



COMPLIANCE WITH THE CODE OF CONDUCT AND ETHICAL STANDARDS BY MANILA INTERNATIONAL AIRPORT AUTHORITY POLICE DEPARTMENT PERSONNEL: BASIS FOR CAPACITY BUILDING PROGRAM

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Article DOI: <https://doi.org/10.36713/epra14797>
DOI No: 10.36713/epra14797

ABSTRACT

This study investigates how closely the Airport Police Department at the Manila International Airport Authority abides by its set codes of ethics. These guidelines are essential for directing the actions, judgments, and professional relationships of Airport Police Department personnel, ensuring that they carry out their jobs with the utmost integrity, transparency, and accountability. Specifically, it aims to assess the level of compliance with the Code of Ethics and conduct by Manila International Airport Police in terms of Standard Procedure and Instructions on Professionalism, Political Neutrality, Responsiveness to Exigencies and Urgent Necessities, Training, and Values Formation. The descriptive methods of research involving the collection, tabulation, analysis, and interpretation of data were used by the respondents to assess the main objectives of this research. Hence, it found out that the level of compliance with the Code of Conduct and Ethical Standards in terms of responsiveness to emergencies, and urgent needs was fully complied with, while it was only complied with in terms of political neutrality, standard procedure and instructions on professionalism, and training and values formation. However, there are some problems that arose in this study where the Airport Police Department faces challenges in adhering to procedures, demonstrating professionalism, and providing access to information, and coupled with instances of arbitrary actions that neglect individuals' rights and interests. The issues highlight the need for targeted interventions to improve compliance, transparency, accountability, emergency preparedness, and employee development, fostering a culture of professionalism and integrity.

KEYWORDS: *Code of Conduct and Ethical Standards, Professionalism, Political Neutrality, Values Formation, Capacity Building Program*

INTRODUCTION

Airports play a crucial role in attracting foreign and local visitors, reflecting the country's culture and values. The Manila International Airport known as Ninoy Aquino International Airport is one of the portals coming in to and from the Philippines. It is the ground where notable traditions of hospitality can be felt by strangers once they land in the country and an avenue where the citizenry can display their warmth to visitors. Thus, it is essential for the members of the Airport Police Department to preserve high ethical standards because they play a critical position in preserving safety, order, and security within the airport grounds. This research emphasizes the importance of these moral principles and the code of conduct in building a work environment that values integrity, professionalism, and regard for the rights and dignity of every person.

In particular, the primary concern of our organic and non-organic visitors is the nation's peace and order situation. Thus, law enforcers duly tasked with maintaining orderliness must be clothed with special warfare skills, security awareness, and most of all, appropriate conduct. They shall practice the highest degree

of ethical standards, as constituted under the Code of Conduct for government employees and officials, in consonance with an established regulation embodied in the manual of the Authority.

The Airport Police Department (APD) is mandated to secure the airport and enforce rules and regulations promulgated by the Manila International Airport Authority (MIAA). The additional responsibility of this department is to supervise all operations relating to general security and the peace and order of the authority's premises, which are primarily lodged in the authority and exercised through its Airport Security Center (ASC), created under Executive Order No. 125. To strengthen previous issuances, Administrative Order No. 151 was enacted on May 28, 2006, "to affirm the authority of the Manila International Airport's overall operations on the premises of the Ninoy Aquino International Airport."

Presently, the Manila International Airport Authority Police Department, or MIAA-PD, is under the direct control and supervision of the Manila International Airport Authority through the General Manager and is under the umbrella of the Assistant



General Manager for Security and Emergency Services, or AGMSES, consisting of strong and unified personnel. The AGMSES organizational structure has three equal-level departments: the Intelligence and Access Management Department, the Emergency Services Department, and the Airport Police Department.

The APD is the appropriate authority for the enforcement of laws, rules, and regulations at the airport. It is the largest among the departments under the direct control and supervision of the Assistant General Manager for Security and Emergency Services (AGMSES) of the MIA Authority. It has five (5) divisions with other sections and operating units deployed at different terminals, whose primary responsibility is to provide public safety and maintain law and order within the jurisdiction of Manila International Airport. Also, APD performs various tasks to provide security at the airport site and safety for airport buildings. This includes traffic management for vehicles traveling and parking on airport territory and patrol of the airport's runways, tarmac, and parked aircraft. Foot patrols are used to ensure the safety of airport buildings in public transit areas and airline offices to maintain order and public safety. APD patrols ensure the closure of areas at risk in the event of parcel bombs or suspects.

