



**ALIGNING WORK COMPETENCIES OF BSN- PREPARED PNP
UNIFORMED PERSONNEL IN REGION V: BASIS
FOR DEPLOYMENT**

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ABSTRACT

The study focused on work performance of BSN-prepared PNP uniformed personnel in REGION V as basis for deployment. Specifically, this study identified the competencies of the BSN prepared PNP uniformed personnel; determined the work performances of the BSN prepared PNP and the non-BSN prepared PNP uniformed personnel; Infer the significant difference in the work performance between the BSN prepared PNP and the non- BSN prepared PNP uniformed personnel and proposed an enhancement training program to improve the competencies and strengthen the topmost competencies of the BSN-prepared PNP uniformed personnel. A descriptive –comparative design was used. There were total of 230 respondents, 115 BSN-prepared PNP uniformed personnel in Bicol Region and 115 for non-BSN-prepared PNP uniformed personnel in which a fish bowl technique was used for an equal chance to be selected as respondent. BSN-prepared PNP officers excel in diverse competencies like nursing knowledge, communication, and leadership, while performing on par with non-BSN colleagues. Targeted training and deployment strategies can maximize their unique skillset within the Philippine National Police.

KEYWORDS: *Work Alignment, Competencies, BSN-Prepared PNP Uniformed Personnel, Deployment, Non-BSN Prepared Uniformed Personnel, Training Program, Deployment*

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INTRODUCTION

Nursing encompasses autonomous and collaborative care of individuals of all ages, families, groups and communities, sick or well, and in all settings. It includes the promotion of health, prevention of illness, and the care of the ill, the disabled and the dying. Advocacy, promotion of a safe environment, research, participation in shaping health policy and in patient and health systems management, and education are the key nursing roles (Bartz, 2010). The ability to make someone feel physically comfortable by various means at times, and the nurses' ability to achieve or maintain health makes nursing rewarding. Often it is an uncanny, yet well-honed knack to see beyond the obvious and address, in some way, the deeper needs of the human soul, makes nursing challenging.

As nurses are looking forward to making their career in one of the fields of nursing, essential attributes of a nurse must be evident for them to succeed in whichever field of nursing they hope to push through. Nurses are known to be critical thinkers, they acquire fair interpersonal skills especially when dealing with their clientele and their significant others, and they must possess a strong background in science or mathematics (Kozier, Berman, Snyder & Erb, 2007). Moreover, a nurse, to succeed in her profession must also possess communication skills, emotional stability, empathy, flexibility, good attention to detail, interpersonal skills, physical endurance, problem-solving skills, quick response and respect.

In the past few months, the dramatic surge of students in the nursing course has caused the flooding of displaced nurses in our country. At present, many graduate nurses try to apply for any position that would ensure employability even if it would mean a job mismatch. According to former Board of Nursing Chairman Sto. Tomas (2008), from 1952 to date, the country has so far registered or licensed 480, 992 Filipino nurses out of the 523, 272 who actually passed the Philippine Nurse Licensure Examinations. The Alliance of Young Nurse Leaders and Advocates

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INSTABRIGHT e-GAZETTE

ISSN: 2704-3010

Volume V, Issue III

February 2024

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International reported in a January 2011 statement before the Senate that about 200,000 estimates underemployment among nurses to be at just under 300,000 (Dioquino, 2012).

In Philippines, majority of the graduate nurses of the recent batches can be found in call centers other industries like the Philippine National Police (PNP). Graduate nurses, fresh graduates, board passers and non-passers are attracted to the opportunity that the PNP would offer them since nurses can avail of so-called lateral entry and acquire a rank once qualified. However, new entrant nurses are displaced in various divisions of PNP, because the nature of job is far from what they had been trained to do in their baccalaureate degrees. Not all nurses who enter the PNP are given the opportunity to be employed as nurse or even work in the medical division of the PNP. In Region 5, majority of the 150 BSN-prepared PNP uniformed personnel, if not most, assigned to the varied divisions of the PNP whose jobs are not closely related to nursing. Those nurses or nursing graduates who are lucky enough to be assigned to women's desk are faced with the challenge not just to apply their nursing skills and their critical thinking but also to attend to the evidences laid down by complainant, or analyze if these evidence are for a court case. Also, not all assigned the women's desk are nurses; that is why there is difficulty in assessing the congruence of the verbal and the non-verbal cues displayed by the complainant. This study purports to offer a fast track in crime investigation particularly in far flung areas where crime occurrences had increased dramatically in the past years. This research study would provide an avenue for the utilization of the skills of the nurses in the field of forensic and evidence gathering and prevention. Moreover, enhancing the competencies of the BSN-prepared PNP uniformed personnel would improve the performance of the PNP as an organization as a whole. Thus, the PNP should develop a series of training courses on enhancing the competencies of the PNP uniformed personnel most specially the BSN-prepared ones The effectiveness of these training courses can improve the efficiency of the PNP uniformed personnel.

