations with a mean of 2.76. A more in-depth discussion is presented subsequently.

Table 2. Level of perception of the community towards the PNP Uniformed Personnel

PERCEPTIONS	WEIGHTED MEAN	ADJECTIVAL RATING
Professionalism	2.91	Agree
Enforcement of laws	3.22	Agree
Service-oriented	3.00	Agree
Responsible	2.98	Agree
Not abusing authority	2.52	Agree
Not criminal coddlers	2.69	Agree
Morality	2.76	Agree
Respect for marriage	2.56	Agree
Good stewards	2.79	Agree
Courteous	2.87	Agree
Not extortionists	2.58	Agree
Morally upright	2.52	Agree
Overall Mean	2.85	

Legend:

<u>Extent</u>	<u>Statistical</u>	<u>Adjectival Rating</u>
4	3.51 - 4.00	Strongly Agree
3	2.51 - 3.50	Agree
2	1.51 - 2.50	Disagree
1	1.00 - 1.50	Strongly Disagree

The community in general has a positive regard of the PNP men. They see them to be indeed adhering to their professions' code. They enforce the law, service oriented and responsible. They are regarded to uphold that the civilians are above them and they do not give special

treatment or protection to those who violate the laws, they enforce the law without fear or favor.

The findings show that indeed the PNP men and women perform their occupation or career with a sense of dedication and expertise. A professional is a committed high performer, possesses integrity and demonstrates competence- regardless of vocation or profession in which one is engaged. This finding concurs/agrees with Shusta, et al, (1995) that a professional is concerned doing an effective job or rendering an effective service.

Likewise, the results of the study prove that the community considers the PNP to adhere to the provisions of the Civil Service Commission. In a similar vein, to discern the perception of the community towards the PNP uniformed personnel, a question was posted by the Philstar.com, "How much do you trust your police force?" Participation came in from various text senders and Manuel Canlas from Pampanga communicated that:

Each citizen should have trust in the police institution and its men in uniform because they are our protectors against lawless elements and our rescuers in times of need. I agree that our police ranks are tainted by some bad eggs, but not the whole force is affected. I believe that a lot of them are still ready to serve the citizenry. We shall be their watchdogs and we shouldn't let them get away with corrupt practices. Let us show respect towards those who deserve it and report those who are abusive. If we distrust them, who can we trust? The NPA, MILF, MNLF, Abu Sayyaf or other groups who pretend to be protectors of the masses?

It is a well-shared information that the Philippine National Police had been experiencing an all-low rating in the past years. The citizenry had been pointing fingers to policemen as cohorts or even principals in the commission of crimes. However, in a study of Asia–Pacific Centre for Research (ACRE) Inc., the National Level Overall Performance Index (Approval Rating for the PNP) has risen dramatically from 59.7% in 2008 to 67.44% and 68.25% in 2009 and 2010 respectively.

Likewise, in a related survey conducted by ACRE just after the May 10, 2010 national and local elections revealed that 70.72% or seven out of 10 Filipinos were satisfied with the performance of the PNP, representing an increase of satisfied Filipinos as compared to the result of similar survey where PNP got 68.53%. Likewise, a survey by the Philippine Information Agency conducted on February 11-12, 2011, disclosed that 72% of Filipinos feel safe in their community. This general opinion is shared among local officials, religious and youth sectors. Only three percent of the respondents find themselves living in “very unsafe” communities such as in Basilan and Sulu provinces, and 16% more in Abra and Kalinga provinces who consider their communities as “unsafe”.

In 2008, the Asia Pacific Center for Research, Inc. (ACRE, Inc.) together with the PNP conducted a survey entitled “Study on the Performance of and Attitudes Toward the PNP.” The survey disclosed that

the five attributes stand out as those that citizens look for from police officers and these are: *mapagkatiwalaan, makadiyos, mabilis mag-respondede, makatao, at may respeto sa batas*. On the other hand, the four attributes that stands out as negative attributes which police officers should rid off are the following: *nangungurakot, abusado, sangkot sa gawaing illegal, and mayabang*”

The findings of this study are explained by the fact that the PNP has been finding strategies to improve its services to the citizenry, to restore the public trust and confidence of the people and to bring them closer to the community. In 2005, the Integrated Transformation Program (ITP) was formally launched to transform the PNP into a more capable, effective and credible police organization. The ITP is the roadmap of the PNP for its long-term and long-lasting reforms and endeavors to resolve organizational dysfunctions and enhance the quality of police services, strengthen law enforcement competencies, and enhance the welfare and benefits of police personnel and dependents.

On July 9, 2009, a memorandum was issued by then Executive Secretary Eduardo Ermita, mandating the PNP together with other five national government agencies to participate in the Millennium Challenge Corporation program requiring the installation of Performance Governance System (PGS). This PGS gives much on private-public sector

partnership. It is cognizant of the citizen's propositions and their own governance programs that can contribute towards the quest of national strategic priorities. With this PGS, the stakeholders could come closer to the PNP as they were encouraged to help the PNP identify long-term goals. In relation to the PGS, the Chief PNP, Police Director General Nicanor A Bartolome declared:

We hope that at the end of each performance measurement period, we can report to the Filipino people that we have significantly moved towards achieving the goals of a transformed organization so that each and every police officer can proudly say, Pulis Ako, Pulis Nyo Po.

The PNP is also closely linked with the community through the Peace and Order Councils (National Peace and Order Council, Regional Peace and Order Council, and Provincial Peace and Order Council). In these councils, the PNP is a member organization and higher ranking policemen are officers of these councils. During the New Year's call message of then Chief, PNP, Police Director General Raul M. Bacalzo, he stated that:

There is one area in which we can exercise more leadership and initiative. I refer to the Peace and Order Councils (POC) which are keys to strengthening the overall security and safety down the line. We must be persevering and pro-active in "pushing for a strong, active and functioning POC in our areas of responsibility. A strong and PNP-catalyzed POC translates to a stronger PNP on the ground."

Another strategy used by the PNP to make their programs known is through the PNP hours which are aired in various television channels and

radio stations overall the country. This is the time allotted for the police to talk on its programs for the people to know what the organization is doing for the people.

The PNP also has many programs to bring the people closer to the police particularly on police community relations such as inter-agency networking and linkages, participation in sports, socio-cultural and religious events, support to community projects, complaint assistance and referrals and others. Other community assistance being performed by the police are relief operations, livelihood development, medical and dental outreach and assisting during disasters. Face to face interaction involves the following: lectures, symposia, seminars, ugnayan sa barangay or barangay pulong-pulong, feeding programs, pulis ko, titser ko, environmental protection (tree planting, clean and green) other school-based and church-based activities and others.

In the study of Pascua in 2005, he pointed out that to achieve a better and more effective measure for crime prevention is through regular conduct or interaction with the community either through informal or friendly communication; that is through barangay pulong-pulong in order to have a better and harmonious relationship with its constituents and to win further their hearts and minds and to regain the trust and confidence of the people.

In his speech, PRO-COR Regional Director, Police Chief Superintendent Benjamin B. Magalong, mentioned that policemen in the Cordillera region are responsible and hard-working people. He related that the lady Mayor of Isabela City in Basilan Province where the PRO-COR contingent served for six months commended the troop for a job well done. Likewise, she requested for the extension of their stay in the place, as the people of Basilan experienced that the PRO-COR policemen are responsible, hardworking and maintained the peace and order in the area.

Along the community's perception of police morality, they also agree that the professionals in question are generally morally upright (M=2.76). Morality is the conformity of man's conduct, that is, his free volitional acts, to the rational nature of man considered in itself and in all its relations (Kelly, 1965).

Result of the study showed that the community agrees that the police have respect for marriage. They are courteous, do not extort, are good stewards of properties and in general, they are disciplined.

One popular saying states that genuine change should begin in one's self. The PNP Integrated Transformation Program aims that each and every police officer needs to respond to such change to achieve an authentic transformation in the PNP. To sustain spiritual and moral transformation, the PNP had been conducting the Purpose Driven Life

Seminars nationwide which is a part of its moral recovery program. Leadership training based on spiritual and moral values are also being conducted. The facilitators of these seminars and training are stakeholders who come from the various denominations and private organizations that are supportive to help in the transformation of the PNP. Any denomination is welcomed by the PNP to share their faith to the policemen and women.

According to the Canons of Police Ethics promulgated by the International Association, the community and the service require the law enforcement officer lead the life of a decent and honorable person. The officer will so conduct his/her private life that the public will regard him/her as an example of stability, fidelity and morality.

Overall, the community has positive perception towards the PNP along their professionalism and morality.

The Community's Perception Towards the PNP Uniformed Personnel

To further give a picture about the perceptions, identified variables of the respondents are the bases of comparison. This section gives a detailed presentation.