In addition, APD personnel also provide other airport-related security functions. They perform daily inspections and monitor compliance with rules and regulations, identifying and eliminating acts, attitudes, and conditions that are hazardous. They investigate airport accidents and incidents and coordinate and implement the systems and safety procedures. The APD also coordinates its efforts with other law enforcement authorities to ensure the safety of the airport and to avert attempts to conspire complex criminal acts, including drug trafficking, terrorism, smuggling, and other related crimes.

The Airport Police Code of Ethics and Integrity are essential aspects of the law enforcement system that support efficient crime control practices. A combination of laws, training, and standards helps police officers maintain ethical behavior while on duty. Holding a position of authority requires police professionals to adhere to the strictest code of ethical standards to avoid controversy or abuse of power. It should be upheld that the code of ethical standards governing actions and measures by an employee must be complied with to attain the effective perpetuation of basic deliverable aviation services. Thus, defeating abuse of power and authority, excessive use of aviation control, and the command and flaunting of iniquitous activity relative to job performances that affect office and management credibility

Since its operational activation, it has been observed continuously and pragmatically studied in principles that several personnel, isolated or approached cases, are not in compliance with the supposed Code of Ethical Standards that an employee should

possess. Verily, apathetic perceptions of those personnel involved in the maintenance of law enforcement and security protocols at our level are being considerably pinpointed. It is neither unaware of the specific dictum of the Code nor just too lethargic to perform its official tasks and responsibilities at its prime level.

Based on the record, the bulk of administrative cases were filed against some APD personnel before the Special Investigation Committee on Police Matters, or SICOP, in violation of the Code of Ethical Conduct and Discipline, which, to name a few, are as follows: Conduct Unbecoming Prejudicial to the Best Interest of the Office and Service, Absenteeism, and Simple to Grave Misconduct. Thus, it is foreseen that mechanisms and measures will be necessary to address the current problem.

The study's objective is to evaluate APD's compliance with the Code of Conduct and Ethical Standards in fostering adherence to moral principles by looking into the existing policies, training programs, and supervision mechanisms within the Police Department. This underlines the significance of compliance in fostering the professional growth of airport police officers as well as in fostering public confidence in the legal system. The research also emphasizes the necessity of a capacity-building program to address any gaps or difficulties in compliance with the Code of Conduct, and this program should be based on the study's findings. The goal of the capacity-building program is to build the ethical foundation of APD employees by giving them the knowledge and skills they need to negotiate difficult ethical situations and come to conclusions that are consistent with both their professional standards and the principles of justice and honesty.

LITERATURE REVIEW

The literature collectively underscores the importance of organizational culture, rigorous recruitment, and ethical guidelines in shaping police conduct. Baker and Carter (2017) and Chambers (2016) both highlight the critical role of the internal environment of a police department in influencing officer behavior, emphasizing the necessity of a robust recruitment process and acknowledging the challenges posed by factors like temptation and decentralization. This perspective is echoed by Graycar and Prenzler (2014), who advocate for fostering a strong culture of integrity within police organizations. Similarly, the Nolan Theory, supplemented by Jackson and Fellows (2015), provides a comprehensive framework of policing principles, emphasizing the importance of upholding professional behavior standards. These perspectives align with the present study's focus on internal culture and ethical standards at the Manila International Airport Authority Police Department.

The literature also highlights the international scope of police conduct issues, with Newburn (2015) discussing corruption and integrity challenges in British policing. Hermon (2015) underscores the importance of a Code of Ethics in guiding police



behavior, a sentiment echoed by Palma (2017) and the 2016 Code of Conduct and Ethical Standards of PRA (PEA) Officials and Employees, which both highlight the necessity of ethical behavior and accountability in maintaining public trust. Peel (2014) provides foundational principles for effective policing, emphasizing adherence to standards and the importance of public trust. Toledo (2015) extends this discussion to the broader context of governance, highlighting the critical role of ethics and accountability.

