

**Research Article**

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## Evaluation of the law enforcement in Tagum City: Basis for personnel management scheme

Charby Jane Busain<sup>1</sup>, Margie Salon<sup>2</sup>, Jason Andao<sup>3</sup>,  
Genesis Gregorious Genelza<sup>4\*</sup> 

<sup>1,2,3&4</sup>University of Mindanao Tagum College, Philippines.



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\*Corresponding author: [genesis.genelza@umindanao.edu.ph](mailto:genesis.genelza@umindanao.edu.ph)

**Abstract:** Police officers employed in law enforcement administration must be diplomatic to resolve disputes and address problems that impact the department and the neighborhood. The study's primary goal is to evaluate the effectiveness of law enforcement in Tagum City, Philippines. The study employed a quantitative correlational non-experimental design. 137 Law Enforcement from Tagum City were chosen randomly as respondents for this study's quantitative non-experimental, descriptive analysis. According to the study's findings, Tagum City's level of evaluation of law enforcement for both operational and administrative variables was very high. As a result, it was clear that the law enforcement in Tagum City needed to be evaluated. With this, a law enforcement action plan was established, establishing a curfew and random patrol. The strategy's success in crime prevention actions will be reviewed frequently to ensure it is effectively controlled.

**Keywords** – Administration, Criminology, Law enforcement, Operational, Philippines

### 1. INTRODUCTION

Police intelligence operations include coordinating criminal investigations, monitoring evidence handling, collaborating with prosecutors when cases go to trial, instructing officers in proper police protocol, looking into complaints of police misconduct, managing public relations tasks, setting budgets, and determining how crimes are reported in the community. Police personnel working in law enforcement administration must be diplomatic to resolve disputes and develop solutions that benefit both the department and the neighborhood (Blink & Kirk, 2016). The purpose of an Integrated Crime Information System (ICIS) for law enforcement is to effectively utilize the electronic crime information submitted by an informant or any crime eyewitness anywhere in the nation. This system tracks crucial report flow information, like operational and administrative information. The system keeps track of the time spent at each level if the case is elevated (to state or federal) (Ugwuishiwu, 2016).

According to Law Enforcement, police administration responsibilities are split into sectors that support public organizations and purposes, such as operational and administrative. One of the most fascinating and confounding situations for the con is how law enforcement people and procedures employ and abuse deception. On the one hand, they stand for our society's moral and ethical standards and the values we strive to uphold. The law plainly allows for police measures that explicitly forbid individuals of different genders and ages. Your choice will depend on how you wish to enter the industry in Tagum City because the researchers haven't conducted any firsthand investigations on local law enforcement. Punishment might be employed in this task instead of the first come, first served policy to

accommodate cases that would need to be treated urgently. The region of staff specialty may also be observed in further research using numerous queues and servers, if necessary, as one of the crucial components for residents and administrators in the company.

The evaluation of law enforcement in Tagum City, Philippines: The foundation for a personnel management strategy was not the subject of any research the researchers could find. It only demonstrates the need for this research by outlining the specific contributions and new knowledge the current study will bring to evaluating law enforcement in Tagum City: foundation for personnel management scheme.

## 2. LITERATURE SURVEY

Grim (2007) asserts that additional police officers must exhibit leadership qualities. All officers must be capable of swiftly identifying and solving problems and effectively communicating with a broad group of people of varying ages, colors, nationalities, genders, and lifestyles. This is true whether they are working alone or with partners. All officers are problem solvers, whether they like it or not, and the capacity to do so is a leadership quality (Aberg & Shahmehri, 2018). The prosecution and defense counsel then discuss the accused's fate. Attorneys may intentionally mislead one another, judges, and juries about the nature and significance of the evidence when negotiating a plea agreement, arguing trial motions before the judge, or presenting the case to juries in order to obtain the best possible outcome for the state or the defendant (Gilleson & Sherell, 2017).

