

**RATE OF UNIVERSITY OF MINDANAO CRIMINOLOGY GRADUATES
ABSORBED IN THE POLICE REGIONAL OFFICE XI**



A Thesis Presented to the Faculty of the
College of Criminal Justice Education
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In Partial Fulfillment of the Requirements for the Degree of
Bachelor of Science in Criminology

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APPROVAL SHEET

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Abstract

The study was conducted to determine the rate of the University of Mindanao Criminology graduates absorbed in the Police Regional Office XI. Descriptive design was used in the study based on the data requested. The subjects of the study were the University of Mindanao graduates absorbed in the Philippine National Police XI. Descriptive statistics such as frequency count and percentage were used in the treatment of the data. The findings of the study are as follows: The rate of University of Mindanao Criminology graduates absorbed in the Police Regional Office XI in terms of sex has an overall frequency of 1,959. In terms of sex, the group with the highest frequency were male University of Mindanao Criminology graduates; the rate of University of Mindanao Criminology graduates absorbed in the Police Regional Office XI in terms of rank has an overall frequency of 1, 959. The rank with the highest frequency was Police Officer 1; and, the rate of University of Mindanao Criminology graduates absorbed in the Police Regional Office XI in terms of unit assignment has an overall frequency of 1,959. The most concentrated number of University of Mindanao Criminology graduates absorbed in the Police Regional Office is in Davao City Police Office (DCPO).

The Philippine National Police Region XI administrators should be able to learn and determine the standard of teaching of the schools through the number of applicants and those who were absorbed in the organization and should be their basis in the future in their hiring priorities.

Keywords: Rate, University Of Mindanao Criminology Graduates, Absorbed Police Regional Office XI

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DEDICATION

The narrowness of thoughts united with energy of will is most felt behind the people who in one way or another have helped in attaining our goal. The reason from the sincere hall of our hearts, we owe to dedicate this research study to;

God Almighty who has been the source of all blessings in life;

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Chapter 1

THE PROBLEM AND ITS SETTING

Background of the Study

There are many cases of police involvement in crimes, particularly in the National Capital Region and just recently in Davao City, one police officer was caught texting messages to the person about to be raided and now under investigation; this negative development sends a stern message to the Philippine National Police organization to be more cautious and strict in screening applicants to avoid personnel, involving themselves with criminality in the future (Olson, 2002).

In the United States, a 2011 survey of 2010 Criminology graduates indicate that, six months after graduation almost half of criminology graduates was in employment. Of these, around 8% went into social work (including criminal justice social workers and other specialist project-based work), youth and community work, work with offenders and the probation service, while 7% entered the business and finance sector, and over 12% were in administrative and clerical roles. Perhaps surprisingly, only around 2% of graduates were working for employers associated with the criminal justice system, including the police (as police officers but also in a range of force support roles such as IT or crime analysis), the prison service and the legal profession (Sutton, 2011).

In the Philippines, graduates from other courses registered higher passing average than criminology graduates during the PNP recruitment period that resulted in other courses representing majority of the applicants and recruits in the police service. Most of the criminology graduates did not

apply immediately for recruitment to the PNP service as they preferred other employments like security guards, call center agents and as Overseas Filipino Workers, among others. One reason for this is that in most occasions, the criminology graduates who applied for entry in the police service have difficulties in communicating and explaining their knowledge and theories during the panel interviews, which are part of the screening process (Calleja, 2014).

In Davao City, the PNP organization recruits more from the Criminology graduates compared to other applicants from other courses, wherein many are now serving as PNP personnel within Davao City showing their competency considering that their courses are related to police work (Palicte, 2014). The study was focused on determining the rate of the University of Mindanao criminology graduates absorbed in the Police Regional Office XI.

Statement of the Problem

The study was conducted to determine the rate of the University of Mindanao Criminology graduates absorbed in the Police Regional Office XI as of August 28, 2014.