Butler and Rigor (2017) and Klockars (2016) both address the challenges and shortcomings in police training regarding corruption and ethics, emphasizing the need for comprehensive and resonant training programs. Butler and Rigor highlight a historical lack of focus on corruption in police training, noting that when it is addressed, it's often done ineffectively. Klockars reflects on the UK's aviation security reports, underscoring the inconsistency and lack of thorough training on integrity and anti-corruption across police forces. Dotson (2015) and Treston (2014) stress the importance of robust external accountability systems and the dissemination of information about misconduct, arguing that these are crucial components of corruption control and public trust.

Magboo (2017) touches on the broader issue of ethics and accountability in the Philippine government, acknowledging existing challenges while maintaining an optimistic outlook for improvement. Drilon (2015) provides a specific context for aviation security in the Philippines, clarifying the operational control and responsibilities of the PNP Aviation Security Unit and the Airport Security Centre. Salazar (2014) concludes by emphasizing the critical nature of ethical thinking and action in law enforcement, distinguishing between personal values and professional ethics, and highlighting the dynamic nature of societal definitions of right and wrong. Overall, this literature collectively underscores the need for comprehensive ethics training, robust accountability mechanisms, and clear definitions of responsibility and authority in law enforcement, particularly in aviation security contexts.

OBJECTIVES OF THE STUDY

The present study aimed to assess the level of compliance with the Code of Ethics and Conduct by Manila International Airport Police to serve basis for capacity-building program. Specifically, this study sought answers to the following questions:

1. How do the three groups of respondents assess the level of compliance to Code of Ethics and conduct by Manila International Airport Police in terms of:
 - 1.1 Standard Procedure and Instructions on Professionalism
 - 1.2 Political Neutrality
 - 1.3 Responsiveness to Exigencies and Urgent Necessities
 - 1.4 Trainings and Values Formation

2. Is there any significant difference in the assessments of the three groups of respondents on the level of compliance to the Code of Ethics and good conduct by Manila International Airport Police in terms of the aforesaid variables?
3. What are the problems encountered in complying with the Code of Ethics and Conduct by Manila International Airport Police?
4. Based on the findings, what capacity-building program can be proposed to enhance the APD's level of compliance with the Code of Ethics and Conduct?

METHODOLOGY

Research Design

The research design employed a quantitative approach to retrospectively investigate the level of compliance with the Code of Conduct and Ethical Standards by Manila International Airport Authority Police Department personnel. Surveys were distributed to gather numerical data on adherence to standard procedures, political neutrality, responsiveness, training, and value formation. Statistical analyses were conducted to compare reported compliance rates across different operational areas within the department. This method was chosen to provide an objective basis for the development of a capacity-building program aimed at addressing identified gaps in ethical compliance (Fowler, 2013; Trochim & Donnelly, 2006).

Research Method

The research method employed was a descriptive survey, which systematically gauged the compliance of the Manila International Airport Authority Police Department personnel with the Code of Conduct and Ethical Standards. This method facilitated the collection of quantifiable information that could be statistically analyzed to understand the prevailing attitudes and behaviors of APD personnel concerning ethical standards (Kothari, 2004). Data collected through the survey provided a snapshot of current practices against the benchmarks set by the Code of Conduct, enabling a targeted approach to capacity building based on the empirical evidence gathered (Creswell, 2014).

Further, as mentioned by Brown (2015), descriptive methods of research are the purposeful process of gathering, analyzing, clarifying, tabulating, and effecting relationships, and then making adequate and accurate interpretations about data with or without the aid of statistical methods. It also includes studies that seek to present facts concerning the status of anything a group of persons, acts, conditions, or any other phenomenon. The descriptive method is more appropriately used in this study considering that it involved the collection of the assessments of respondents' compliance with the Manila International Airport Police Department's Code of Ethics and good conduct, problems encountered, and corresponding measures to address the same.



Population of the Study

The population of the study encompassed three key respondent groups within the Manila International Airport Authority: MIAA Police personnel, the Airport Ground Manpower Service Enterprises (AGMSES), and the Philippine National Police Aviation Security Group (PNP AVSEGROU), totaling 681 individuals. Using Slovin's formula with a 5% margin of error, the calculated sample size amounted to 250 participants. This was distributed proportionally across the three groups: 184 from the MIAA Police, which constituted 73.6% of the sample, reflecting their majority within the population; 8 from AGMSES, making up 3.2%; and 58 from PNP AVSEGROU, accounting for 23.2% of the sample. This stratified sampling technique ensured that each subgroup within the population was adequately represented, allowing for a comprehensive assessment of compliance levels across different facets of the airport authority (Israel, 1992).

