

## MOTIVATIONAL FACTORS OF NON-CRIMINOLOGY GRADUATES IN JOINING THE PHILIPPINE NATIONAL POLICE

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### ABSTRACT

This study would like to assess the motivational factors of Non-Criminology graduates in joining the Philippine National Police. They agreed that there are internal and external factors that affect their motivation and decision in entering Philippine National Police. There is no significant relationship between the motivation factors in joining PNP and their profile variable with regards to their age, gender, civil status, degree earned and length of years. It is recommended that the job satisfaction of the PNP member with non-criminology degree should be enhanced through assessing the system approach of the PNP management. This is to assess if they are motivated by the different factors to stay in their present workplace.

### INTRODUCTION

In setting realistic goals, consider reasonable timelines to make it happen and learn more about things how to live with the future through bringing all these dreams into certainty with self-motivated passion and perseverance (Laguador, 2013). Joining Philippine National Police is a choice among non-criminology graduates. The Philippine National Police is the national police force of the Republic of the Philippines. The present organization is the result of a merger of the Philippine Constabulary and the Integrated National Police PNP was activated on January 29, 1991. The national headquarters is based at Camp Crame in Quezon City. It has strength of 140,000 police officers. The passage into law on December 13, 1990 of Republic Act No. 6975 entitled “An Act Establishing the Philippine National Police under a reorganized Department of the Interior and Local Government and Other Purposes” ended the existence of the Philippine Constabulary and the Integrated National Police and gave way to the creation of the Philippine National Police, police force that is national in scope and civilian in character. It is administered and controlled by the National Police Commission (Felipe, 2006).

The PNP enforces the law, prevent and control crimes, maintain peace and order, and ensure public safety and internal security with the active support of the community. The Philippine National Police (PNP) is envisioned to evolve into a highly-professional, dynamic and

motivated organization working in partnership with a responsive community towards the attainment of a safe place to live, work, invest and do business. The PNP is given authority and responsibility to enforce the law. There are concerns to pursuing this mandates. There is usually discretion in enforcing the law. There has long been a conflict in law enforcement between enforcing the letter of the law and the spirit of the law. Should an officer enforce every little violation of the law he sees, or should his time be spent dealing with the crimes that society truly wants punished? This gray area is where the concept of police discretion comes in (Nalzaro, 2007). However, not all PNP members took up criminology course to become a uniformed PNP personnel, it takes a lot more of motivation to gather courage to join the PNP force. Motivation is the force that initiates, guides and maintains goal-oriented behaviors. It is what causes us to take action, whether to grab a snack to reduce hunger or enroll in college to earn a degree. The forces that lie beneath motivation can be biological, social, emotional or cognitive in nature.

## **OBJECTIVES OF THE STUDY**

This study assessed the motivational factors of Non-Criminology graduates in joining Philippine National Police. It tackled the profile of the non-criminology graduates in terms of age, gender, civil status, degree and length of years in service as PNP member; their motivation factors in joining PNP in terms of internal and external factors; to assess the significant relationship between the profile of the respondents and their motivational factors in joining PNP.

## **METHOD**

### **Research Design**

The researchers used of descriptive method of research in order to determine the needed information regarding the motivational factors of non-criminology graduates in joining Philippine National Police.

Descriptive method is defined as the general procedure employed in the study that has, for its chief purpose the description of the phenomena, Furthermore, the method will be large value in providing the facts on which scientific judgments are in answering this problem (Calderon, 2011). Descriptive research involves collecting of data to answer questions concerning an analysis in the impact of police discretion to compliance to police operating procedure in the province of Batangas. Descriptive method is typically collected through a survey questionnaire, an interview or observation. The researchers, therefore, strongly believe that this study can be well determined by this method of research for it relates and refers to the present situation.

### **Participants**

The participants of the study were 50 PNP members who were not criminology graduate with the following criteria: must be PNP member with minimum length of years of experience of 1 year, assigned in Batangas City Police Station during the conduct of the study.

### **Instruments**

The instrument of the study was a self –made questionnaire based on the motivation theory. The first part of the questionnaire composed of profile of the respondents with regards to

their age, gender, civil status, degree and length of years of service as PNP member. Their motivational factor is divided into two factors which is internal and external factors.

## Procedure

The researchers read several books, articles, and related empirical studies to collect and absorb data relevant to the present study. The researchers serve a self-made questionnaire to the respondents at the same time explained the directions and answered the queries of respondents regarding the content of questionnaires. The researchers gave the respondents ample time to answer the questionnaire. After these, all the data gathered were submitted to the statistician for computation.