Table 3. Level of perception of the community based on their roles

	<u>ROLE IN THE COMMUNITY</u>			F-value	prob.
	Student	Professional	Laymen		
Professionalism	3.03a	2.89b	2.80b	13.18**	.000
Morality	2.92a	2.72b	2.62b	16.06**	.000
Overall	2.99	2.82	2.73		

ns – not significant * - significant ** - highly significant

According to Role in the Community

The roles of the respondents were categorized as students, professionals and laymen in the community. As found in Table 3, there is an overall agreement that the respondents have positive perception of the PNP. It is found that such roles affect the respondents' perception in relation to the PNP uniformed personnel. Table 3 shows that the students have the highest perception rating of the police in terms of professionalism with a mean of 3.03. This is significantly higher than the perceptions of the professionals and laymen.

Students. They have a higher regard for the PNP uniformed personnel. This finding is possibly explained by the PNP's program "Titser ko, Pulis ko" which is school based. In the said program, policemen go to the different schools to conduct information drive on the responsibilities of the police towards the community and on various laws affecting them.

Basically, such laws are the Republic Act 9262 otherwise known as the Anti-Violence Against Women and Their Children, Republic Act 7610 known as Special Protection of Children Against Exploitation and Abuse, Republic Act 9165 otherwise known as the Dangerous Drugs Act of 1972. Other topics being discussed in schools are on crime prevention, rights and responsibilities of the child, among others.

On the other hand, Trojanowicz and Bucqueroux (1990) asserted that some of the children are told that police officers are friends, someone whom you could turn to when in trouble. Other children were cautioned to be good otherwise "the police will take you away." Further, in terms of morality, the students as well have the highest regard for the policemen with a mean of 2.9170, which is highly significant as compared with the perceptions of professionals and laymen.

Cops in the School is another PNP program which brings the police closer to the students. This program involves the presence of policemen and women within the vicinities of the schools, especially during the opening of classes and other special occasions of the academe.

These programs do not only benefit the students but it is also advantageous to the police as it gained the trust of the students to the PNP uniformed personnel. It could also be a factor why some youth want to be a police in the future as well as they like to have police friends. A

survey conducted by Asia Pacific Center for Research, Inc, on September to October 2010, it showed that 38.3 percent of those who were surveyed would like to be a police officer and 74.9 percent liked to have a cop for a friend. The study involved 4,400 respondents from Luzon, Visayas and Mindanao.

In a related study of Bardes and Oldendick (2000), they pointed out that as individuals' age, they are more aware than ever of their own interest and will express opinions that support those interests, and they are probably more aware of changes in society that they do not approve or share. There are two types of differences between members of different age groups that can be identified as true generational effects. In other words, a cohort of people who were born at a certain time demonstrates a similarity of views or attachment that is related to events that took place during the years in which they formed a particular perception.

Professionals and Laymen. Seemingly, higher mean scores are observed from the professionals along professionalism and morality than the laymen. While this is the case, the difference when the two were statistically compared is not significant.

Professionals and laymen are the older respondents and they have more encounters with the uniformed personnel, which provide them more information about the uniformed men as compared with the students who

are younger and possibly have short of exposure about the PNP. Likewise, the professionals and laymen could compare the Philippine Constabulary and Integrated National Police and the PNP at present. Further, professionals and laymen are more aware on the factual events in the organization, thus they could understand the realities about the PNP.

The young citizens particularly the students looked up to the police with high regard. This may indicate that the students who would become policemen in the future would be ones who will adhere to the norms of police life. The young generation could also be the ones who would correct if there is no change in the perspective of the community towards the police in the future, as they are idealistic people. The PNP then needs to continue with their programs which made the young generation look up to the police with good regard. The organization should also look into other programs which could be implemented that could further intensify a better viewpoint of the youth towards the PNP.

From the findings, the null hypothesis is not affirmed.

According to Gender

Table 4 presents the level of perception of the male and female respondents towards police professionalism and morality.

Table 4. Level of perception of male and female respondents towards police professionalism and morality

	<u>GENDER</u>		t-value	prob.
	Male	Female		
Professionalism	2.91	2.90	.167 ^{ns}	.867
Morality	2.76	2.76	.106 ^{ns}	.916
Overall	2.87	2.84		

ns – not significant * - significant ** - highly significant

Apparently, male respondents have a higher regard for the PNP uniformed personnel when it comes to professionalism with a mean of 2.91. Females, on the other hand have a higher mean along morality with 2.76; however, the differences are not significant.

Regarding professionalism, why do males have higher regard towards the PNP's professionals? A police officer is regarded by other people in the community especially when the police are in uniform and armed. Male respondents have a higher regard to the uniformed personnel on police professionalism because being a police officer is a job that is so masculine in nature. It is also a profession where majority of the personnel are males. In this connection, Broverman, et al. (1972) stated that men are assumed to show such characteristics as aggressiveness,

competence and achievement-orientation. In this sense, somehow, the male respondents were identifying with the police officers.

Female respondents seemed to look up towards police morality on a higher level than their male counterpart possibly because they have relatives, friends or know or met policemen who live a moral life as a family man, or someone who considers the family as a sacred institution. It could also be attributed to the reason that the respondents belong to the same municipality or province where a policeman came from, thus they have a high opinion on them. Another reason could be due to the locale of the study where the respondents seriously regard morality as a principle in life. Broverman, et al. 1972, as cited by Bardes and Oldendick (2000) pointed out that women are generally assumed to possess such traits as gentleness, tenderness, emotional expressiveness, very strong need for security, not aggressive.

The findings therefore affirmed the null hypothesis.

According to Religion

The respondents' religions were categorized into two: Roman Catholic and Protestants. Their perceptions were compared and results are presented in Table 5.

Table 5. Level of perception of Roman Catholics and Protestants towards police professionalism and morality

	RELIGION		t-value	prob
	Catholic	Protestant		
Professionalism	2.94	2.87	1.609 ^{ns}	.108
Morality	2.78	2.72	1.426 ^{ns}	.154
Overall	2.89	2.82		

ns – not significant * - significant ** - highly significant

There are no significant differences in the perceptions of respondents found according to their religion. However, interestingly, Roman Catholics appear to have a higher esteem of the police in terms of professionalism (2.94) and morality (2.78) as compared with the perception of Protestants (2.87 and 2.72, respectively). This could be so because the Protestants are less compromising of their expectations towards the police.

Bardes and Oldendick (2000), explained that in the course of studying the distribution of opinions among religious denomination, research have found that affiliation with a religion is not a very good predictor of opinion for many individuals. They also stated that Catholics differ considerably from the protestant Evangelicals because their views are considerably more liberal especially on social welfare issues. Leege's

and Welch (1989), as cited by Bardes and Oldendick (2000) confirmed the general trend for Catholics to be more liberal than the general public.

Statistical results affirmed the null hypothesis.

Sources of Perception Towards the PNP Uniformed Personnel

The respondents were presented with eleven possible sources of information where they developed their perceptions towards the PNP. Table 6 proves that the respondents get information about PNP personnel from various media.

The table shows that often, the community gets information about PNP men and women from the media, personal observation, documentaries, social (family, friends, officemates), public officials, the policemen themselves and personal experience with the police.

The foremost source of perception is the media. Relatively, Surette (1998) pointed out that indeed, surveys of the public indicate that up to 95 percent of the public consider the mass media as their main source of information about crime. Bardes and Oldendick (2000) asserted that the stories that people found most interesting were those with personal relevance, those with human interest and those with societal importance.

Mass media in a developing country like the Philippines serves as a multiplicity of purposes: it is a medium of news entertainment, the source

Table 6. Sources of perception about the PNP personnel

SOURCES	WEIGHTED MEAN	ADJECTIVAL RATING	RANK
Media	3.47	Often	1
Personal Experience with the police	2.65	Often	7
Social (family, friends, officemates)	2.84	Often	4
Church	2.34	Seldom	10
School	2.48	Seldom	8
NGOs	2.36	Seldom	9
Policemen	2.69	Often	6
Inmates/Prisoners	2.04	Seldom	11
Personal Observation	3.14	Often	2
Public officials	2.70	Often	5
Documentaries	3.04	Often	3

Legend:

<u>Extent</u>	<u>Statistical Limits</u>	<u>Adjectival Rating</u>
4	3.51 - 4.00	Almost Always
3	2.51 - 3.50	Often
2	1.51 - 2.50	Seldom
1	1.00 - 1.50	Almost Never

of information about the world, national and local events, and a means of establishing mutual understanding. It is a social and cultural influence that helps form attitudes, establish values and develop a climate for change (Rosales 2001). The mass media is so powerful because of the fiction that whatever is printed must be true. People believe what they read, doubt what they hear and ignore what they are told. If the media says so, it is generally believed to be so, no matter how dubious the story.

