



JOB PREFERENCES OF BS CRIMINOLOGY GRADUATES BATCH 2018-2019 OF NUEVA ECIJA UNIVERSITY OF SCIENCE AND TECHNOLOGY

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ABSTRACT

The study determined the job preferences of BS Criminology Graduates Batch 2018-2019 of NEUST for job placement or hiring. Data were gathered from 70 respondents randomly selected. Using a descriptive survey method, the study revealed that, most preferred agencies are Philippine National Police, Bureau of Jail Management and Penology and Bureau of Fire Protection. The two least opted are to become Criminology Instructor and the field of Industrial Security. The respondents identified their selves as highly competent in patrolling but competent to the rest of the areas such as traffic directions and control, and community relations. However, respondents were least competent in terms of performing front desk assignment, report writing and teaching.

KEY WORDS: Job Preference, BS Criminology, Senior Students, NEUST

INTRODUCTION

Choosing the right profession in accordance to college degree obtained is very essential. Also, correct staffing is a significant element for an organization to achieve its very purpose of existence. Hence, graduates of Bachelor of Science in Criminology should be working to agencies they rightfully belong based on the mandates of Republic Act 11131 also known as The Philippine Criminology Profession Act of 2018.

The Nueva Ecija University of Science and Technology (NEUST) offered Bachelor of Science in Criminology in the year 2008. Four years after, it started producing graduates and eventually becoming Registered Criminologist until today. The Republic Act 11131 provides that registered criminologist refers to a natural person who holds a valid certificate of registration and an updated professional identification card as criminologist issued by the Board (Professional Regulatory Board for Criminologists) and the Commission (Professional Regulation Commission). In essence, a Registered Criminologist can venture to any of the following: a) as a law enforcement administrator, executive, adviser, consultant, officer, investigator, agent or employee in any private or government agencies performing law enforcement and quasi-police functions at the Philippine National Police (PNP), the National Bureau of Investigation (NBI), the Philippine Drug Enforcement Agency (PDEA), the

Bureau of Fire Protection (BFP), the Bureau of Jail Management and Penology (BJMP), the Provincial Jail, the Bureau of Corrections (BUCOR), the Probation and Parole Administration (PPA), the Bureau of Internal Revenue (BIR), the Bureau of Customs (BoC), the Bangko Sentral ng Pilipinas (BSP), other government and private banks, the Philippine Postal Corporation (PPC), the Sea and Air Marshalls, the VIP Security, Airport and Seaport Police, the National Intelligence Coordinating Agency (NICA), the Intelligence Service of the Armed Forces of the Philippines (ISAFP), and other intelligence service or agencies of the government exercising similar functions; b) teach as professor, instructor or teacher in any university, college or school duly recognized by the government; c) As a technician, examiner/criminalist, or specialist; d) as a correctional administrator, executive, supervisor, or officer in any rehabilitation, correctional, and penal institution or facility, and in any community-based corrections, and rehabilitation agencies and/or programs; e) as a counsellor, consultant, adviser or researcher in any government or private agency on any aspect of criminological research or project involving the causes of crime, children in conflict with the law, treatment of offenders, police operations, law enforcement administration, scientific criminal investigation or public safety and national security administration; and f) As a private investigator, administrator, consultant or agent, or



detective in any private security and investigation agency organized under the laws of the Philippines. Further, relative to teaching, Section 11 of Republic Act No. 8981 provides that, *All subjects for licensure examinations shall be taught by persons who are holders of valid certificates of registration and valid professional licenses of the profession and who comply with the other requirements of the CHED (Commission on Higher Education)*. Hence, passing the licensure examination or becoming a Registered Criminologist is the very key for NEUST criminology graduates be employed in their preferred work aforementioned.