An intriguing setting for examining these issues is the culture of law enforcement personnel. On the one hand, its education and culture explicitly promote deception and lying as essential tactics for catching criminals and obtaining evidence supporting their convictions. When training for duties like crisis intervention, undercover work, and suspect interrogation, officers are taught not only that they can and should lie to suspects and others, but they are also taught specific deception strategies and given numerous real-world examples of specific lies to tell, many of which are detailed in formal and publicly available training manuals (Long & Monroe, 2017).

A contextual approach considers various legal issues and consults sources from other social sciences and academic fields that may aid in illuminating how the issue is applied in practice. It is anticipated that this approach will be both interesting and realistic. While maintaining the same high levels of study, the original works in the series place a different emphasis than that found in conventional law textbooks. Despite being primarily targeted at graduate students studying law and other fields, most are as suitable for a general readership. Most of the series' earlier volumes concentrated on English law, although more recently published works have also covered European law, globalization, transnational legal processes, and comparative law (Hof, 2016).

In addition to being a major contributor to underdevelopment, crime poses a threat to a nation's economic, political, and social security because it deters both domestic and foreign investment, lowers the standard of living, depletes social and human capital, and ruins citizens' relationships with their governments, undermining democracy, the rule of law, and the ability of the nation to foster development. As a result, everyone should be extremely concerned about how common crime is in today's society (Anthony, 2017). Ugwuishiwu (2016) advocated that an Integrated Crime Information System (ICIS) for law enforcement be constructed to allow an informant or any crime eyewitness to submit electronic crime information to law enforcement from anywhere in the nation to use this queuing network effectively. This system tracks significant report flow information, including administrative support and line functionality. The system records how much time was spent at each level when a case is elevated (to state or federal).

The study's conclusions may be applied to suggest a people management plan in Tagum City. The study's results might shed light on how to enhance legal administration generally. The study's conclusions helped pupils comprehend their responsibility for assessing and upholding whatever hazards they may have acquired. Finally, the findings of this study may serve as a springboard for future researchers looking to broaden the subject matter of their investigations.

### 3. PROBLEM STATEMENT

This study's primary purpose was to determine the Evaluation of law enforcement in Tagum City: the basis for the personnel management scheme. Specifically, it aims to answer the following objective:

1. To assess the level of Evaluation of the law enforcement in Tagum City in terms of:
  - 1.1 operational; and
  - 1.2 administration.
2. To propose an intervention program based on the result of the study.

### 4. RESEARCH METHODOLOGY OR METHODS

This method presents the participants, materials/instruments, design, and procedure.

#### 4.1. Research participants

A total of 137 respondents, including 79 men and 58 women from Tagum City, Philippines, participated in the survey. The student researchers chose respondents who were easily accessible by using convenience sampling. Jim Frost claims that opportunity or availability sampling is another name for convenience sampling.

#### 4.2. Materials/Instruments

The techniques carried out, and the mentioned materials were employed to conduct a study. The data was carefully organized by the researchers. As a result, the sub-section should be organized in a certain way. To obtain consent, the researchers personally approached Tagum City residents. The researchers performed the following procedures to ensure the data were accurate. They established the Respondents' profiles, which included information about their names, ages, genders, and how long they had been in law enforcement. Law enforcement evaluation is covered in the first set of the questionnaire with the help of two (2) indicators: operational and administrative.

The group of specialists was shown the instrument's contents for approval. A questionnaire is a list of questions often delivered to the chosen respondents for them to complete at their leisure and return to the researcher. Questionnaires were utilized in this study to gather data from participants. The huge sample size, affordable cost, and ample opportunity for thoughtful responses from respondents justify using questionnaires.

Range of Means	Descriptive Equivalent	Interpretation
4.21 – 5.00	Very High	This means that the Evaluation of law enforcement in Tagum City is very much evident.
3.41 – 4.20	High	This means that the Evaluation of law enforcement in Tagum City is much more evident.
2.61 – 3.40	Moderate	This means that the Evaluation of law enforcement in Tagum City is moderately evident.
1.81 – 2.60	Low	This means that the Evaluation of law enforcement in Tagum City is less evident.