Mass media are mirrors which reflect the nature of society in which they operate. They are mirrors not only in the sense that they report back what is going out there (Regado, 2001). Mass media's role in shaping public opinion matters to a police organization because, ostensibly, these are two of the powerful societal institutions which interact with each other in the dynamic, often conflictual processes of democratization and economic development and whose actions impact effectively on the other (Baraquel, 2001).

It is a well-known fact that since time immemorial, the media was already there to expose various issues in the community including what is taking place in the PNP. Scores of events that transpired in the PNP have been disclosed to the public and the media reveals more of the wrongdoings of the police more than the good deeds that they have done. In this connection, retired PNP Chief, Police Director General Raul M Bacalzo, believed that the PNP has more good men than what has been projected by the media, and this is because they are overshadowed by the few who are incompetent or involved in corruption and abuse.

In the web site Philstar.com asked a question on "How much do you trust your police force?" some of the following text views were received:

Most policemen are decent people, but the rotten few get the media mileage. – Seth Carranza, Catanduanes

There are rotten eggs and scalawags in the police force, but I still trust the organization. – Rey Ibalan, Antipolo City

Wholeheartedly, because even with a low salary, they risk their lives for us. Bad eggs excluded! – Romeo Calubat, Masbate

There are undoubtedly many members of the police force that cannot be trusted. But let us not look at the police only. In our country, there is an increasing number of people unworthy of trust. And this is a reflection of the same unworthiness of leadership in different sectoral levels in our society. It is lamentable that our country has gone this low and the whole world looks at us with derision. It's just that police wrongdoing is publicly visible and can't be hidden from the media.

On the other hand, the media have also reported about the noble cops - the brave, dedicated, decent, hardworking, diligent and honest cops, however, these stories are overshadowed about stories on bad cops - the rouge, extortionist, kidnappers, carnappers, protectors of illegal gambling, among others. From time to time, police officers have been accused for unscrupulous actions in solving crimes, like police abuse, violation of human rights, harassment, etc., for missing, tampering or planting evidence, and for not appropriately disposing confiscated properties (like carnapped and luxury vehicles), for lying under oath to profit convictions, etc.

Police works are often advertised as fiction or plain entertainment in books, film and television shows that allege to present the actuality of police work in an entertainment context. The entertainment media present an extremely distorted view of the nature of police work, one that stresses crime fighting, police violence, and individualism (Surette, 1998). Effective

law enforcement officers in the entertainment media are those who eschew routine methods, often violating rules and laws, and take exceptional measures to solve cases. Accordingly, private investigators and amateur private citizens prove far more successful in solving television crimes than in real police work. (Lichter and Lichter, 1983).

Data shows that the second source of perception of the respondents is personal observation. Policemen render duty on a 24 hour basis and seven days a week. In this way, the policemen are always exposed to the scrutinizing public. Every move of the police is seen by the community and it is easy for the public to comment on any policemen whom they thought is doing right or wrong. With the public's experience and witnessing of the law enforcers' moves, their perceptions are shaped. How people are treated by the uniformed personnel and the behavior they tangibly see in a police-citizen encounter are factors that could determine their opinions.

The third source of perception according to the study is documentary. Documentaries are materials that give factual presentation in artistic form, like the form of films. In line with this, there are various documentary films being shown regarding the life of policemen. Likewise, there are also documentaries shown in the television which affects the perception of the community towards the policemen. One is the story of

SPO4 Jaime Santiago entitled: SPO4 Santiago: Sharpshooter; Santiago is a recipient of many awards for his commitment and dedication to the service.

Another documentary regarding a police is the movie entitled “Target... Police General: Major General Alfredo Lim Story” which was shown in 1990. The documentary was followed by another movie entitled, Alfredo Lim: Batas ng Maynila in the year 1995.

The other sources of perception from which the respondents get information about the PNP are Non-Government Organizations (NGOs), church and prisoners or inmates, respectively. NGOs are not really sources of perception towards the police because these offices usually attend to their business and responsibilities. Unless the NGO is connected with the PNP or concerned with gathering data regarding the police, then said NGO could be a source of perception.

The church is the second to the last source of perception of the respondents. Usually, the priest or pastor would not make the police as an example during sermons. Priests and pastors are there to bring closer the people to God and not to mar the image of other people the community.

Inmates or prisoners are as the least source of perception. More likely when the relatives and friends of the inmates visit them, they would

talk more about family-related matters and not talk about the uniformed personnel.

Perceptions of PNP Uniformed Personnel Towards Themselves Along Professionalism and Morality

The affirmative facets of law enforcement profession are well recognized to those who belong and have served. Policemen know their duties and responsibilities as well the positive and negative points attached to it. Majority of the members of the police force are exerting effort to put the PNP in a better image. Officers in the higher echelon of the PNP are studying various ways to improve the organization to achieve the expectations of the community. Aronson (2000) pointed out that psychologically one of the major goals of people is maintaining and enhancing their view of themselves.

Table 7 shows the level of perception of policemen towards themselves along professionalism and morality. Accordingly, police perceived themselves at a slightly higher level on police professionalism (3.50) than morality (3.43).

Police Professionalism

Police respondents indeed regard themselves to be committed to their vocation. Entering the police service is not a straightforward task.

Table 7. Self-perception of PNP personnel

	NUMBER OF RESPONDENT	WEIGHTED MEAN	ADJECTIVAL RATING
Professionalism	357	3.50	Agree
Morality	357	3.43	Agree
Overall	357	3.44	

Legend:

<u>Extent</u>	<u>Statistical Limit</u>	<u>Adjective Rating</u>
4	3.51 – 4.00	Strongly Agree
3	2.51 – 3.50	Agree
2	1.51 – 2.50	Disagree
1	1.00 – 1.50	Strongly Disagree

The qualification to become a policeman is upgraded. Republic Act 8551, otherwise known as the PNP Reform and Reorganization Act of 1998, mandates that one basic requirement for an applicant to be appointed in the PNP is a baccalaureate degree. In addition, an applicant must have passed the board examination commensurate to his/her degree or must possess other eligibilities such as the Police Officer Entrance examination from the National Police Commission (NAPOLCOM). Age is also a factor in the screening, in which the applicant must be between the ages 21-30 years old. There are numerous applicants and they undergo a grueling screening by the recruitment board. After the initial screening, the

applicants undergo agility test, medical and dental test, neuro-psychiatric exam, drug test and finally the board interview.

Upon recruitment, the new policeman has to undergo six months academic phase of the Public Safety Field Training Program (PSFTP) followed by another six months field training in the areas of investigation, traffic and patrol. After a year in a temporary status in the PNP service, one undergoes a whole range of training, seminars and schoolings such as on public relations, leadership, disaster management, administrative matters and others. Aside from these, one could undergo specialty courses on explosives ordnance disposal, forensics, investigation, traffic, intelligence, finance, and counterinsurgency, Pekiti-Tirsia, Special Weapons and Tactics (SWAT) and Special Counterinsurgency Operations Unit Training (SCOUT), among others. Likewise, there are mandatory courses for the various levels in the police career such as Public Safety Junior Leadership Course (PSJLC), Public Safety Senior Leadership Course (PSSLC), Public Safety Officers Candidate Course (PSOCC), Public Safety Basic Officers Course (PSOBC), Public Safety Officers Advance Course (PSOAC), Public Safety Officers Executive Course (PSOSEC). Apart from these trainings, several policemen are also graduates of master's degrees as well as doctorate degrees. With all these schoolings and training undergone by the police, they become

skilled and competent in the different aspects of police work. This substantiates what Obrera (2001) pointed out that the PNP personnel possess the commitment, competence, and are principled - the indicators of professionalism. Likewise, it proves what Mayhill (1985) as cited by Shusta, et. al. (1995) stated that professionals do not stop with graduation from a school or program; such only begins the process for continuing education. High-performing peace officers take responsibility for this. Additionally, Mayhill asserted that for professionalism to grow in law enforcement, he advocated not only greater technical skills training, but higher educational attainments as well as the setting of goals for career development.

Morality

Section 3 of the PNP Code of Professional Conduct and Ethical Standards Manual states that on Morality, PNP members shall adhere to high standard of morality and decency and shall set good example for others to follow.

What may account for the police esteem on morality can arise as well from the PNP Integrated Transformation Program (ITP) which aims to enhance the image of the police and bring back its glory like in the olden days. With this aim, there had been many modifications of police policies made by the higher echelon. One is the disciplinary system wherein there

are various bodies that could prosecute the police such as the Internal Affairs Service (IAS), National Police Commission (NAPOLCOM), People's Law Enforcement Board (PLEB) and the Directorate for Investigation and Detective Management. With the presence of these various disciplinary bodies, it is installed in each PNP uniformed personnel to stay away from trouble as much as he could to avoid prosecution. To be suspended would mean the forfeiture of salary, bonuses and other benefits and the other psychologically negative effects of suspension.