The NEUST is a consistent producer of Registered Criminologists every Criminologists Licensure Examination (CLE). Evidently, survey of Local Pulse (2018) showed that the NEUST College of Criminology ranked 6th out of 624 colleges and universities offering criminology course all over the country. It entails that the University maintains standard of education that equips criminology graduates with appropriate competence that is beneficial on their employment. In fact, Aydinan (2019) on his study Employment Array of Bachelor of Science in Criminology Graduates in Nueva Ecija University of Science and Technology found out that most of the Criminology graduates are now employed in different law enforcement agencies such as the PNP, BJMP, and BFP - the tri-bureau.

Personnel competence is important in every workplace. According to Business Dictionary (06 January 2020), competence indicates sufficiency of knowledge and skills that enable someone to act in a wide variety of situations. Similarly, competency is a series of knowledge, abilities, skills, experiences and behaviors, which leads to the effective performance of individual's activities Maaleki (2018). Also, Weinert (1999), competence pertains to "cognitive fitness for a particular class of tasks, a roughly specialized system of abilities, proficiencies, or individual dispositions to learn something successfully, to do something successfully, or to reach a specific goal. This can be applied to an individual, a group of individuals, or an institution." Study of Abas and Ombra (2016) showed that one critical measure of success in workplaces is an employee's ability to use competently the knowledge, skills and values that match the needs of his job, satisfy the demands of his employer, and contribute to the overall achievement of institutional goals. In connection thereto, in consideration of the job opportunities of Registered Criminologists which are mostly public service, it therefore demands not only a license to practice profession but also competence or work competence. Hence, in accordance to the Commission on Higher Education Memorandum Order No. 5, s. 2018, criminology graduates must be competent to the following areas for their future employment: a) traffic direction and

control; b) patrolling; c) guarding; d) front desk assignment; e) criminal investigation; f) report writing; g) community relations; h) observance of protocol; i) firefighting; j) jail assignment; and k) teaching in Criminology.

Work preference plays a significant role towards the attainment of individual or organization's success. As cited by Gilbert, Sohi, and McEachern (2008), work preferences are the outcomes individuals desire from their engagement in paid work (Konrad et al., 2000). They influence career choice decisions (Brown, 1996) and are critical determinants of job attitudes and work motivation (Brenner et al., 1988). Likewise, job preference may cause satisfaction to personnel or employees. According to Voordt (2004), employee satisfaction refers to the degree to which the working environment meets the wishes and the needs of the employees. Hence, working to a suitable, desired or preferred occupation makes personnel productive, effective, and efficient.

The researcher believes that understanding the job preferences and competencies of graduates may somehow help administrators and faculty of any educational institutions in their decision-making towards improvement of certain program. Hence, the present study tried to assess the job preferences and competencies of the Criminology Graduates of NEUST College of Criminology Batch 2019-2020 in order to identify their job interests and provide possible improvement on the College' academic programs geared towards work-related competency development for the benefit of the present and future criminology students. In doing so, it could prepare NEUST Criminology students or graduates become more capable and confident to performing their desired future line of work.

Specifically, this study attempted to answer the following:

1. What are the Job Preferences of NEUST Bachelor of Science in Criminology Graduates Batch 2018-2019?
2. How may the level of competence of NEUST Bachelor of Science in Criminology Graduates Batch 2018-2019 be described?

METHODOLOGY

The study is descriptive in nature since it aims to study the present condition/situation as it would like to know 'what is' or as exists about the senior students. As cited by Eduardo (2018), descriptive method is a purposive process of gathering, analyzing, classifying, and tabulating data about prevailing conditions, practices, beliefs, processes, trends and cause-effect relationships and then making adequate and accurate interpretation about such data with or without the aid of the



statistical methods. Respondents were identified through total sampling. Data were gathered from 70 NEUST Bachelor of Science in Criminology Graduates Batch 2018-2019 through researcher-prepared questionnaire validated by an expert supported by an interview upon attainment of the consent of the Dean of the College. Reliability of the research instrument was determined through Cronbach's alpha. The research was conducted within the School Year 2019-2020. The analysis of data utilized tallying, frequency counts, Average Weighted Mean (AWM) and ranking.