## Data Analysis

The use of statistical techniques is effective way of analyzing the data gathered. The data were gathered and treated statistically using various statistical tools. The researchers used the following statistical treatment: Frequency and Percentage Distribution for profile of the respondents and weighted mean for the motivational factors of the respondents in joining PNP.

## RESULTS AND DISCUSSION

**Table 1. Profile of the Respondents (N=50)**

Profile	Frequency	Percentage
Age		
21 - 29 years old	32	64
30 – 39 years old	11	22
40 – 49 years old	6	12
50 – 59 years old	1	2
Gender		
Male	46	92
Female	4	8
Civil Status		
Single	33	66
Married	17	34
Degree		
Medical and Allied Courses/Graduate	18	36
Education Courses/Graduate	8	16
Management Courses/Graduate	11	22
Computer/IT Professional/Graduate	10	20
Engineering Courses/Graduate	2	4
Tourism and Hospitality Graduate	1	2
Length of years in Service		
1 – 3 years	34	68
4 – 6 years	4	8
7 – 9 years	5	10
10 years and above	7	14

Based on the results, the profile age shows that majority of the respondents were 21-29 years old with frequency of 32 or 64 percent while 30 – 39 years old got the frequency of 11 or 22

percent and 40 – 49 years old got the frequency of 6 or 12 percent and lastly 1 respondent belongs to age bracket of 50-59 years old. Personal profile of the respondents plays a significant role in motivational factors of the police officer to choose other career or stay in their workplace. Age is associated with decline in the efficiency of police at work. Older workers is said to be more motivated than their younger counterpart with the way their needs were being met in the factors most important to them. Age was also determined to be an important factor in level of skill development. Significantly more people in the pre-retirement age group participated in advanced programs and were more motivated to escape physical pressures and to challenge themselves. Significantly more people in the old age group participated in beginner programs and were motivated to meet new people and to be physically active (Attarran & Attarran, 2008).

The profile gender shows that majority of the PNP members were males which got the frequency of 46 or 92 percent while females got the frequency of 4 or 8 percent. Males outnumber females because police work is appealing to males than females. And since police work needs stronger species because police officers protect lives and property. Detectives and criminal investigators, who sometimes are called agents or special agents, gather facts and collect evidence of possible crimes. Law enforcement officers' duties depend on the size and type of their organizations (Baldwin et al, 2007). Their civil status shows that majority of the respondents were singles which got the frequency of 33 or 66 percent while married got the frequency of 17 or 34 percent. Considering an employee's marital status or age also should be considered when looking for motivational factors. For example, a young, single employee may not place much value on health insurance as a benefit, while an employee with a family may think it's an excellent benefit, and thus a motivation to work harder to provide this for the family. However, single employees were more capable to work seriously without other out-of-work problems like children, partner and family (Barney, 2006). The results also shows that with their degree earned, majority were medical and allied courses/graduate which got the highest frequency of 18 or 36 percent followed by management courses/graduate with frequency of 11 or 22 percent and computer/IT professionals/graduate with frequency of 10 or 20 percent, education courses got the frequency of 8, engineering courses with frequency of 2 and lastly tourism and hospitality with frequency of 1. The length of years in service shows that majority were working as PNP member for 1-3 years with frequency of 34 or 68 percent followed by 10 years and above with frequency of 7 or 14 percent and 7-9 years with frequency of 5 or 10 percent and 4-6 years with frequency of 4 or 8 percent.

This means that they have been in the service for couple of years and they are used to the kind of environment that the police or law enforcer are concerned. The length of years in service shows a significant role in analysis of how police can be able to be competent in dealing with law enforcement (Barney, 2006).

Table 2 shows the motivational factors of the respondents in joining Philippine National Police in terms of Internal Factors. It obtained the composite mean of 3.43 and verbal interpretation of agree. The result implies that they are feel satisfied of being able to help other people which got the highest weighted mean of 3.80 followed by they enjoy the nature of being a police officer and member of the PNP with weighted mean of 3.74 and they are curious on how to handle criminal cases, criminal behavior and juvenile delinquents with weighted mean of 3.64 and all were verbally interpreted as strongly agree.