Data Gathering Tools

This study used a structured survey questionnaire, divided into two main parts, to systematically capture the necessary information. The first part of the questionnaire aimed to assess the level of compliance with the Code of Ethics and good conduct by the Manila International Airport Police. It included items focused on standard procedure and instructions on professionalism, political neutrality, responsiveness to emergencies and urgent needs, and training and value formation. These aspects were evaluated using a four-point rating scale with numerical rankings assigned as follows: 4 for "fully satisfied" (3.50–4.00 range), 3 for "compliant" (2.50–3.49), 2 for "less satisfied" (1.50–2.49), and 1 for "not satisfied" (1.00–1.49). This scale enabled respondents to quantify the extent of compliance within each domain.

The second part of the questionnaire solicited information on the problems encountered in achieving compliance in the same areas. Respondents were asked to identify issues and provide insights into the potential measures that could be taken to address these challenges. The four-point scale provided a consistent metric for initial evaluation and analysis, allowing for a nuanced understanding of the levels of compliance and the nature of the problems encountered, as well as contributing to the development of strategies for improvement (Allen & Seaman, 2007).

Data Gathering Procedures

The study first undertook a thorough validation procedure to guarantee the validity and reliability of the research instrument. A series of validities were conducted on the survey questionnaire to determine its face, construct, and content validity. Expert opinion was used to establish face validity, which verified that the survey was appropriate for evaluating Code of Conduct and Ethical Standards compliance at first glance. While content validity entailed a thorough assessment by subject matter experts to ensure thorough coverage of the Code of Conduct and Ethical Standard components, construct validity was established by matching each survey item with the theoretical constructs it was

intended to measure. In order to create a reliable instrument that could precisely capture the complex viewpoints of respondents, a triangulated approach to validation was essential (Litwin, 1995).

In order to preserve moral principles and corporate collaboration, the distribution strategy for the survey thereafter required a comprehensive administrative clearance procedure. Written requests were sent to the appropriate offices within the Manila International Airport Authority, the Office of the General Manager, and the Office of the Assistant General Manager for Security and Emergency Services in order to get official authorization. A polite call to the general manager helped people comprehend and support the research project even more. A high response rate and the integrity of the data, which were essential for the study's analytical phase, were highlighted during the diligent recovery of completed survey questionnaires (Fowler, 2013).

Ethical Considerations

In accordance with ethical guidelines, the study made sure that all participants gave their informed consent after being fully informed of the study's goals and their right to confidentiality and anonymity. To reduce the possibility of participant identification, all data processing and gathering adhered closely to privacy rules, and no personally identifying information was collected. Every response was handled with confidentiality and utilized just for this study's objectives. These steps were taken in accordance with accepted ethical standards, such as those set forth by the American Psychological Association, in order to uphold the validity of the research process and safeguard the respondents' rights and welfare. Further, it ensured participants were informed about potential risks, benefits, and possible harms. The study maintained confidentiality and provided contact information for questions or withdrawal. Ethical conduct was observed throughout the research, respecting participants' privacy and autonomy. Participants were informed about the study's purpose, potential benefits, and their rights, and their data was securely stored. (American Psychological Association, 2020).

RESULTS AND DISCUSSIONS

1. *Level of Compliance with the Code of Conduct and Ethical Standards by Manila International Airport Authority Police Department personnel* in terms of Standard Procedure and Instructions on Professionalism, Political Neutrality, Responsiveness to Exigencies and Urgent Necessities, and Training and Value Formations.

Table 1. Mean Distribution on compliance with the Code of Conduct and Ethical Standards in terms of Standard Procedure and Instructions on Professionalism

The assessments on the level of compliance with the code of conduct and ethical standards in terms of standard procedure and instructions on professionalism. The overall mean of the three groups of respondents for the compliance level is 3.38, interpreted



as complied. Both the overall weighted mean of MIAA Police and PNP AVSEGROUP were also interpreted as complied, as can also be seen in almost all indicators stated. For the AGMSES, all indicators were interpreted as complied, which leads to its overall

mean of 3.33. The three groups agreed on the indicator that the employee never tried to withhold information that was public in nature, as shown by the mean interpretation of complied.