RESULTS and DISCUSSIONS

1. Job Preferences of BS Criminology Graduates Batch of 2019-2020

Table 1 shows that *Philippine National Police* ranked 1st, *Bureau of Jail Management and Penology*, ranked 2nd, and *Bureau of Fire Protection* ranked 3rd as preferred agencies of BS Criminology graduates Batch of 2019-2020 to work for with a frequency of 47, 25, and 19, respectively. However, the last option (ranked 7) is to join the *Industrial Security* with a frequency of 7.

Table 1. Job preferences of the Senior BS Criminology Graduates

Agency/Institution	Frequency	Rank
1. Philippine National Police (PNP)	47	1
2. Bureau of Jail Management and Penology (BJMP)	25	2
3. Bureau of Fire Protection (BFP)	19	3
4. Armed Forces of the Philippines (AFP)	17	4
5. Industrial Security (IS)	11	7
6. Criminology Instructor (CI)	14	6
7. Philippine Coast Guard (PCG)	17	5
8. Others	None Specified	

It implies that most of the respondents are settled in joining the uniform force within the umbrella of the Department of Interior and Local Government which is expected. Further, interview revealed that most of the respondents have chosen the tri-bureau (PNP, BJMP and BFP) due to its civilian character concept consisting of lesser military training unlike the Armed Forces of the Philippines. Also, respondents were motivated to join the uniform service due to salary factor which is greater as compared to being a college instructor or working in the security industry.

2. Level of Competence of BS Criminology Graduates Batch 2019-2020

Table 2 shows that BS Criminology Batch 2019-2020 are highly competent in *Patrolling* with a mean of

4.02 (ranked 1st) which implies that they perform beyond the standards set by the agency or institution whom they perform patrolling. Also, they are competent on all work activities but *Traffic Direction and Control* and *Community Relations* ranked 2nd and 3rd with means of 3.46 and 3.44, respectively. The last (10th rank) is *Teaching* with a mean of 2.64 but still described as competent. It implies that BS Criminology Graduates Batch 2019-2020 perform within the standards required by different agencies or institution. It is noteworthy that *Teaching* got the lowest mean which is expected considering the nature of the work which requires in-depth trainings concerning teaching methodologies, strategies and the like.



Table 2. Level of Competence of BS Criminology Graduates Batch 2019-2020

Work Activities	Average Weighted Mean	Descriptive Equivalent	Rank
1. Teaching	2.64	Competent	10
2. Front Desk Assignment	2.88	Competent	9.5
3. Report Writing	2.88	Competent	9.5
4. Criminal Investigation	2.96	Competent	8
5. Fire-fighting	3.00	Competent	7
6. Observance of Protocol	3.06	Competent	6
7. Jail Assignment	3.14	Competent	5
8. Guarding	3.18	Competent	4
9. Community Relations	3.44	Competent	3
10. Traffic Direction and Control	3.46	Competent	2
11. Patrolling	4.02	Highly Competent	1
Overall Mean	3.15	Competent	

Scale: *Highly Competent* : 3.51 – 4.00
Competent : 2.51 – 3.50
Moderately Competent : 1.51 – 2.50
Not Competent : 1.00 – 1.50

The overall mean is 3.15 described as Competent. It signifies that the BS Criminology Graduates Batch 2019-2020 are capable of discharging their duties within the established standards needed by the aforesaid agencies or institutions. Further, it implies that they have learned the appropriate competence, skills, techniques, and the like their instructors or faculty have taught during their academic years.

CONCLUSION

In the light of the findings, the researcher concluded that the Philippine National Police, Bureau of Jail Management and Penology, and Bureau of Fire Protection greatly attracts or influences criminology students or graduates. Also, the College of Criminology of Nueva Ecija University of Science and Technology imbibe to their students the needed competence the tri-bureau requires. Similarly, the faculty of the College observe the appropriate level and content of instruction provided by relative CHED Memorandum order.

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