Specifically, it sought answers to the following questions:

1. What is the frequency count and percentage of University of Mindanao Criminology graduates absorbed in the police regional office XI in terms of:

1.1 Sex

1.2 Rank

1.3 Unit Assignment

Review of Related Literature

The related literature included in the study provided additional information that sheds light to the study at hand whose sources were taken from various sources.

Many criminology graduates enter employment in central or local government, the police or prison services, or in other non-profit making organizations, including the NHS, educational institutions and charities that work with young offenders or victims of crime. Opportunities also exist in the private sector. Alternatively, there are other graduate entry occupations within the criminal justice system and the civil service which forensic science graduates may find attractive. These include the police force itself, including scene-of-crime officers, the customs and excise service, the immigration service and other related posts within the civil service. Many of these career paths will be of particular interest to graduates of Forensic Science and Criminology (Beaver and Walsh, 2011).

This is important, because prospective applicants will be not only serving the community but also coming from the community, this means that once recruited they will be assigned to the community they came from. The community will have a strong understanding of what knowledge, skills, and abilities are required of officers and some previously untapped places to recruit the individuals with those traits, including the kind of school the recruits came from (Archers, 2005).

Identifying the target recruitment population is only the first step. Once these data have been collected, they should be complemented with job market information. This general and police-specific information will provide a clearer picture of the competition within the job market for the target population that

has been identified. The local police agencies' demand for officers includes both men and women; however, male applicants are highly favored. Also, comparative salaries, and benefits are obviously all core considerations for prospective hires. Community perceptions of the police department, including issues of fairness, trust, and organizational commitment to workforce diversification, may also be significant to prospective employees and those willing to assist in a community-based recruitment effort (Hills, 2009).

In addition, Hills (2009) pointed out that once the recruitment targets have been identified, a market survey has been conducted, and the competition has been studied, the second building block activity is to diagnose the agency's human resources system. Just as it is important for police executives to understand factors external to the agency that may affect hiring, they must also understand the internal agency practices that affect their recruitment and selection efforts.

In the United Kingdom, it is estimated that around 65,000 candidates apply to join the police each and every year and what is even more staggering is that only around 7,000 are actually successful. The majority of candidates who enter the police recruitment process never make it past the police application form stage (over 58,000 candidates). Many require help with their police application form but do not know where to turn or even what help is available to them. This number is set to continue to grow as more and more people apply to become police officers in the current financial crises and search for a secure and safe job during these difficult times. The result of this is that police recruitment staffs are already starting to see a significant increase in the number of police application forms and are finding it more and more difficult to separate those candidates. In line with many other

organizations and the requirements of Police Regulations UK Police introduced pre-employment drug testing. The purpose of the testing is to protect the integrity of the force and ensure that staff is fully capable of meeting the standards expected within the role and ensuring that colleagues are not placed at undue risks (Wilhelm, 2006).

Applicants who succeeded in the fitness assessment will have an interview. This interview will last no longer than fifteen minutes and is designed to test the applicant's social awareness, interpersonal and self-motivational skills. Following interview all candidates will be informed regarding their suitability for progression. Medical forms will be issued to candidates at this stage and should be returned completed within 6 weeks to the Police Recruitment Team (Towers, 2007).

Towers (2007) added that the Police Force will then carry out security checks on the applicant; their family members; personal referees; and, any others residing with the applicant. References will also be requested from the nominated referees, previous employers and, unless otherwise requested, their current employer. It should be noted that these vetting procedures are very thorough and may take some considerable time to complete. An officer will then contact candidates and a home visit will be arranged. This visit is used to verify all details previously supplied by the candidate and to ensure that they possess core skills required by police officers. Candidates should demonstrate a good knowledge of the Force, its goals, current policing issues and display an informed level of social awareness. Candidates, who reside out with the Force area will be interviewed in Edinburgh, normally out with police buildings.