It is not denied that there are some policemen who are actually involved in extra marital affairs and having children outside of wedlock. Nevertheless, majority of the policemen believe that the family should not be marred with the integration of a stranger, as it is a foundation that should be kept pure. Likewise, some policemen are also involved in illegal activities, however there are only few compared to the majority who are living a decent and virtuous life. For the year 2011, records show that at the Police Regional Office-Cordillera, there is only one uniformed personnel who was administratively charged for immoral acts.

Policemen agree that they adhere to the code of professionalism and morality as expected by the society. Results of this study contradict the finding of Pilar (2000) that police officers are perceived to be corrupt, relaxed, lousy, scalawags, corrupt, respected before, now no more,

regimented and authoritarian. On the other hand, the following were perceived to be the positive characteristics of the police: guardian of peace, protector of people, protector of human rights and protector of peace and order. Another research of Pilar in the same year among the Moro National Liberation Front (MNLF) elements revealed that the values they are expecting that the ideal police should reflect are the following: God-fearing, religiously guided by his devotion to God, so immoral acts are avoided because if the police fears God, they would not sin and therefore be good as police officers.

Perception of Policemen

Besides ascertaining the overall self-perception among the PNP men and women, their perceptions were compared according to rank and years in service.

Rank

As pointed earlier, the ranks were classified into four: Police Officers (POs), Senior Police Officers (SPOs), Junior Police Commissioned Officers (Jr. PCOs) and Senior Police Commissioned Officers (Sr. PCOs). Table 8 presents the level of perception of policemen on professionalism and morality.

Table 8. Level of perception of policemen on professionalism and morality according to their rank

	<u>RANK</u>				F-value	prob.
	Sr. PCO	Jr PCO	Sr. PNCO	PO		
Professionalism	3.35	3.49	3.52	3.52	1.74 ^{ns}	.158
Morality	3.29	3.38	3.47	3.49	2.16 ^{ns}	.092
Overall	3.33	3.45	3.50	3.49		

ns – not significant * - significant ** - not significant

The overall finding yielded a non-significant t-value both for professionalism and morality. This means that whether one is a Senior Police Commissioned Officer (Police Senior Superintendents and Police Superintendents), Junior Police Commissioned Officer (Police Chief Inspectors, Police Senior Inspectors and Police Inspectors), Senior Police Non-Commissioned Officer (Senior Police Officer 1 – 4) and a Police Officer (Police Officers 1 – 3), the way they regarded themselves do not differ.

The findings are contrary to that of Obrera (2001), who found that Police Non-Commissioned Officers have a higher mean for commitment. Obrera's finding could be attributed to the fact that non-commissioned police officers are working on field duty and often times exposed to

challenging situations which demand their services even beyond the call of duty.

It can be gleaned from the study that apparently the younger generation of policemen perceives that the PNP uniformed personnel to be indeed committed to their profession and are morally principled as compared to those who are longer in the service. The difference in the mean scores however is not significant. The findings affirmed that the hypothesis do not have significant differences.

Years in Service

The police respondents were classified arbitrarily according to their years in service such as 1-5 years, 6-10, 11-15, 16-20, 21-25 and 26 years and above. Table 9 shows the level of perception of policemen on professionalism and morality according to the years in service.

Findings disclosed that the years in service do not affect the perception of the police towards themselves for both professionalism and morality.

Relatively, the study of Obrera (2001), disclosed that there was no significant difference in the perceived level of commitment according to length of service. This implies that length of service did not affect the perceived level of commitment of the police personnel.

Table 9. Level of perception of policemen on professionalism and morality according to the years in service

	<u>YEARS IN SERVICE</u>						F- value
	1-5	6-10	11-15	16-20	21-25	26-Above	
Professionalism	3.56	3.53	3.47	3.50	3.50	3.44	.566 ^{ns}
Morality	3.55	3.45	3.43	3.42	3.43	3.30	1.342 ^{ns}

ns – not significant * - significant ** - not significant

Young policemen or those who are new in the service give more value to the PNP uniformed personnel because they saw the Philippine National Police as a reputable and valued public service organization. Likewise, the young policemen are high-spirited and idealistic individuals. They esteem the police force with high regard as; they still have no point of comparison due to their lack of exposure to the older policemen particularly those involved in illegal activities. They also have a shorter time in the organization thus; they could not yet perceive some of the downbeat realities of police life. Moreover, the young policemen could have been influenced by the professionally and morally principled older policemen. Carter (1994) emphasized that generally speaking, police officers expect higher standards of behavior from their peers than from members of the general society.

The findings also disclosed that as policemen stay longer in the service their regard for the uniformed personnel somehow dwindles. This

is so because they have had a wider exposure to the ins and outs of the PNP, as well as a more extensive encounter with various positions and responsibilities. Moreover, they have discerned the unconstructive issues in the organization's system which could not have transpired. They have perceived that they were not involved in the planning of the organization's policies, as the PNP is a top to bottom kind of management. With these, it causes disillusionment to the policemen who stayed longer in the service.

Correspondingly, policemen who were longer in the service also experienced several kinds of temptations along their police career. The police, usually the males are being assigned in various places far from their families. In this instance, temptation is not remote from approaching them which could be on financial matters and possibly infidelity.

On the other hand, this researcher was curious to treat the data at hand for correlation. Using the Spearman Rank Correlation, it surfaced that there exists a relationship between the length of service and the perception of the respondents towards police professionalism and morality. Findings are presented on Table 10.

In terms of police professionalism, it was found out that there is no relationship of the length of service and the respondents' perspective. Conversely, there is a significant negative correlation when it comes to police morality. It indicates that the uniformed personnel who are younger

Table 10. Level of perception of policemen on professionalism and morality according to the years in service using correlation

	PROFESSIONALISM	MORALITY
Years in Service	- 0.064 ^{ns}	- .116*

ns – not significant * - significant ** - highly significant

Legend:

<u>Value of r</u>	<u>Strength of Relationship</u>
-1.0 to -0.5 or 1.0 to 0.5	Strong
-0.5 to -0.3 or 0.3 to 0.5	Moderate
-0.3 to 0.1 or 0.1 to 0.3	Weak
-0.1 to 0.2	none or very weak

in the service perceive that policemen are steadfast to their calling as law enforcers and are ethical compared to the perception of policemen who are longer in the service.

The findings have implications on the ethical behavior as one stays longer in the service. Does it mean that policemen get to be scalawags and become calloused to despicable behaviors, as they stay longer in the service?

Comparative Perception of Police Professionalism and Morality

Lastly, this researcher purported to ascertain how the community's perception as compared with that of the PNP personnel along the issues on police professionalism and morality.

Table 11. Level of perception of the community and police on professionalism and morality

	GROUP		t-value	prob.
	Civilian	Police		
Professionalism	2.91	3.50	19.78**	.000
Morality	2.76	3.43	19.41**	.000
Overall	2.85	3.47	19.41**	.000

ns – not significant * - significant ** - highly significant

Psychologists remind us that the image we have of our role affects not only our behavior but also the behavior of those to whom we project this image (Shusta, et al, 1995). Table 11 shows that the community's perception towards the police on professionalism is significantly lower as compared with the police. Similarly, in terms of morality, the civilians have a lower regard on the police as when equated with the uniformed personnel.

Accordingly, person perception can be influenced by a number of factors including the characteristics of the person being observed and the circumstances of the situation and personal characteristics of the one observing. Some people form impressions of others very promptly with the least information they have. Commonly, people base their impressions on

the roles and social norms expected from other people. Likewise, physical cues play an important role in the formation of impressions. Relevance of the information of people being observed is also significant in the formation of impressions. Generally, people focus on the most obvious points rather than taking note of the background information. The more the unusual or observable the factor is, the more likely it will be focused on.

In the light of perceptions on the PNP, reported untoward incidents by the PNP remain more in the minds of the public. Unfortunately, when they would have made good, the public would say it is a part of their job.

On Professionalism

The policemen and women significantly perceived themselves to be consistent to the expectations of their profession, as they believe that they are performing their duties and responsibilities in accordance to the policies and what they are expected by the community to do. According to Greenwald and Breckler (2000) as cited by Aronson (2000), the presented self is usually too good to be true; the too good self is often genuinely believed.

On the contrary, findings prove that the community opposes what the policemen claim themselves to be, it is showed by the community's

low esteem of the uniformed personnel which is much lower than how the latter regarded themselves.

A similar finding was found by Galino (2002) in his study that along law enforcement, police respondents perceive their role performance as “very efficient”; on the other hand, the civilian respondents perceive the role performance of the police along law enforcement as “mere efficient”. Likewise, police respondents feel that the police perform their role along peace and order maintenance to be “very efficient” however, the civilian respondents consider the police as performing their role along peace and order maintenance as “efficient”.