1.0 – 1.80

Very Low

This means that the Evaluation of law enforcement in Tagum City is not evident at all.

## 5. DATA ANALYSIS AND DISCUSSIONS

The researchers employed a descriptive study using a quantitative non-experimental research methodology to investigate human behavior, opinions, issues, and motivations. This method is employed when the objective is to define the status of the scenario as it is in order to look into the reasons behind a certain phenomenon at the time of the investigation (Campbell, 2015). Quantitative research about the mentioned phenomenon was covered in this descriptive survey. The quantitative component includes a suitable schedule for collecting the data that is created for the target respondents to react to the inquiries. Questionnaires were used throughout the data collection process. The study aims to evaluate Tagum City's law enforcement, which will serve as the foundation for its personnel management plan.

Following the panel members' acceptance, the researcher continues through the subsequent processes to collect data for the study. The researchers first requested approval from the college's dean to poll law enforcement in Tagum City. Once approved, the letter of support is requested to allow the researcher to give the survey to the study's participants. The researchers also requested authorization from the college dean to hand out a survey questionnaire to Tagum City residents. The researcher then totaled the information obtained from the respondents and ran statistical analyses on it. The statistical findings were evaluated and explained. A conclusion was reached using the data, and suggestions were made regarding the study's findings.

The statistical tool used for data analysis and interpretation is the following:

**Mean.** This statistical tool was used to determine the Evaluation of law enforcement in Tagum City: basis for personnel management scheme.

Presented in this chapter are the data and the results of the study. Tables are arranged in the following subheadings: level of Evaluation on the law enforcement in Tagum City.

### Level of evaluation of the law enforcement in Tagum City

The mean scores displayed in Table 1 for evaluating law enforcement in Tagum City, with an overall mean of 4.84, are very high, with a standard deviation of 0.145. This means that the Evaluation of law enforcement in Tagum City is very much evident.

**Table 1.** Evaluation of Law Enforcement

Indicators	$\bar{x}$	S.D.	Descriptive Level
Operational	4.84	0.182	Very High
Administration	4.84	0.182	Very High
<b>Overall</b>	<b>4.84</b>	<b>0.145</b>	<b>Very High</b>

With a standard deviation of 0.182 and an operational and administrative mean score of 4.84, the overall mean scores were determined to have equal quantified mean scores. Tagum City had the same law enforcement standard, with very high indicators.

Operationally, this means that the police officers gather all relevant evidence of the crime, conduct an appropriate investigation, and effectively communicate with all parties involved in the inquiry. They also safeguard crime scene

witnesses while resolving cases as quickly as possible.

This is clearly followed by the administration. This displays how quickly police officers respond to incoming phone calls, emails, and in-person inquiries from staff members and clients to schedule meetings as needed. As a result, they enter data effectively, produce reports on updates, and provide updates on revised office procedures.

### **Level of evaluation of the law enforcement in Tagum City**

The evaluation score for Tagum City's law enforcement was very high overall. This suggests that Tagum City's law enforcement was evaluated as being very effective. The operational and administrative indicators, which had a mean with a very high descriptive level as well, were the two indicators with the highest values. This indicates that law enforcement in Tagum City must thoroughly investigate crimes and effectively collaborate with every individual required to do it. In addition, police officers are expected to react to calls for assistance with professionalism and customer service. Never, at any time, should it be implied that receiving police assistance in exchange for financial support.

Accordingly, this analysis is consistent with the research conducted by Ugwuishiwu (2016), who suggested that an Integrated Crime Information System (ICIS) for law enforcement be built to allow an informant or any crime eyewitness to transmit electronic crime information to law enforcement from anywhere in the nation. This system keeps track of important report flow information, including operational and administrative information. The system records how much time was spent at each level when a case is elevated (to state or federal).