Wilhelm (2006) stated that applicants for the police posts will be required to undertake a substance misuse test before any offer of employment is made. This will be at a suitable point within the Recruitment process. The provision of the sample is entirely voluntary, but all applicants for any of the designated posts should be aware that a failure to agree to the provision of a sample would mean that the application could not be progressed. Applicants would therefore be unsuccessful.

The criminology program gained prominence in the Philippines during the post- martial law era when the new government of President Corazon Aquino signed into law in 1987 Republic Act 6506 (shelved for 11 years during the Marcos Era). The criminology program became lucrative in terms of employment in the Philippine National Police (PNP), later in the Bureau of Jail Management & Penology (BJMP) and the Bureau of Fire Protection (BFP) during the early 90s when graduates of criminology program were greatly in demand. Undocumented statistics reveals that before 1975, it appears only a certain percentage in the law enforcement agencies were criminology graduates while most of were graduates in teachers' education, commerce, engineering, while many more were even high school graduates or with 72 college units. In the early 90s, the Philippine government upgraded the qualification standards in hiring members of the Philippine National Police and other public safety agencies where criminology graduates grew in demand although no written policy was ever implemented to this effect (Sta. Teresa, 2010).

Criminology schools in the country spread like mushrooms in all the 17 regions due to the demand of employment in the police service. In 1985, there were only 43 criminology schools in the Philippines compared to about 315

schools operating the criminology program complete with permit and recognition to operate. The criminology profession became the major client of the Philippine National Police in the early 90s until early 2000s. The focus of criminology graduates then is employment in the police service. From the big cities to the countryside, nine out of ten students in criminology school anchored their dreams for employment in the police service (Palicte, 2014).

In many instances, those unable to join the Philippine National Police had as their 2nd and 3rd choices employment in the Bureau of Jail Management & Penology (BJMP) or the Bureau of Fire Protection (BFP). There were some who joined the Armed Forces of the Philippines (AFP) but very few joined other government or private instrumentalities. Republic Act # 8551 otherwise known as the Philippine National Police (PNP) Modernization Law provides application joining the Philippine National Police must be a college graduates. Very few noticed the creeping invasion by non-criminology graduates in joining the police service as stiff competitors in terms of employment considering the clear intent of the law, that applicants must be college graduates, not criminology graduates. The rampant hiring of non-criminology became an issue to many criminology graduates and licensed criminologists due to the former giving competition to the latter in their employment not only in the PNP service PNP but in the BJMP and BFP, as well (Sta. Teresa, 2010).

In a simple computation, if the national government allocate budget for 100 thousand policemen throughout the country in one year the competition in the hiring of non-criminology graduates vis-à-vis the criminology graduates would still be there. Just to allocate the 100 thousand policemen in every town and city throughout the 17 regions with only 20 to 30 slots per town and city

would not be enough for all criminology graduates. This predicament of the Criminology graduates may even affect and impact on the career guidance and the enrollment will definitely decrease due to the loss of interest of students to enroll in the respective schools (Palicte, 2014; Sta. Teresa, 2010).

The quoted literature review above provided a clearer view of the study based on comparison and contrast; it aided the researchers in determining the rate of the University of Mindanao Criminology graduates absorbed in the Police Regional Office XI.

Theoretical Framework

The study is anchored to the criminologist policeman theory developed by English (2010). A criminologist provides theoretical explanations for the aberrant, delinquent, and criminal behaviors manifested in a population. They analyze criminal law, criminal behavior, and the methods used by criminals to practice deviant behavior and break the law, thus, as policemen, they would easily identify the persons that must be arrested in the society as well as those who are the primary suspects for surveillance. Criminologists work with a variety of levels and types of law enforcement agencies to develop behavior profiles for particular types of crimes. In addition, they gather statistics on crime rates. They investigate crimes and analyze the larger criminal justice system and its processes. Functioning as policemen at the same time would amplify their role as law enforcers, they would be double effective in pacifying criminalities.