Lacson (1998) pointed out that the lack of professionalism among police officers become a bottleneck in the effective enforcement of the law. While it is true that only a small percentage of the PNP are “scalawags”, one “scalawag” brings the entire PNP down.

Interacting with citizens constitute an important part of a police officer’s daily activities. Many aspects of these interactions have the potential for influencing how the police and citizens perceive and evaluate each other. More citizens often bring to the interaction an array of attitudes and preconceived notions about the police and their conduct that sometimes are inaccurate. There is a paucity of information regarding specific dimensions of the police. Citizen communication that enhances or

impedes police efficiency adversely affects the way citizens feel about the police. Research has shown that citizens who have negative contacts with the police, as compared to those who do not, have more negative attitudes toward the police (White, Cox and Basehart, 1994).

One of the setbacks that caused the public to have a negative perception toward the police is the rising number of crimes being perpetrated in the community. People tend to believe that the higher the crimes committed means the police are not doing their jobs to deter it.

According to one Opinion column of the Manila Times dated September 28, 2008, it pointed that the professionalism of the PNP along with modernization, ought to be the second badge of the career police officer. The challenge of professionalism requires a renewal in values and attitudes, a transformation in character and sense of vision. In a speech during the celebration of PNP Day, then President Fidel Ramos, observed that many policemen regard their work as temporary and a stepping –stone to crime. The involvement of many police superintendents and police officers – active, retired or dismissed from the service - attests to his insightful observation.

The finding of this study implies that although the community agrees that policemen are devoted to their calling and are morally

principled, nevertheless, the community regards the policemen on a lower altitude as compared to how the policemen view themselves.

On Morality

Table 11 also points that the community's perception towards police morality is significantly lower as compared to that of the police. The police rated themselves towering over the assessment that the community appraised them. Aronson (2000) emphasized that in general, people rate themselves more positively than others do, believing that they themselves are "better than average".

Baron and Byrne (1977) pointed out that once we have decided, however rightly or wrongly-that another person possesses certain traits, we often seem quite reluctant to alter these judgments.

This finding can be explained by the fact that the general public is a heavy consumer of media publicity. The tri-media often features erring policemen in their articles and TV shows which negatively affect the perception of the community towards the law enforcers.

Sometimes, people tend to believe what they have heard particularly from acquaintances even without proving it and without actual encounter with the police. With this, their perception of the police is already damaging making them aloof to the uniformed men. Asch (1946)

asserted that people seem to assign greater importance to the information about others which were obtained first. Such primary effects seem to explain why it is so hard to alter impressions of others once they are formed, and why we often strive so hard to make a good impression on other persons.

The conduct and general behavior of the PNP personnel were given great attention. Expectations from all sectors of the land are high as the police are daily seen on the streets every day and the PNP has the greatest number of personnel as compared to all the other government agencies in the Philippines. Evidently, if citizens feel that the police are brutal, incompetent, or corrupt, then their perception towards the police will always be at an all-time low rating.

In the assumption speech of then Chief, Philippine National Police, Police General Raul M Bacalzo, “he stated that the police needs to revive the virtues of discipline and courtesy, good manners and right conduct that are the hallmarks of a public servant and essential to being good citizens.” Likewise, August Vollmer, recognized as the Father of Police Professionalism, pronounced that “the average citizen expects the police officer to have the wisdom of Solomon, the courage of David, the strength of Samson, the patience of Job, the leadership of Moses, the faith of Daniel, the diplomacy of Lincoln, the tolerance of the Carpenter of

Nazareth, the kindness of the Good Samaritan, and finally, an intimate knowledge of every branch of natural, biological, and social sciences. If he possesses all these qualities, then, he might be a good policeman.”

As established by the result of the study, the null hypothesis that there is no significant difference between the perception of the community and uniformed personnel is affirmed.

The researcher was also interested to know if there is a difference on the perception of the respondents on professionalism and morality as a whole. Table 12 shows the comparison of professionalism and morality as perceived by the community and police respondents.

Statistical analysis shows that the community and the police significantly rated professionalism higher than morality. This is most likely so because the uniformed men works in accordance with what is expected of them as shown in the result of the study. Likewise, the study also shows that morally, the community agrees that the uniformed personnel measure up to their expectation. Morality is deemed a personal choice of a person which could not totally affect the professional performance of the police.

Table 12. Comparison of professionalism and morality as rated by the community and police respondents

	Professionalism	Morality	t-value	prob.
Overall	3.15	3.04	11.80**	0.00

ns – not significant * - significant ** - highly significant



SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Summary

The study evaluated the community and the uniformed personnel's perception towards the PNP uniformed personnel along police professionalism and morality. Specifically, it determined how the community's perceptions differ according to their role in the community such as being students, professionals and laymen, according to their sex and religion. The study also established the sources of perception towards the police; determined what perceptions do the PNP uniformed personnel have towards themselves; established the policemen's perception towards themselves according to their rank and years and service; and compared the community's perception with that of the PNP uniformed personnel.

The study was conducted in La Trinidad, Benguet. There were 357 policemen respondents, 144 professionals, and 184 students. The study used a questionnaire that was pilot tested. The data were summarized, tabulated and statistically analyzed using the frequency count, weighted mean, percentages, t-test, and analysis of variance. Comparisons were made at 0.5 level of significance.

The following are the significant findings of the study:

1. On the perception of the community towards the PNP uniformed personnel, it was found out that the community approved that the policemen adhere to the code of their profession and are morally upright.

2. The students significantly agreed that the PNP personnel were dedicated to their profession and were morality principled than their adult counterparts - the professionals and laypeople.

3. Men and women in the community equally said that PNP uniformed personnel fair well in their profession and are moral.

4. The Roman Catholics and Protestants agreed that the uniformed personnel were professional and were ethical.

5. Media, personal observation, documentaries, social (family, friends, officemates), public officials and the police themselves were often the sources of perception about the PNP personnel.

6. As established by the result of the study, it was found out that the community's perception towards the police was significantly different from the perception of the police towards themselves.

7. Regardless of their rank, the PNP men and women agreed that they consistently adhered to their profession and were moral.

8. Those who had stayed longer in the service did not perceive themselves to be significantly more moral than the younger officers.

9. The PNP men and women regarded themselves to be significantly more professional and moral than the community did.

Conclusions

Based on the results and findings, the following conclusions are derived:

1. The community agrees that the policemen adhere to the code of their profession when carrying out their duties and are morally upright.
2. Significant differences in the perception of police professionalism and morality differ according to the role in the community.
3. The sex and religion of the community do not affect how they perceive police professionalism and morality.
4. Information about the PNP men and women come from various sources but the most influential source is the media.
5. There is a positive self-perception of the PNP personnel along professionalism and morality.
6. The PNP personnel's rank does not bear any significant difference on their perception of professionalism and morality.
7. The self-perception of police professionalism and morality is not influenced by years of service.

8. The status of the respondents - as member of the community or PNP personnel influences their perception about police professionalism and morality.

Recommendations

Based on the findings and conclusions, the researcher proposes following recommendations:

1. To further enhance the image of the PNP, the media can help by continuously publishing the accomplishments of the PNP personnel be it great or small. This can be done through the crafting of broadcast materials on the PNP programs to be aired on the TV screen (CD herein attached).

2. There is a need to produce flyers regarding PNP programs to be distributed to the public during school visits, lectures, symposia, medical and dental outreach, ugnayan sa barangay, Inter-sports activities, PNP foundation day and during socio-cultural and religious events (Example at Appendix "F") .

3. A PNP calendar should be distributed to the community to inform the public of the various programs of the PNP which could possibly help improve the image of the police (Example at Appendix "G").

4. In order to address the problem on the negative image of the PNP, more information drive on the PNP programs to the different sectors of the society needs to be intensified to make the public aware of the various PNP programs.

5. Imperative to the success of the PNP's endeavor is the support of the community. The present programs of the PNP on police community relations such as ugnayan sa barangay, school visits, lectures, symposia, medical and dental outreach, Inter-sports activities, and socio-cultural and religious events needs to be strengthened.

6. The PNP is the biggest government organization however; the police capabilities in terms of operations, investigation and intelligence need to be enhanced which can help build the trust and confidence of the public towards the PNP particularly the uniformed personnel. This can be achieved through the availability of state-of-the art equipment in every police station to be used in the prevention and solution of crimes.

7. A seminar for the policemen and their wives should be conducted for the spouses of the police to better understand the people they have married. This aims to strengthen the relationship of the police and their spouses. A project proposal entitled "Seminar on Police Family and Marriage" to be requested for funding is found on Appendix "H".