Indicator	MIAA Police		AGMSES		PNP AVSEGROUP		Total	
	X	V.I.	x	V.I.	X	V.I.	X	V.I.
1. Employees provide access to information in accordance with the law.	3.49	C	3.47	C	3.48	C	3.48	C
2. Employees do not withhold information that is public in nature.	2.49	LC	2.49	LC	2.49	LC	2.49	LC
3. Employees undertake appropriate measures to protect the safety and confidentiality of information which she/he acquires in the performance of his/her duties.	3.95	FC	3.68	C	3.89	FC	3.84	FC
4. Act impartially, professionally, constructively, and efficiently, showing interest and patience.	3.90	FC	3.65	C	3.50	FC	3.68	FC
5. Executives ensure that the employees perform their duties with due diligence and accountability and in accordance with the policies of the department.	3.42	C	3.35	C	3.48	C	3.42	C
Overall Mean	3.45	C	3.33	C	3.37	C	3.38	C

Legend: Verbal Interpretation (V.I.) of the computed weighted mean (x):
 3.50 – 4.00 = Fully Complied (FC) 1.50 – 2.49 = Less Complied (LC)
 2.50 - 3.49 = Complied (C) 1.00 – 1.49 = Not Complied (NC)

The data indicates a general compliance with the Code of Conduct and Ethical Standards. However, there is a notable discrepancy in indicator 2, "Employee do not withhold information which is public in nature," which uniformly scored in the 'Less Complied' (LC) range across all groups, suggesting a systemic issue in transparency and public information dissemination. This area of concern is critical when viewed in the context of the literature, which emphasizes the necessity of clear, well-defined ethical guidelines and a Code of Conduct for maintaining public trust (Hermon, 2015; Palma, 2017; PRA, 2016). Also, the high compliance scores on indicators related to the protection of information and professional behavior demonstrate that where the guidelines are explicit, adherence is robust, reinforcing the literature's argument for the pivotal role such documents play in guiding police behavior and fostering public confidence.

Table 2. Mean Distribution on compliance with the Code of Conduct and Ethical Standards in terms of Political Neutrality

Table 2 presents the overall mean of 3.49 with verbal interpretation as completed. There are some indicators that only say complied. Specifically, the AGMSES overall mean of 3.37 was interpreted as complied. The MIAA Police assessments on all indicators were all fully complied, with an overall mean of 3.62. The indicator "Perform duties in accordance with the public interest and not of their personal, group, or political parties" got the lowest weighted mean from the three groups with 3.39 and was interpreted as complied.



Indicator	MIAA Police		AGMSES		PNP - AVSEGROUP		Total	
	X	V.I.	X	V.I.	X	V.I.	X	V.I.
1. Employees treat with respect and courtesy elected and appointed representatives of local authorities.	3.82	FC	3.75	FC	3.52	FC	3.70	FC
2. Perform duties in accordance with the public interest and not of their personal, group or political parties.	3.69	FC	3.00	C	3.48	C	3.39	C
3. Employees do not act arbitrarily and to the detriment of any individual, group of individuals, or legal entity and always show due regard for their rights, obligations, and legitimate interests.	3.70	FC	3.63	FC	3.55	FC	3.63	FC
4. Employees do not abide by his political beliefs nor follow political guidance.	3.56	FC	3.25	C	3.59	FC	3.47	C
5. Employees do not discriminate against or treat unfairly any individual based on their personal, social standing and origin, birth, religion, political parties, etc.	3.33	C	3.23	C	3.25	C	3.27	C
Overall Mean	3.62	FC	3.37	C	3.48	C	3.49	C

These results underscore an organizational culture within these security entities that largely upholds integrity and professional standards, resonating with the literature's emphasis on the importance of such a culture in ethical police behavior (Baker & Carter, 2017; Chambers, 2016; Graycar & Prenzler, 2014). The convergence of the high ratings for respectful and non-partisan conduct with the literature suggests that maintaining these cultural standards is crucial for sustaining ethical practices and public trust. However, the somewhat lower scores in not following political guidance and in non-discriminatory behavior indicate areas where reinforcement of these cultural values could further bolster the overall integrity of the departments.