Sutton, Schneider and Hetherington (2011) pointed out that a criminologist must be able to express ideas and concepts clearly, both in writing and in person. They must be computer-literate and proficient on the

internet, especially in applications related to criminology. A criminologist may need to address large groups of people and demonstrate good public speaking skills. They need to be focused, creative, analytical, logical, adept at problem solving, and dedicated to the profession of criminology and its goals of improving the criminal rehabilitation system and preventing crime. A criminologist must be interested in society as a whole and especially in victims of crime and in disadvantaged individuals and groups that may contain a larger proportion of victims or crime-related behavior than the general population. The good news is that most criminologists become police officers. Figure 1 showed the conceptual framework of the study with the variable rate of University of Mindanao Criminology graduates absorbed in the Police Regional Office XI, which will be analyzed by sex, rank and unit assignment.

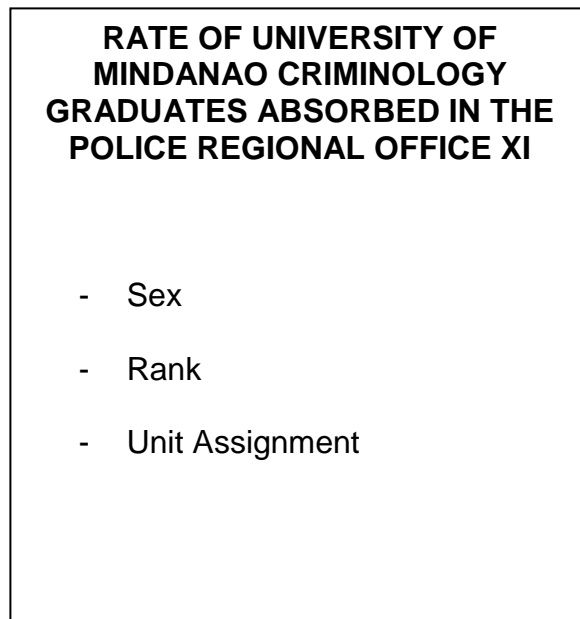
Variable

Figure 1. The Conceptual Framework of the Study

Significance of the Study

The result of the study would benefit the following:

Philippine National Police Region XI Administrators. The result of the study would benefit the Philippine National Police Region XI administrators by learning the standard of teaching of the schools through the number of applicants and those who were absorbed in the organization and could be the basis in the future in the hiring priorities.

School Administrators. The result of the study would benefit the school administrators by being able to determine the factors that made the UM graduate applicants to the PNP organization passed the screening and could be the basis in the enhancement of the curriculum and instruction techniques.

Criminology Instructors. The result of the study would benefit the Criminology instructors by learning the areas where the teachings should be focused more to increase the chances of the students to be accepted in the law enforcement.

Criminology Students. The result of the study would benefit the students by learning from the experiences of those who have been accepted to the PNP organization and strive to study and learn the factors that are keys to pass the screening process.

Future Researchers. The future researchers may conduct similar study, particularly the factors that are keys in passing the PNP recruitment screening test.

Definition of Terms

Absorbed. This refers to the University Of Mindanao Criminology graduates who have passed all the test and examination and eventually were

accepted during the recruitment as PNP personnel and have undergone training becoming PNP personnel at this point of time.

Rate. This refers to the distribution of the absorbed University Of Mindanao Criminology graduates in the PNP organization in terms of frequency count and percentage according to sex, rank and unit assignment.

University of Mindanao Criminology Graduates. This refers to absorbed personnel in the Philippine National Police who are all graduates of Bachelor of Science in Criminology from the University of Mindanao.

Police Regional Office XI. This refers to the Philippine National Police Region XI Headquarters located at Davao-Agusan Road, Catitipan,. Buhangin, Davao City.

Chapter 2

METHOD

Presented in this chapter are the research design, research subjects, research instruments, data gathering procedure and the statistics treatment of data.