8. Other studies may be conducted in other regions to ascertain if the perception of the public towards the police is comparable with the community's perception in La Trinidad, Benguet, as well as include other variables for comparison. This could be used as a basis in the implementation or continuation of PNP programs to improve the image of the police.



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Appendix A

Letter to the Heads of Offices

FE082 Mamaga, Balili
La Trinidad, Benguet

June 27, 2011

HON. GREGORIO T ABALOS JR.
Municipal Mayor
La Trinidad, Benguet

Sir:

Greetings.

The undersigned is a Master in Human Resource Development student of the BSU Open University and assigned with the Regional Public Safety Battalion, Police Regional Office – Cordillera located at Camp Bado Dangwa, La Trinidad, Benguet. Currently, I am conducting my Master's Thesis entitled "Police Professionalism and Morality: A Philippine National Police Revitalization Guide".

In this regard, may I respectfully request your approval for the undersigned to administer questionnaires to some of your subordinates to gather the data needed in my research?

Thank you.

Respectfully yours,

THRISLYN CELOY SAGPAEY

Noted by:

LEONILA R SITO
Adviser

FE082 Mamaga, Balili
La Trinidad, Benguet

June 27, 2011

HON. NESTOR B FONGWAN
Provincial Governor
Benguet Province
La Trinidad, Benguet

Sir:

Greetings.

The undersigned is a Master in Human Resource Development student of the BSU Open University and assigned with the Regional Public Safety Battalion, Police Regional Office – Cordillera located at Camp Bado Dangwa, La Trinidad, Benguet. Currently, I am conducting my Master's Thesis entitled "Police Professionalism and Morality: A Philippine National Police Revitalization Guide".

In this regard, may I respectfully request your approval for the undersigned to administer questionnaires to some of your subordinates to gather the data needed in my research?

Thank you.

Respectfully yours,

THRISLYN CELOY SAGPAEY

Noted by:

LEONILA R SITO
Adviser

FE082 Mamaga, Balili
La Trinidad, Benguet

June 27, 2011

DR. ROGELIO COLTING
President
Benguet State University
La Trinidad, Benguet

Sir:

Greetings.

The undersigned is a MHRD student of the BSU Open University and assigned with the Regional Public Safety Battalion, Police Regional Office – Cordillera located at Camp Bado Dangwa, La Trinidad, Benguet. Currently, I am conducting my Master's Thesis entitled "Police Professionalism and Morality: A Philippine National Police Revitalization Guide".

In this regard, may I respectfully request your approval for the undersigned to administer questionnaires to some of the high school and college students, as well as your subordinates to gather the data needed in my research?

Thank you.

Respectfully yours,

THRISLYN CELOY SAGPAEY

Noted by:

LEONILA R SITO
Adviser

FE082 Mamaga, Balili
La Trinidad, Benguet

June 27, 2011

ATTY. ROMEO G GUMPIC
OIC, President
Cordillera Career Development College
Buyagan, La Trinidad, Benguet

Sir:

Greetings.

The undersigned is a Master in Human Resource Development student of the BSU Open University and assigned with the Regional Public Safety Battalion, Police Regional Office – Cordillera located at Camp Bado Dangwa, La Trinidad, Benguet. Currently, I am conducting my Master's Thesis entitled "Police Professionalism and Morality: A Philippine National Police Revitalization Guide".

In this regard, may I respectfully request your approval for the undersigned to administer questionnaires to some of your high school and college students, as well as your subordinates to gather the data needed in my research?

Thank you.

Respectfully yours,

THRISLYN CELOY SAGPAEY

Noted by:

LEONILA R SITO
Adviser

Appendix C

Letter to the Respondents

FE082 Mamaga, Balili
La Trinidad, Benguet

June 27, 2011

Dear Respondents:

Greetings.

The undersigned is a Master in Human Resource Development student of the BSU Open University and assigned with the Regional Public Safety Battalion, Police Regional Office – Cordillera located at Camp Bado Dangwa, La Trinidad, Benguet. Currently, I am conducting my Master's Thesis entitled "Police Professionalism and Morality: A Philippine National Police Revitalization Guide".

In this regard, may I respectfully request you to please answer every item?

Rest assured that your answers would be treated with utmost confidentiality and for research purposes only.

Respectfully yours,

THRISLYN CELOY SAGPAEY

Noted by:

LEONILA R SITO
Adviser

Appendix D

Questionnaire for Civilian Respondents

SURVEY QUESTIONNAIRE

PART I. Personal Information

Name (optional): _____ Sex _____

Religion: Roman Catholic () Protestant () Others ()

Your role: Student () Professional ()
Other sectors in the community : Pls. specify: _____

PART II. Research Study

Instruction: On the blank provided after each item, please put a check mark (✓) on the column that best describes your honest perception of the police.

	Strongly Agree	Agree	Disagree	Strongly Disagree
1. The policemen enforce the laws of the land like preventing and controlling crimes.				
2. The policemen foster teamwork among themselves.				
3. The policemen are determined to do their assigned tasks.				
4. The policemen are service-oriented				
5. The policemen enforce the laws without fear or favor.				
6. The policemen are to put public interest above their own.				
7. The policemen are responsible.				
8. The policemen are industrious				

9. The policemen are God-fearing (maka Diyos).				
10. The policemen are humane (Makatao).				
11. The policemen are nationalistic (makabayan).				
12. The policemen are environmental- friendly (makakalikasan).				
13. The policemen respond appropriately to the public.				
14. The policemen are not abusing their authority				
15. The policemen are not coddlers of criminals				
16. The policemen are physically fit and well-groomed.				
17. The policemen follow/adhere to laws, rules and orders				
18. The policemen do their job with intelligence				
19. The policemen are reliable in times of crisis (disaster/calamities)				
20. The policemen respect marriage; they are faithful in their relationship				
21. The policemen value their family life.				
22. The policemen are good stewards of material things.				
23. The policemen are truthful/trusted in their dealings.				
24. The Policemen are fair.				
25. The policemen are sincere in rendering their service.				
26. The policemen are courteous.				

27. The policemen are disciplined.				
28. The policemen are not extortionists				
29. The policemen fight for what is right				
30. The policemen are morally upright.				

Part III.

Considering your answers in Part II, how did you come to think that the PNP uniformed personnel are such?

Instruction: From what sources do you get your perception or views of the police (whether these are positive or negative, correct or wrong). Please put a check mark (✓) on the space provided to indicate your source of information.

	Almost Always	Often	Seldom	Almost Never
1. Media (TV, radio, print), etc				
2. Personal experience with the police				
3. Social (family, friends, Schoolmates, church mates and officemates)				
4. Church				
5. School				
6. Non-Government Organizations (NGO's)				
7. Policemen themselves				
8. Inmates/Prisoners				
9. Personal observation				
10. Public Officials				
11. Documentaries/Reports				

Appendix E

Questionnaire for Police Respondents

PART I. Personal Information

Name (optional): _____ Sex: _____

Rank : PO () SPO () Junior PCO () Senior PCO ()

Years in the Service: _____

PART II. Research Study

Instruction: On the blank provided after each item, please put a check mark (✓) on the column that best describes your honest perception of the police.

	Strongly Agree	Agree	Disagree	Strongly Disagree
1. The policemen enforce the laws of the land like preventing and controlling crimes.				
2. The policemen foster teamwork among themselves.				
3. The policemen are determined to do their assigned tasks.				
4. The policemen are service-oriented				
5. The policemen enforce the laws without fear or favor.				
6. The policemen are to put public interest above their own.				
7. The policemen are responsible.				
8. The policemen are industrious				
9. The policemen are God-fearing (maka Diyos).				

10. The policemen are humane (Makatao).				
11. The policemen are nationalistic (makabayan).				
12. The policemen are environmental- friendly (makakalikasan).				
13. The policemen respond appropriately to the public.				
14. The policemen are not abusing their authority				
15. The policemen are not coddlers of criminals				
16. The policemen are physically fit and well-groomed.				
17. The policemen follow/adhere to laws, rules and orders				
18. The policemen do their job with intelligence				
19. The policemen are reliable in times of crisis (disaster/calamities)				
20. The policemen respect marriage; they are faithful in their relationship				
21. The policemen value their family life.				
22. The policemen are good stewards of material things.				
23. The policemen are truthful/trusted in their dealings.				
24. The Policemen are fair.				
25. The policemen are sincere in rendering their service.				
26. The policemen are courteous.				
27. The policemen are disciplined.				

28. The policemen are not extortionists				
29. The policemen fight for what is right				
30. The policemen are morally upright.				

Part III.

Considering your answers in Part II, how did you come to think that the PNP uniformed personnel are such?

Instruction: From what sources do you get your perception or views of the police (whether these are positive or negative, correct or wrong). Please put a check mark (✓) on the space provided to indicate your source of information.