The culture of law enforcement officers provides an intriguing background for examining these challenges with regard to operations. On the one hand, it explicitly promotes deception and lying in its training and culture as important strategies for catching criminals and gathering evidence that will support their conviction. During training for duties like crisis intervention, undercover work, and suspect interrogations, officers are taught not only that they can and should lie to suspects and others, but they are also taught specific deception strategies and given numerous real-world examples of specific lies to tell, many of which are detailed in formal and publicly available training manuals. These methods of authorized deceit are specifically permitted by law and evolve throughout time to maintain their acceptance by the courts (Long & Monroe, 2017).

Finally, administration can be challenging for even the most advanced student to understand because it is a branch of law that deals with the exercise of governmental power and is consequently intimately related to politics, policy concerns, and good governance principles. As a result, this well-known book examines the law and the variables that affect it, providing background information on the topic. The reader is able to fully comprehend the subject thanks to this contextualized approach. The writers look at the various theoretical frameworks that have been used to look into this complicated subject. The writers employed a variety of case examples to give the study a specific practical character (Bronwen, 2018).

The ideas put forth reflect the move toward a more diversified society. As a result, it is reasonable to expect that universities will also serve their communities by promoting intercultural dialogue and understanding and by developing intercultural competencies that will allow graduates to act more appropriately and effectively in a multicultural setting (Collier, 2000 as cited by Genelza, 2022).

## **6. SUGGESTED ACTION PLAN**

According to the study's findings, a review of Tagum City's law enforcement is required in order to serve as the foundation for a personnel management strategy. This would make it easier for locals and law enforcement officials to decide on crime prevention measures based on opinions expressed by the majority. In order for the community relations staff management plan to be aware of the law enforcement actions, the law enforcement activities should be increased. Residents of Tagum City officials will be able to use this to determine whether policies are being created and whether information about the personnel management plan is being disseminated effectively. This would improve the outcome and help it stay at that level for the subsequent action. Each activity should be evaluated in

order to serve as the foundation for the ensuing ones. They would be aware of what has to be done in preparation for the future activities. Encourage everyone to participate in the movement being organized in Tagum City.

## 7. RESEARCH IMPLICATIONS

The following recommendations were made in light of the findings of this study: This presents a strong point of view, and law enforcement activities plan, implement a curfew and random patrol, should properly report, and the efficacy of the crime prevention activities plan will be reviewed to ensure that they are effectively controlled. The organization's leaders need to be completely aware of the risk and how it might affect operations or contribute to the overall success of the company.

Law enforcement and the general public should develop a clear concept of organizational and personal goals, track progress, and develop essential skills. They ought to be fully aware of the objectives that must be achieved, the steps that must be taken to accomplish those objectives, and the forces that must be overcome in order to advance. Residents and law enforcement must continue to make deliberate efforts to gather information as part of their obligations and to motivate one another to do the same for the evaluation of law enforcement activities.

## 8. CONCLUSION

Following data interpretation, the obtained information was transformed into numbers that led to a conclusion. The operational and administrative evaluation of the law enforcement in Tagum City was at a very good level. The general standard of law enforcement in Tagum City is clearly seen. This is consistent with Anthony's view (2017). In addition to being a major contributor to underdevelopment, crime poses a threat to a nation's economic, political, and social security because it deters both domestic and foreign investment, lowers the standard of living, depletes social and human capital, and ruins citizens' relationships with their governments, undermining democracy, the rule of law, and the ability of the nation to foster development. As a result, everyone should be quite concerned about how common crime is in today's society.

For students who want to become police officers, the transition from being a student to becoming a professional is not always easy; students confront many difficulties in their professional careers. In the contemporary workplace, students must use their theoretical knowledge in order to adapt to the ever changing professional environment. With the help of educational internship experiences, students can effortlessly incorporate their academic skills and comprehension into the workplace. As a result, it should also be suggested that businesses, stakeholders, and the workplace cooperate, putting an emphasis on communication and having a direct line to them, focusing on the development side, and giving them excellent opportunities to interact with business professionals and find mentors in the industry as it was well-received by the interns. Forcing every student to complete an internship or another course that involves actual employment represents a significant commitment to both college and industry staff (Genelza, 2022).

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## ORCID

Genesis Gregorious Genelza  <https://orcid.org/0000-0001-5577-7480>

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