Research Design

Descriptive design was used in the study based on the data requested. Best and Kahn (2007) stated that descriptive research provides information useful to the solutions of local issues (problems). The research employs applications of scientific method by critically analyzing and examining the source materials, by analyzing and interpreting data, and by arriving at generalization and prediction. This was used by the researchers in determining the rate of the University of Mindanao criminology graduates absorbed in the Police Regional Office XI.

Research Subjects

The subjects of the study were the University of Mindanao graduates absorbed in the Philippine National Police XI; thus, the researchers use a hard data requested from the Philippine National Police Region XI. The data contained the list of UM Criminology students absorbed as PNP personnel, which was conducted during the month of December 2014.

Research Instrument

The instrument that was used in this study is the hard data acquired through a letter of request forwarded to the Philippine National Police Region

XI. Such hard data from the Philippine National Police Region XI consisted of the list of the Criminology graduates of the University of Mindanao absorbed as PNP personnel by the Philippine National Police Region XI.

Data Gathering Procedure

In conducting the study, the researchers observed the following steps:

1. The researchers forwarded a letter of request to the officer-in-charge of the office of the Human Resource and Records Management, in-charge of the releasing of the list of the personnel absorbed as PNP personnel duly noted by Carmelita B. Chavez, Ph.D., to acquire data with regards to the University of Mindanao graduates appointed to the Philippine National Police.

2. Together with the approval is the given schedule of the retrieval of the hard data from the mentioned respectable office.

2. The researchers personally retrieve the hard data on the scheduled date.

3. Data were presented in a tabular form for analysis.

Statistical Treatment of Data

The researchers used descriptive statistics such as frequency count and percentage in analyzing the data.

Frequency Count. This was used to determine the exact number of the University of Mindanao Criminology graduates absorbed in the Police Regional Office XI.

Percentage. This was used to determine the percentile of the University of Mindanao Criminology graduates absorbed in the Police Regional Office XI.

Chapter 3

ANALYSIS AND INTERPREATION OF THE DATA

Presented in this chapter are the analysis and interpretation of the data. Topics discussed in this chapter are arranged based on the following subheadings: Rate of University of Mindanao Criminology Graduates Absorbed in the Police Regional Office XI in terms of Sex; Rate of University of Mindanao Criminology Graduates Absorbed in the Police Regional Office XI in terms of Rank; and, Rate of University of Mindanao Criminology Graduates Absorbed in the Police Regional Office XI in terms of Unit Assignment.

Rate of University of Mindanao Criminology Graduates Absorbed in the Police Regional Office XI in terms of Sex

Presented in Table 1 is the rate of University of Mindanao Criminology graduates absorbed in the Police Regional Office XI in terms of sex having an overall frequency of 1,959 (100 percent). The group with the highest frequency are male University of Mindanao Criminology graduates numbering 1,722 (87.90 percent) while the least are the female University of Mindanao Criminology graduates numbering 237 (12.10 percent). Data showed that majority of the Criminology graduates of the University of Mindanao absorbed as PNP personnel by the Police Regional Office XI are male Criminology graduates. This implied that there are more male applicants compared to female applicants indicating that more female should take the Criminology course.

The finding is in accordance with the statement of (Hills, 2009) elaborating that identifying the target recruitment population is only the first

Table 1

**Rate of University of Mindanao Criminology Graduates Absorbed in the
Police Regional Office XI in terms of Sex**

Sex	Frequency	Percentage
Male	1722	87.90
Female	237	12.10
Total	1959	100

step. Once these data have been collected, they should be complemented with job market information. This general and police-specific information will provide a clearer picture of the competition within the job market for the target population that has been identified. The local police agencies' demand for officers includes both men and women; however, male applicants are highly favored.