	Almost Always	Often	Seldom	Almost Never
1. Media (TV, radio, print), etc				
2. Personal experience with the police				
3. Social (family, friends, Schoolmates, church mates and officemates)				
4. Church				
5. School				
6. Non-Government Organizations (NGO's)				
7. Policemen themselves				
8. Inmates/Prisoners				
9. Personal observation				
10. Public Officials				
11. Documentaries/Reports				

Appendix F

Sample of a Flyer



Appendix G

Sample of a PNP calendar



Appendix H

PROJECT PROPOSAL

Seminar on Police Family and Marriage

Introduction

The family is the core unit of the society. It is an institution that can be found anywhere. It is a group that exists everywhere. Undeniably, the policeman/woman is part of this core unit. Likewise, policemen are everywhere. People see them along the streets rendering their duties. They serve the public 24 hours a day, seven days a week.

Being a member of a society, the policemen have their own family – a wife and child/children. Policemen need to be understood of their rights and responsibilities particularly by the family.

Just like any other person, the police have an image to protect. One wrong move of one policeman oftentimes is known by the community thereby affecting their perceptions towards the other members of the organization.

A recent study on the PNP uniformed personnel's image on professionalism and morality was conducted. The study showed that the community regarded the police at a low level on the following points: "respect for marriage, not abusing authority, not criminal coddlers, and not extortionists".

To improve the police image and to strengthen the relationship of the police and his family, the wife/ husband needs to be informed about whom they married – the PNP law enforcer. To achieve this, a seminar is needed to be conducted for the wives/husbands of the law enforcers.

Objectives:

Learning Objectives:

At the end of the training, the participants would be able to:

- a. understand the nature of the police and police work

- b. have a better understanding on family and marriage
- c. have a better relationship with one's spouse

Methodology:

- a. Lectures
- b. Open forum
- c. workshop

Administrative and Budgetary Requirements

Training Venue

Laptop
LCD

Training Kit

Notebooks	- 48 pax x P10.00	=	P480.00
Ballpens	- 48 pax x P 7.00	=	336.00

Manila Paper	20 pcs x 5.00	=	100.00
Pentelpen	20 pcs x P60.00	=	1,200.00
Materials for icebreakers/openers		=	1,000.00

Meals

Snacks	48 pax x 20.00 x 4	=	960.00
	6 fax x 20.00 x 4	=	120.00
Lunch	48 pax x 85.00 x 2	=	4,080.00
	6 fax x 85.00 x 2	=	510.00

Honorarium for speakers	3 x P1,000.00 =	3,000.00
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TOTAL	P11,786.00
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Training Schedule

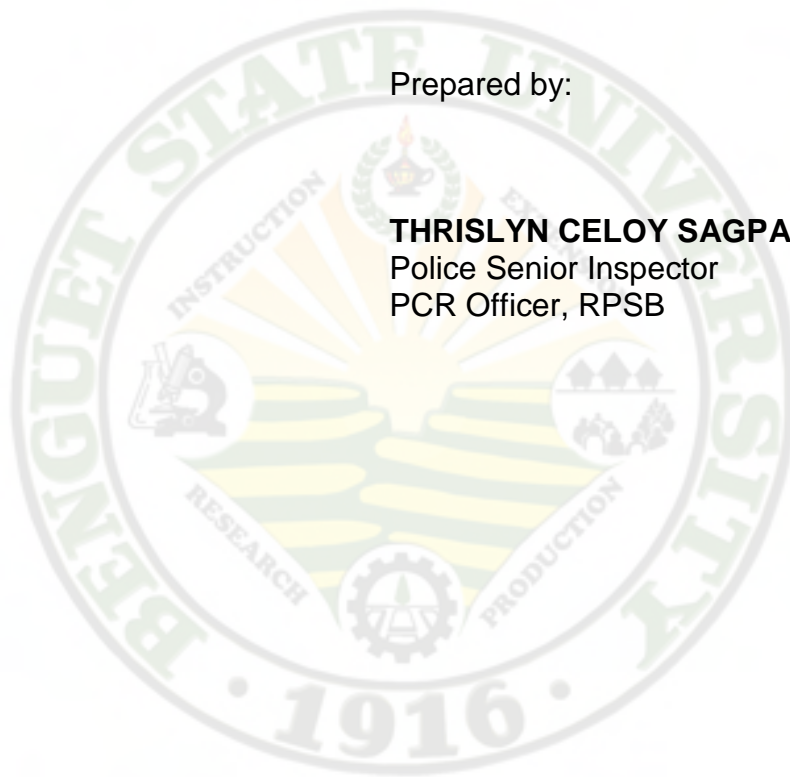
- The venue would be at Log Cabin, PRO-COR, La Trinidad
- Date to be scheduled.

Coordinating Instructions

- a. Regional Comptroller Division to fund the training.
- b. Police Provincial Offices, Baguio City Police Office and Regional Public Safety Battalion to send three uniformed personnel each and their wives/husband to attend the training
- c. RPHRDD to man the training.

Prepared by:

THRISLYN CELOY SAGPAEY
Police Senior Inspector
PCR Officer, RPSB



PROGRAM OF INSTRUCTION

Day	Time	Topic	Remarks
1 st Day	8:00 – 8:30 AM	(Registration)	Secretariat
	8:31 - 9:00 AM	Opening Program	Secretariat
	9-10 AM	Police, who is he?	Speaker
	10- 10:20	Break	
	10:20 – 11:45 AM	How Do I love my wife/husband?	Speaker
	11:45 – 1:00 PM	Lunch break	
	1:00 – 2:40	The Roller Coaster in a Marriage: Talk About it	Speaker
	2:40 – 3:00	Break	
	3:00 – 5:00 AM	Workshop on “How could I show respect for my marriage and family?”	Speaker
2 nd Day	8:00 – 8:30	Recap of yesterday’s activities	Secretariat
	8:30- 10:30 AM	Presentation of results of the workshop	
	10:30 – 10:50 AM	Break	
	10:50 – 11:50 AM	The difference of the man and the woman	Speaker
	11:50- 1:00 PM	Break	
	1:00 - 2:30 PM	Police Stewardship	Speaker

	2:30 – 3:45 PM	Limitations of Police Authority	Speaker
	3:45- 4:00 PM	Break	
	4:20 : 5:00 PM	Closing ceremony	Secretariat



BIOGRAPHICAL SKETCH

The researcher is a native of Ca-ew, Cuba, Kapangan, Benguet, but was raised in La Trinidad. She finished her elementary and secondary education at the then Mountain State Agricultural College. Due to financial constraint, she stopped her studies after graduating from the secondary. She had worked on different menial jobs including being a domestic helper at Abu Dhabi, United Arab Emirates for three years and seven months. The work experiences she had essentially coached her to be a fighter in any kind of challenge in life. Being able to accrue some amount for her college education, she enrolled Bachelor of Science in Agriculture at the Benguet State University and graduated on March 1995, and graduated Cum-laude. In June of the same year, she was employed at the Department of Agriculture and worked for two years. On September 16, 1997, she achieved her high school dream to join the servants and protectors of the people - the Philippine National Police. She belongs to the Public Safety Basic Recruit Course, Batch 1997, Delta Company. As a Police Non-Commissioned Officer (PNCO), she was assigned with the Regional Intelligence Division for nine years and a year with the Baguio City Police Intelligence Section. Desiring to better serve the community by becoming a Police Commissioned Officer (PCO), she enrolled Bachelor

of Science in Criminology at La Salette University, Santiago City, through the Expanded Tertiary Education Equivalency Accreditation Program (ETEEAP) and graduated on April 7, 2008. In May of the same year, she took the Criminology Board examination and was blessed and passed the exam. She applied to become a Police Commissioned Officer via Lateral Entry and was successful. Finally, she took her oath on September 1, 2008, as a Police Inspector. On August 24, 2009, she was assigned with the Regional Public Safety Battalion (RPSB), Police Regional Office-Cordillera, as the Police Community Relations Officer up to the present. Being a police officer, she had been conferred with various awards and commendations from the service and the civilian sector. On December 31, 2011, she was promoted to Police Senior Inspector.