Table 3. Mean Distribution on compliance with the Code of Conduct and Ethical Standards in terms of Responsive to Exigencies and Urgent Necessities

Table 3 depicts the level of compliance with the Code of Conduct and Ethical Standards in terms of responsiveness to emergencies and urgent needs. The overall mean for the three groups is 3.50, with an interpretation of fully complied. However, it was due to the assessment of the MIAA Police that all indicators were assessed as fully satisfied, having an overall mean of 3.60. While the PNP AVSEGROUP assessed it as completed, only one indicator was interpreted as completed, having an overall mean of 3.42. For the AGMSES, most indicators were assessed as fully complied, and its overall mean was 3.50. The indicator of “sufficient budget allocation intended for safety and security procedures and dealings of personnel” got the lowest weighted mean for the three groups, with 3.39 interpreted as compiled.



Indicator	MIAA Police		AGMSES		PNP AVSEGROUP		Total	
	X	V.I.	X	V.I.	X	V.I.	x	V.I.
1. Policies and rules in security are generated and improved every time an incident occurs.	3.98	FC	3.98	FC	3.72	C	3.89	FC
2. Preventive and pre-emptive measures are being exercised as part of security measures.	3.97	FC	3.97	FC	3.75	FC	3.89	FC
3. There is provision for contingency plans and measures in cases of emergency and inevitable crisis.	2.49	LC	2.49	LC	2.49	LC	2.49	LC
4. There is inter-unit collaboration in times of urgent emergency necessities which require sufficient number of personnel or force.	3.98	FC	3.97	FC	3.73	FC	3.89	FC
5. There is sufficient budget allocation intended for safety and security procedures and dealings. of personnel	3.61	FC	3.13	C	3.43	C	3.39	C
Overall Mean	3.60	FC	3.50	FC	3.42	C	3.50	FC

The data shows that it has a 'Less Complied' (LC) total mean score, particularly in areas related to contingency planning and budget allocation for safety and security procedures. This indicates a potential area of vulnerability within APD where compliance with security protocols may be lacking. In the context of the literature emphasizing the importance of clear ethical guidelines and codes of conduct for guiding behavior and maintaining public trust (Hermon, 2015; Palma, 2017; PRA, 2016), the lower compliance suggests a need for closer alignment with these ethical standards. It is essential for APD to prioritize and enhance contingency planning and allocate sufficient budgets for safety and security procedures to ensure the consistent application of these standards. This not only serves as a foundational pillar for maintaining public trust but also ensures the efficiency and preparedness of security personnel in times of crisis or emergency, which is crucial in the aviation security context. Addressing these compliance gaps aligns with the literature's call for adherence to ethical guidelines and codes of conduct to bolster public confidence and ethical behavior within security organizations.

Table 4. Mean Distribution on compliance with the Code of Conduct and Ethical Standards in terms of Trainings and Values Formation

Table 4 shows the level of compliance with the Code of Conduct and Ethical Standards in terms of training and value formation. The three-group assessment of the said variable is only complied, as its overall mean of 3.34 indicates. As the MIAA police respondents assessed all indicators as complied, the AGMSES and PNP AVSEGROUP evaluated them only as complied with their overall mean of 3.46 and 3.18, respectively. The indicators that got the lowest mean were “*There is usual and timely conduct of seminars and colloquiums and the like to advance personality development (3.23)*” and “*Budget allocation for seminars, training, and colloquiums pertaining to career advancement and personal formations (3.26).*”



Indicator	MIAA Police		AGMSES		PNP AVSEGROUP		Total	
	x	V.I.	X	V.I.	x	V.I.	x	V.I.
1. Seminars and relative training are being undertaken pertaining to Code of Ethical Standards.	3.49	C	3.50	FC	3.40	C	3.46	C
2. There is usual and timely conduct of seminars and colloquium, and the likes to advance personality development.	3.45	C	2.88	C	3.36	C	3.23	C
3. Mentoring and counselling amongst all personnel within the AGMSES and PNP-AVSEGROUP unit are being undertaken and observed.	3.43	C	3.25	C	3.38	C	3.35	C
4. Continuous values formation education relative to aviation affairs is given the most priority.	3.46	C	3.25	C	3.40	C	3.37	C
5. Budget allocation for seminars, trainings, and colloquiums pertaining to career advancement and personal formations.	3.49	C	3.00	C	3.29	C	3.26	C
Overall Mean	3.46	C	3.18	C	3.37	C	3.34	C

A constant 'Complied' rating across the majority of categories indicates widespread compliance with ethical standards training. Nonetheless, there is room for improvement, as indicated by the lower AGMSES rankings for budget allocation and timely professional development initiatives. The results show that while a commitment to ethics training is evident, the depth and effectiveness of these programs may need to be improved when compared to literature that emphasizes the necessity for rigorous and impactful training programs (Butler & Rigor, 2017; Klockars, 2016). This is consistent with the criticism of police training's historical shortcomings in tackling corruption and integrity, indicating the need for more organized and thorough instruction

to firmly establish moral values and lessen corruption among the ranks.