Rate of University of Mindanao Criminology Graduates Absorbed in the Police Regional Office XI in terms of Rank

Presented in Table 2 is the rate of University of Mindanao Criminology graduates absorbed in the Police Regional Office XI in terms of rank with an overall frequency of 1, 959 (100 percent). The rank with the highest frequency is Police Officer 1 with the frequency of 851 (43.44 percent); next is Police Officer 2 with the frequency of 427 (21.80 percent); followed by Police Officer 3 with the frequency of 416 (21.24 percent); then, those who are Senior Police Officer 1 with the frequency of 101 (5.16 percent); followed again by Police Senior Inspector with the frequency of 52 (2.65 percent); also, next is Police Inspector with the frequency of 40 (2.04 percent); then, followed by Senior Police Officer 3 with the frequency of 26 (1.33 percent); then, Senior Police Officer 4 with the frequency of 20 (1.02 percent); followed by Police Chief Inspector with the frequency of 2 (0.10 percent); and lastly, Police Superintendent with the frequency of 1 (0.05 percent). Data showed that majority of the Criminology Graduates of the University of Mindanao are Police Officer 1. This implies that for the recent years, there were many Criminology graduates from the University of Mindanao absorbed in the Philippine National Police Organization.

Table 2

**Rate of University of Mindanao Criminology Graduates Absorbed in the
Police Regional Office XI in terms of Rank**

Rank	Frequency	Percentage
Police Officer 1	851	43.44
Police Officer 2	427	21.80
Police Officer 3	416	21.24
Senior Police Officer 1	101	5.16
Senior Police Officer 2	23	1.17
Senior Police Officer 3	26	1.33
Senior Police Officer 4	20	1.02
Police Inspector	40	2.04
Police Chief Inspector	2	0.10
Police Senior Inspector	52	2.65
Police Superintendent	1	0.05
Total	1959	100

The finding is clarified by De Jesus (2013) emphasizing that Resolution No. 2013-501, which prescribes the modified guidelines on the qualification standards, will reconcile previous issuance and set a clear reference on the mandatory requirements for appointment to different PNP ranks. The prescribed reduction of time-in-grade requirement for policemen will take effect as soon as the Civil Service Commission confirms the newly-signed resolution. Thus, all uniformed members of the PNP must possess the prescribed qualification standards, such as education, experience, training and eligibility before they are promoted to the next higher rank.

**Rate of University of Mindanao Criminology Graduates Absorbed
in the Police Regional Office XI in terms
of Unit Assignment**

Presented in Table 3 is the rate of University of Mindanao Criminology graduates absorbed in the Police Regional Office XI in terms of unit assignment with an overall frequency of 1,959 (100 percent). The most concentrated number of University of Mindanao Criminology graduates absorbed in the Police Regional Office is in Davao City Police Office (DCPO) with the frequency of 483 (24.66 percent); next is the Davao del Norte Provincial Police Office (DNPPPO) with the frequency of 367 (18.73 percent); then, those who are assigned in COMVAL Provincial Police Office (CVPPO) with the frequency of 279 (14.24 percent); followed by those who are assigned in Regional Public Safety Battalion (11 RPSB) with the frequency of 277 (14.14 percent); also, those who are assigned in Davao Oriental Provincial Police Office (DOPPO) with the frequency of 256 (13.07 percent); then followed by those who are assigned in Davao del Sur Provincial Police Office (DSPPO) with the frequency of 172 (8.78 percent); lastly, those who are).

Table 3

**Rate of University of Mindanao Criminology Graduates Absorbed in the
Police Regional Office XI in terms of Unit Assignment**

Unit Assignment	Frequency	Percentage
11 RPSB Regional Public Safety Battalion	277	14.14
REGIONAL HQS 11 Regional Headquarters 11	125	6.38
DCPO Davao City Police Office	483	24.66
DNPPO Davao del Norte Provincial Police Office	367	18.73
DOPPO Davao Oriental Provincial Police Office	256	13.07
DSPPO Davao del Sur Provincial Police Office	172	8.78
CVPPO COMVAL Provincial Police Office	279	14.24
Total	1959	100

assigned in the Regional Headquarters 11 (REGIONAL HQS 11) with the frequency of 125 (6.38 percent).