PNP FUNCTIONS

1. Law Enforcement.
2. Maintain peace and order.
3. Prevents and investigates crimes and bring offenders to justice.
4. Exercise the vested powers from the Philippine Constitution and pertinent laws.
5. Detain an arrested person for a period not beyond what is prescribed by law.
6. Implements pertinent laws and regulations on firearms and explosives control.
7. Supervise and control the training



PNP UNDERTAKINGS

- * Air, land and water security operations
- * Anti-terrorism efforts
- * Arrest of criminals
- * Barangay pulong-pulong/Visitation
- * Blood donation
- * Campaign against kidnap-for-ransom
- * Campaign against bank robbery
- * Campaign against wanted persons
- * Celebration of various festivities
- * Civil disturbance management operations

- * Coordination with other agencies for joint programs for the citizenry
- * Combat Operations
- * Conduct of checkpoints
- * Concert for a cause
- * Conduct of Sunday masses
- * Disaster and relief operations
- * Distribution of school supplies and books
- * Distribution of second hand clothing
- * Environmental protection
- * Education and training for the PNP personnel
- * Feeding program
- * Gender and development program
- * Human rights advocacy
- * Information drives on various topics to the different sectors of the society
- * Internal security operations
- * Law Enforcement
- * Maintenance and repair of government properties
- * Marijuana eradication
- * Medical and dental missions
- * Moral recovery program for PNP personnel
- * Physical fitness and sports development
- * Police visibility
- * Pulis Ko, Titser Ko
- * Relief operations
- * Render safe of unexploded ordnance
- * Scholarship programs
- * Search and rescue during disasters
- * United Nations Peacekeeping
- * Women and children protection
- * Others.....

THE PHILIPPINE NATIONAL POLICE

Mission:

To enforce the law, to prevent and control crimes, to maintain peace and order and ensure public safety and internal security with the active support of the community.

Vision:

Imploring the aid of the Almighty, by 2030, we shall be a highly capable, effective and credible police service working in partnership with a responsive community towards the attainment of a safer place to live, work, and do business.

Philosophy:

Service, honor and justice

Core Values:

Maka Diyos, Makabayan, Makatao and Makakalikasan.

Plans and Programs

- To rationalize the overall institutional framework for the country's policing system by clearly delineating and defining the coordination of police functions and structures;
- To enhance the focus and coordination of police functions and operations through a national internal security policy and strategy;
- To reengineer the police system towards strengthening police oversight; remove institutionalized mechanisms that undermine unity of command and internal management authority in the PNP, which renders the organization vulnerable to undue politicization and corruption;
- To fortify the institutional capabilities of the PNP by improving administrative and operational coherence and efficiency; and to strengthen the police stations with the end goal of enhancing the quality of police services and relationships with the community.
- To streamline institutional mechanisms and procedures in order to promote speedy access to justice and legal protection; ensure police neutrality and non-discrimination; and foster respect for human rights and gender neutrality;
- To strengthen institutional mechanisms for the recruitment, training, and maintenance of a corps of competent, well-compensated, and motivated professional police force imbued with integrity, industry, and a high sense of duty and honor; and
- To clarify and instill a culture of public accountability in the PNP and among its personnel.



QUALIFICATIONS UPGRADING

General Qualifications for Appointment. – No person shall be appointed as officer or member of the PNP unless he or she possesses the following minimum qualifications:

- "a) A citizen of the Philippines;
- "b) A person of good moral conduct;
- "c) Must have passed the psychiatric/psychological, drug and physical tests to be administered by the PNP or by any NAPOLCOM accredited government hospital for the purpose of determining physical and mental health;
- "d) Must possess a formal baccalaureate degree from a recognized institution of learning;
- "e) Must be eligible in accordance with the standards set by the Commission;

"f) Must not have been dishonorably discharged from military employment or dismissed for cause from any civilian position in the Government;

"g) Must not have been convicted by final judgment of an offense or crime involving moral turpitude;

"h) Must be at least one meter and sixty-two centimeters (1.62 m.) in height for male and one meter and fifty-seven centimeters (1.57 m.) for female;

"i) Must weigh not more or less than five kilograms (5 kgs.) from the standard weight corresponding to his or her height, age, and sex; and

"j) For a new applicant, must not be less than twenty-one (21) nor more than thirty (30) years of age; except for the last qualification, the above-enumerated qualifications shall be continuing in character and an absence of any one of them at any given time shall be a ground for separation or retirement from the service: Provided, That PNP members who are already in the service upon the effectivity of this Act shall be given at least two (2) more years to obtain the minimum educational qualification and one (1) year to satisfy the weight requirement.

Maximum Tenure in Position

Chief - 4 years

Deputy Chief - 4 years

Director of the Staff Services - 4 years

Regional Directors - 6 years

Provincial/City Directors - 9 years

THE PHILIPPINE NATIONAL POLICE

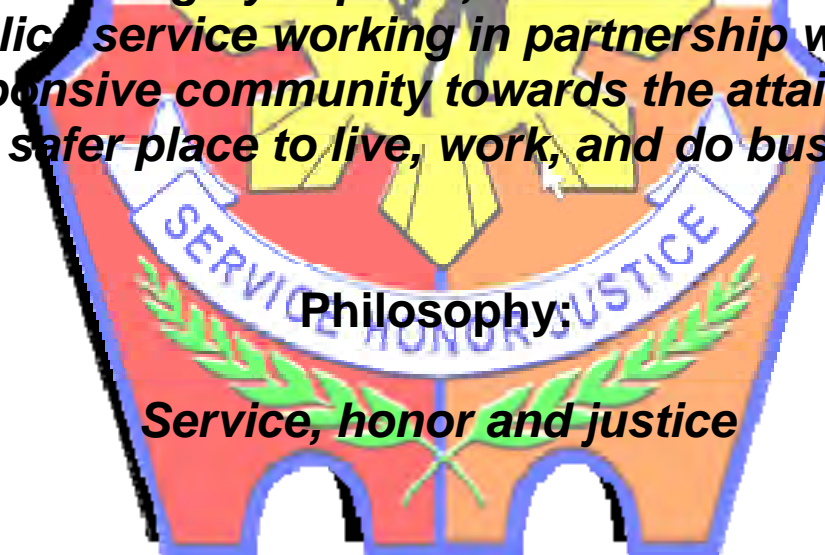
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police service working in partnership with a responsive community towards the attainment of a safer place to live, work, and do business.



Philosophy:

Service, honor and justice

Core Values:

***Maka Diyos, Makabayan, Makatao
and Makakalikasan.***





Police are caring



Barangay Visitation



Assistance to the community on farm works



First aid to visitors

Concert for a Cause

January 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				





Police supports education

School Visitation



Distribution of school supplies



Conduct of Lectures on various topics to



Educating children closer to God through



ures on
students



ldren to be
ugh prayer

February 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29			





Coordination with the stakeholders in the community



With the Alumni of St. Louis School of Campo Filipino, batch 1982



With the faculties of Kapangan National High



With RD, NAI



POLCOM-CAR

March 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31





Coordination with the stakeholders in the community



With Civil Service Commission - CAR

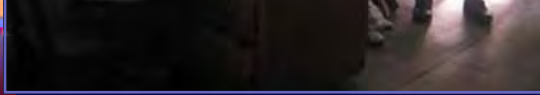


With the San Jose High School, La Trinidad, Benguet





With the Department of Education – CAR



With the Department of Environment and Natural Resources

April 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					





Police are humane



At Dalipey, Bakun, Benguet



At Sta. Juliana, Crow Valley, Tarlac





At Laoangan, kapangan, Benguet



Blood donation

May 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		





Police are service oriented

Police visibility



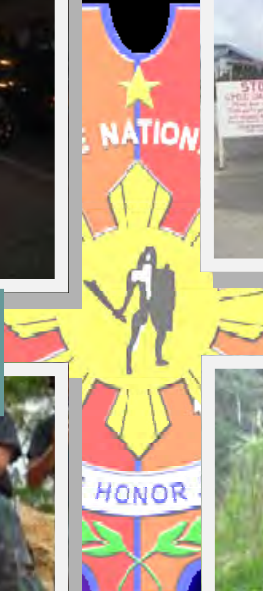
Checkpoints



Render safe of Unexploded Ordnance



Marijuana eradication





June 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

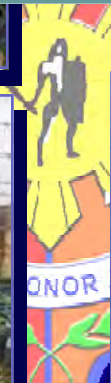




Police are environmental-friendly



Tree planting activities



Establishment of nurseries

Implementation of PD 705

July 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				





Police support sports development and physical fitness





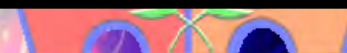
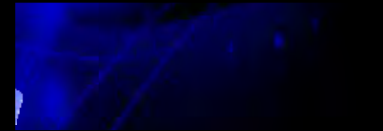
August 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	





The Police care for the youth who are the hope of the fatherland





September 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23/30	24	25	26	27	28	29





Police are always ready to serve and protect





October 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			





Police are God-loving people



Policemen attending church services

RPSB Church Choir





Policemen detailed at Mt. Polis painting the Mama Mary Statue

November 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	





Police are health conscious




Policemen disseminating health concerns through the posting of health posters in various areas



Police supports medical and dental missions





Policemen practicing Cardio-Pulmonary Resuscitation (CPR) during a training

December 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23/30	24/31	25	26	27	28	29