**Table 2. Motivational Factors in Joining Philippine National Police in terms of Internal Factors**

<b>Internal Factors</b>	<b>WM</b>	<b>VI</b>	<b>Rank</b>
It was really my dream or ambition since childhood	2.84	Agree	10
I found police job very demanding	3.36	Agree	7
I found police job challenging and interesting	3.54	Strongly Agree	4
I feel secure physically and emotionally	3.34	Agree	8
I want to develop my self-confidence	3.52	Strongly Agree	5
I have passion in serving my country and fellowmen	3.50	Strongly Agree	6
I am fond on handling and using firearms	2.98	Agree	9
I enjoy the nature of being a police officer and member of the PNP	3.74	Strongly Agree	2
I am curious on how to handle criminal cases, criminal behavior and juvenile delinquents	3.64	Strongly Agree	3
I feel satisfied of being able to help other people	3.80	Strongly Agree	1
<b>Composite Mean</b>	<b>3.43</b>	<b>Agree</b>	

While they feel secure physically and emotionally with weighted mean of 3.34 and ranked 8, they are also found on handling and using firearms with weighted mean of 2.98 and ranked 9 and the least is their was really their dream or ambition since childhood with weighted mean of 2.84 with verbal interpretation of agree. When people are intrinsically motivated, they experience interest and enjoyment they feel competent and self-determining, they perceive the locus of causality for their behavior to be internal, and in some instances, they experience flow. Internal motivation refers to motivation that comes from inside an individual rather than from any external or outside rewards, such as money or grades. The motivation comes from the pleasure one gets from the task itself or from the sense of satisfaction in completing or even working on a task. Internal motivation does not mean, however, that a person will not seek rewards. It just means that such external rewards are not enough to keep a person motivated (Arnold et al., 2009). Identifying the level of interest of the students as motivational factor to pursue a certain program of study may help explain the succeeding behaviour on developing the positive or negative attitude of the students as related with their academic life (Ramirez & Dizon, 2014). There are nine strategies for promoting police motivation : to set the optimally challenging goals, strategic planning, goal identification, intention, analysis of threats, self and work-cultured change, support from coworkers, participative management and self-critical reflection (Baldwin, et al., 2007).

Table 3 shows the motivational factors of the respondents in joining Philippine National Police in terms of External Factors. It obtained the composite mean of 3.35 and verbal interpretation of agree. It revealed that the respondents is looking for future career opportunities as PNP member or higher rank in PNP organization which got the highest weighted mean of 3.58 and There is recognition of the society for function as PNP member with weighted mean of 3.54 and verbal interpreted as strongly agree. While in rank 3, the respondents is fell secure in terms of the tenure security in PNP profession and got the weighted mean of 3.48 and verbal interpreted as agree.

**Table 3. Motivational Factors in Joining Philippine National Police in terms of External Factors (N=50)**

<b>Internal Factors</b>	<b>WM</b>	<b>VI</b>	<b>Rank</b>
The amount of wages, salary, benefits are attractive and fulfilling	3.16	Agree	9
There is ample opportunities for advancement in terms of skills	3.38	Agree	5
There is a prestige in becoming a member of PNP organization	3.36	Agree	6
There is security of tenure in the PNP profession	3.48	Agree	3
There is future career opportunities as PNP member or higher rank in PNP organization	3.58	Strongly Agree	1
The support of top management and other institution such as DILG, BFP and BJMP	3.34	Agree	7
I was influenced by my family and relatives who are in the PNP service	3.02	Agree	10
There are mentoring programs from other institution such as DILG, BFP and BJMP for enhanced career function	3.24	Agree	8
There is recognition of the society for function as PNP member	3.54	Strongly Agree	2
Availability of job promotion and compensation opportunity	3.42	Agree	4
<b>Composite Mean</b>	<b>3.35</b>	<b>Agree</b>	

Among low value, the respondents looking forward for mentoring programs from other institution such as DILG, BFP and BJMP for enhanced career function and got the weighted mean of 3.24 and ranked 8, The amount of wages, salary, benefits are attractive and fulfilling with weighted mean of 3.16 and ranked 9, and lastly in rank 10 is There was influenced by their family and relatives who are in the PNP service with weighted mean of 3.02. Harmonious environment of workplace is one of the identified motivational factors of the respondents. Furthermore, According to Kingma (2006) Job satisfaction is a multifaceted and intricate social phenomenon, which can have both negative and positive and negative benefits for nursing professionals. There are many reasons why police leaves their work place, to achieve a better quality of life, engage in professional development, attain additional skills and education, secure a better income, meet family responsibilities such as providing for children, or to enjoy the enrichment of becoming a member of a community. Although employees differ on how they rank these factors, they overwhelmingly selected “good wages” as the top motivator. A good wage is an extrinsic reward with intrinsic potency. On the surface “good wages” seem to be purely extrinsic. Yet, at a deeper level, monetary rewards communicate what the company values and affect employees’ emotional and familial wellbeing.