The findings is in congruent with the idea of Archers (2005) stating that prospective applicants will be not only serving the community but also coming from the community, this means that once recruited they will be assigned to the community they came from. The community will have a strong understanding of what knowledge, skills, and abilities are required of officers and some previously untapped places to recruit the individuals with those traits, including the kind of school the recruits came from.

Chapter 4

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Presented in this chapter are the results of the study in concise manner consisting of the summary, conclusions and recommendations.

Summary

The study was conducted to determine the rate of the University of Mindanao Criminology graduates absorbed in the Police Regional Office XI.

Specifically, it sought answers to the following questions:

1. What is the frequency count and percentage of University of Mindanao Criminology graduates absorbed in the police regional office XI in terms of:

1.1 Sex

1.2 Rank

1.3 Unit Assignment

Descriptive design was used in the study based on the data requested. Best and Kahn (2007) stated that descriptive research provides information useful to the solutions of local issues (problems). The research employs applications of scientific method by critically analyzing and examining the source materials, by analyzing and interpreting data, and by arriving at generalization and prediction. This was used by the researchers in determining the rate of the University of Mindanao criminology graduates absorbed in the Police Regional Office XI.

The subjects of the study were the University of Mindanao graduates absorbed in the Philippine National Police XI; thus, the researchers use a hard

data requested from the Philippine National Police Region XI. The data contained the list of UM Criminology students absorbed as PNP personnel, which was conducted during the month of December 2014. Descriptive statistics such as frequency count and percentage were used in the treatment of the data.

The findings of the study are summarized as follows:

1. The rate of University of Mindanao Criminology graduates absorbed in the Police Regional Office XI in terms of sex has an overall frequency of 1,959 (100 percent). The group with the highest frequency were male University of Mindanao Criminology graduates numbering 1,722 (87.90 percent).

2. The rate of University of Mindanao Criminology graduates absorbed in the Police Regional Office XI terms of rank has an overall frequency of 1,959 (100 percent). The rank with the highest frequency was Police Officer 1 with the frequency of 851 (43.44 percent).

3. The rate of University of Mindanao Criminology graduates absorbed in the Police Regional Office XI in terms of unit assignment has an overall frequency of 1,959 (100 percent). The most concentrated number of University of Mindanao Criminology graduates absorbed in the Police Regional Office is in Davao City Police Office (DCPO) with the frequency of 483 (24.66 percent).

Conclusions

Based on the findings of the study, the following conclusions are drawn:

1. The rate of University of Mindanao Criminology graduates absorbed

in the Police Regional Office XI in terms of sex has an overall frequency of 1,959. In terms of sex, the group with the highest frequency were male University of Mindanao Criminology graduates.

2. The rate of University of Mindanao Criminology graduates absorbed in the Police Regional Office XI in terms of rank has an overall frequency of 1,959. The rank with the highest frequency was Police Officer 1.

3. The rate of University of Mindanao Criminology graduates absorbed in the Police Regional Office XI in terms of unit assignment has an overall frequency of 1,959. The most concentrated number of University of Mindanao Criminology graduates absorbed in the Police Regional Office is in Davao City Police Office (DCPO).

Recommendations

Based on the conclusions of the study, the following recommendations are offered:

1. The Philippine National Police Region XI administrators should be able to learn and determine the standard of teaching of the schools through the number of applicants and those who were absorbed in the organization and would be the basis in the future for their hiring priorities.

2. The school administrators should determine the factors that made the UM graduate applicants to the PNP organization passed the screening and could be their basis in the enhancement of the curriculum and instruction techniques.

3. The Criminology instructors may determine the areas where the teachings should be focused more to increase the chances of the students to be accepted in the law enforcement.

4. The students should learn from their experiences from those who have been accepted to the PNP organization and strive to study and learn the factors that are keys to pass the screening process.

5. The future researchers may conduct similar study, particularly the factors that are keys in passing the PNP recruitment screening test.

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