2. *Test on significant difference in the assessments of the three groups of respondents on the level of compliance to Code of Conduct and Ethical Standard by Manila International Airport Authority Police Department personnel in terms of Standard Procedure and Instructions on Professionalism, Political Neutrality, Responsiveness to Exigencies and Urgent Necessities, and Trainings and Values Formation.*

Table 5. Significant Difference on the Assessment of the Three Group of Respondents on the Level of Compliance to the Code of Conduct and Ethical Standards

Variables	F-value	p-value	Decision	Interpretation
Standard Procedure and Instruction on Professionalism	3.72	0.025	Reject Ho	Significant
Political Neutrality	3.51	0.032	Reject Ho	Significant
Responsiveness to exigencies and urgent necessities	18.31	0.000	Reject Ho	Significant
Trainings and Values Formation	8.18	0.000	Reject Ho	Significant

$\alpha = 0.05$



Table 5 implies that significant differences exist among the assessment of the respondents on the Level of Compliance to the Code of Conduct and Ethical Standards in terms of Standard Procedure and Instructions on Professionalism, Political Neutrality, Responsiveness to exigencies and urgent necessities and Trainings and Values Formation. This was also shown on the differences of the means.

3. Problems encountered in complying with the Code of Ethics and Conduct by Manila International Airport Police

Table 6. Mean distribution on the problems encountered in complying with the Code of Ethics and Conduct by the Manila International Airport Police

Table 6 highlights the three groups of respondents' overall means were different, with the MIAA Police with a mean of 2.56 as "Serious", AGMSES at 2.42 as "Less Serious", and PNP AVSEGROUP at 2.93 as "Serious". These ratings show how much each group complies with moral principles and appropriate behavior. The MIAA Police and PNP AVSEGROUP demonstrate "Serious" compliance issues, identifying critical areas in which their adherence to moral principles and organizational norms needs to be strengthened. However, although being classified as "Less Serious," AGMSES still has significant compliance problems. These differences highlight the necessity for specialized interventions and improvements in each group's ethical behavior and professionalism in order to boost organizational effectiveness and preserve public confidence.

Indicator	MIAA Police		AGMSES		PNP AVSEGROUP		Total	
	X	V.I.	X	V.I.	x	V.I.	X	V.I.
1. Some employees do not provide access to information in accordance with the law.	2.59	S	2.35	LS	2.65	S	2.53	S
2. Executives do not ensure that their employees perform their duties with due diligence and accountability and in accordance with the policies of the department.	2.66	S	2.49	LS	2.68	S	2.61	S
3. Insufficient provision of contingency plans and measures in cases of emergency and inevitable crisis.	2.50	S	2.25	LS	2.91	S	2.55	S
4. There is no usual and timely conduct of seminars and colloquiums, and the likes to advance personality development.	2.53	S	2.75	S	3.03	S	2.77	S
5. Continuous values formation education relative to aviation affairs is not given the most priority.	2.54	S	2.43	LS	3.19	S	2.72	S
6. There is no budget allocation for seminars, trainings, and colloquiums pertaining to career advancement and personal formations.	2.55	S	2.25	LS	3.09	S	2.63	S
Overall Mean	2.56	S	2.42	LS	2.93	S	2.63	S

This draws attention to the major areas of concern, especially those related to legally mandated information access, employee diligence and accountability, emergency preparedness plans,

personality development activities, the importance of values formation education, and funding for personal and professional growth. These compliance problems highlight how urgently these



firms need to uphold higher ethical standards and cultivate a culture of honesty and professionalism. This is consistent with the literature's emphasis on the necessity of strong accountability mechanisms to prevent corruption and uphold public trust (Dotson, 2015; Treston, 2014), as well as the significance of stringent hiring procedures and efficient training programs in fostering ethical principles (Butler & Rigor, 2017; Klockars, 2016). The discussion about governance challenges in the Philippine government by Magboo (2017) and Drilon (2015) ring true as well, stressing the need of well-defined operational control and responsibilities. Salazar (2014) emphasizes the significance of maintaining fundamental ethical ideals while adjusting to changing societal expectations. In essence, the evidence shows that these security agencies urgently require thorough reforms to raise their ethical standards, level of professionalism, and public credibility.