They’re training and skills are also provided with proper and reasonable wages. Their opinion for the improvement and enhancement of the management of workplace were respected by the significant authorities and also they were given opportunities to attend different seminars and out of town conferences to gain knowledge regarding their profession. It is also well explain that the safety and serenity of the workplace is guaranteed to make employees stay in one organization (Bredillet, 2004). According to Foster (2004) that states that work conditions and roles that promote job satisfaction will be necessary to hire and retain a workforce for disseminated intervention. Indeed, low job satisfaction is associated with burnout and job loss among human service workers and helping professionals. The lack of a

caring environment or recognition for work done, inadequate staffing levels and unsatisfactory promotion systems were additional factors in the decision to leave. A positive work environment may be one of the most powerful, yet overlooked.

**Table 4. Relationship between Motivation Factors in Joining Philippine National Police and Profile Variables**

Profile	eta <sup>2</sup>	p-value	VI	eta <sup>2</sup>	p-value	VI
Age	.073	.321	NS	.036	.635	NS
Gender	.002	.756	NS	.014	.413	NS
Civil Status	.034	.200	NS	.025	.273	NS
Degree Earned	.205	.064	NS	.208	.060	NS
Length of Years	.053	.470	NS	.028	.721	NS

Based on the result of the table 4, it shows that there is negligible association and all p-values were greater than 0.05 level of significance, therefore the null hypothesis is accepted. It implies that there is no significant relationship exists between motivational factors in joining PNP and their profile variable. The personal profile of a person has a great impact in the profession they have. In terms of age, older workers have long been thought of as more productive, loyal and client friendly than their younger counterparts, but the over-50s may be even more cost effective than is generally believed. At the same time, it found older workers were more motivated to exceed expectations on the job than younger workers. Older workers are more motivated to exceed expectations than younger workers. Motivation, it argued, was highly correlated with engagement, and both engagement and motivation often increased with age (Baron & Kreps, 2009). In law enforcement, although it does not required gender, there is a pay gap existing between men and woman. Furthermore, the males learn toward a higher satisfaction with salary/pay than females and females having a higher satisfaction rating with co-workers than males. Women were ranked higher than men based on their social needs with men rating pay higher than women (Foster, 2004).

The civil status is also considered. The married employee, with a family, has a great motivation to work harder than the single employee. In a good employment, there are nine strategies for promoting police motivation: to set the optionally challenging goals, strategic planning, goal identification, intention, analysis of treats, self and work cultured change, support from co workers, participative management and self critical reflection. Income can be a motivating force for personnel if current progress must increase in effectiveness and efficiency to remain, if decentralization and staff involvement provide an increased sense of responsibility and satisfaction and if merit increases, promotions and bonuses are tied or linked to budgetary performance. A top motivator is valued and much known by the salary they are earning (Baron and Kreps, 2009). The degree earned by the respondents does not affect their motivation in joining PNP. They joined the PNP due to their motivation only and that is why whatever degree they took first and once they decided to join the force then they will just need to comply with the NAPOLCOM regarding their requirements. Length of years does not affect their perception regarding their motivation in joining the PNP. They have been in police law enforcement and that will not define their motivation.

## CONCLUSIONS

Majority of the respondents were within adult age of 21-29 years old, single male, with degree in medical and allied courses and has been working as law enforcers within 1-3 years. They agreed that there are internal and external factors that affect their motivation and

decision in entering Philippine National Police. There is no significant relationship between the motivation factors in joining PNP and their profile variable with regards to their age, gender, civil status, degree earned and length of years in service. The degree earned by the respondents does not affect their motivation in joining PNP. They joined the PNP due to their motivation only and that is why whatever degree they took first and once they decided to join the force then they will just need to comply with the NAPOLCOM regarding their requirements. Length of years does not affect their perception regarding their motivation in joining the PNP. They have been in police law enforcement and that will not define their motivation.

## RECOMMENDATIONS

It is recommended that the job satisfaction of the PNP member with non-criminology degree should be enhanced through assessing the system approach of the PNP management. To provide an up to date knowledge of the PNP members with non-criminology degree on the law enforcement, it is recommended that the PNP should hold an annual or monthly seminars on advancement in law enforcement. This can motivate the PNP members to retain since they are allowed to a higher learning without major alterations in their daily activities. There should have a Team Building seminar to enclose the in depth relationship of the employees. Having a wonderful relationship with co-workers can be a motivational cause for the PNP members to retain in their present work. The result of this study may used as basis to intensify the effort made by the college during enrollment campaign to attract criminology enrollees. A prospect study is recommended in order to assess the motivational factors and level of satisfaction of the PNP members with non-criminology degree in their workplace. This is to assess if they are motivated by the different factors to stay in their present workplace.

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