CONCLUSIONS AND RECOMMENDATIONS

Based on the findings arising from this study, the following conclusions were drawn:

1. Responsiveness to Exigencies and Urgent Necessities was rated as Fully Complied, indicating strong adherence to ethical standards in this aspect, while Political Neutrality, Standard Procedure and Instructions on Professionalism, and Training and Values Formation are rated as "Complied," suggesting areas where further improvement may be beneficial. These ratings represent the levels of compliance with the Code of Conduct and Ethical Standards among the APD personnel.
2. There is a significant difference in the assessments of the three groups of respondents on the level of compliance with the Code of Conduct and Ethical Standards in terms of Standard Procedure and Instructions on Professionalism, Political Neutrality, Responsiveness to exigencies and urgent necessities, and Training and Values Formation, where the p-values were less than the level of significance of 0.05, thus rejecting the null hypothesis.

3. The problems encountered in complying with the Code of Ethics and Conduct by the Manila International Airport Police are serious. The issues highlight the need for targeted interventions to improve compliance, transparency, accountability, emergency preparedness, and employee development, fostering a culture of professionalism and integrity.
4. There is a pressing need for a capacity-building program to address compliance challenges and improve the Manila International Airport Police's adherence to the Code of Conduct and Ethical Standards.

Based on the conclusions drawn from this study, the following measures are recommended:

1. Implement comprehensive training on information disclosure laws and protocols to ensure that APD personnel understand their responsibilities regarding access to information while complying with legal requirements.
2. Establish a system of oversight and accountability mechanisms for MIAA and APD executives to monitor and enforce due diligence, accountability, and adherence to departmental policies among their airport police officers.
3. Develop and regularly update contingency plans for various emergency scenarios, conducting drills and exercises to ensure the APD's preparedness and effectiveness in crisis management.
4. Prioritize and schedule regular seminars, workshops, and colloquiums focusing on personality development and skill enhancement for APD officers, creating a culture of continuous learning and growth, and levying the importance of values formation education related to aviation affairs, emphasizing its role in fostering professionalism and ethical conduct.
5. MIAA must allocate a specific budget for seminars, trainings, and colloquiums aimed at career advancement and personal development, ensuring that APD employees have access to opportunities for growth and progression within the organization.

APD Code of Conduct and Ethical Standards Capacity Development Program

KRA	Responsible Parties	Timeline	Resources Needed	Source of Funds	Performance Indicators	Success Indicators
Enhanced Information Disclosure Training	APD Training Department, and Legal Department	Start within 3 months and conduct ongoing training annually	Training materials, legal expertise, training facilities	MIAA Budget / Capacity Dev. (CAPDEV)	Percentage of APD personnel trained on information disclosure laws and protocols	Increased knowledge and understanding of information disclosure laws among APD personnel
Oversight and Accountability System	APD Executives, MIAA Executives	Begin immediately and	Oversight guidelines, reporting mechanisms	N/A	Number of reported accountability	Reduced incidents of policy violations and increased accountability



		continuously monitor			cases and their resolutions	
Crisis Management Preparedness	Crisis Management Team, APD Leadership	Start immediately, review and update annually	Crisis scenarios, emergency response plans	MIAA Budget / CAPDEV	Frequency of emergency drills and effectiveness in crisis management	Improved emergency response and preparedness
Professional Development and Ethics	Training Department, HR Department	Initiate within 6 months, continue regularly	Training resources, facilitators	MIAA Budget / CAPDEV	Participation rates in personality development seminars and values formation workshops	Enhanced professionalism and ethical conduct among APD personnel
Budget Allocation for Training	MIAA Finance Department, APD Budget Unit	Include in the next budget cycle	Budget allocation, financial planning	MIAA Budget / CAPDEV	Percentage of budget allocated for training and development	Increased opportunities for career advancement and personal development

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