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The rapid change in technology, knowledge explosion and the increased and complex health care demands challenge the nurse's knowledge, technical competence, interpersonal skills and commitment. Nurses work at each level of the health care system, have varied role, and are constantly in contact with people. Dealing with this dynamism and responsibility requires nurses to have knowledge and skills of management. It becomes apparent that the leadership needed to get work done through people is increasingly important for nurses to dispose their professional performance. Furthermore, proactive leaders who had a vision and could motivate associates to work toward common goals could help organization survive and even thrive during rapid change.

More so, modern policing has placed new emphasis on nontraditional skills for officers. The PNP is moving away from the traditional reactive model of policing and toward community and intelligence-based problem-solving models. These models see problems and information analysis rather than individual crimes or criminals as the basis of police work. The PNP as a whole and individual police officers seek to reduce crime and the fear of crime through identifying problems and facilitating community partnerships to solve them.

To meet community policing missions, the PNP today hire in the spirit of service. Here is where the nurses and the nursing graduates who possessed the competencies to meet the objectives of the criminal justice system are needed. As nursing graduates, they possess the following core competencies of an effective and efficient law enforcement officer: ability to use good judgment and to problem solve, capacity for empathy and compassion, capacity for multi-tasking, ability to demonstrate courage and to take responsibility, ability to be resourceful and be initiative, demonstrating assertiveness, possess and demonstrate integrity, and capacity for engaging in teamwork and ability to collaborate.

The way health care is provided in the criminal justice system has undergone substantial modifications in the past ten years. The equivalency concept, which states that the standards of healthcare for individuals in custody should be the same as for those in the general society, is

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the foundation of the present government policy for offender health care. Offenders have a variety of health care needs and difficulties. Thus, a wide range of health care services must be directly provided by the PNP, or at the very least, accessible through it. The BSN-prepared PNP uniformed officers, who have a variety of highly developed skills and abilities that frequently cover a number of specialist areas, could be a good resource for such health care services.

The PNP is concerned about the rising number of unresolved murder, rape, and/or co-occurring criminal cases in the nation, as well as the rising frequency of violence against women and children. For these reasons, there are limited crime laboratories located in each region. Along these lines, the research team became interested in carrying out this investigation in an effort to assess how prepared PNP uniformed personnel with BSNs are to handle crucial forensic evidence. Its goals were to ascertain their suitability for handling evidence and joining the forensic team, address the mismatch in employment between nurses and nursing graduates working for the PNP in non-nursing departments, provide a chance for PNP employees to receive forensics training because it is somewhat related to what nurses do, and utilize BSN-prepared PNP uniformed personnel to help gather and preserve evidence in order to address the high rate of unresolved crimes in the provinces, particularly in remote areas where crime investigation is challenging due to the lack of a crime investigation team. Their skills as PNP uniformed officers and nurses could be used to deliver medical

FRAMEWORK

This study hinges on the Person-Job Fit Theory, which emphasizes aligning an individual's skills (knowledge, skills, abilities) with the demands of their job. This ensures a satisfying and productive fit, benefiting both the employee and the PNP organization. The study analyzes this fit for BSN-prepared PNP personnel, suggesting they be deployed in areas where their unique skills can maximize their effectiveness and contribute to the PNP's overall operational efficiency.

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Optimizing this fit in recruitment and placement can result in a more qualified, motivated, and committed workforce for the PNP.

This study highlights the importance of employee competencies for job success, emphasizing continuous development in a changing environment. While BSN-prepared PNP officers perform comparably to non-BSN colleagues, their specific skillsets, encompassing job knowledge, management, relationships, and organizational concern, suggest room for improvement through targeted training. This investment in BSN personnel's unique competencies can optimize their impact within the PNP and enhance overall organizational effectiveness.

OBJECTIVES OF THE STUDY

This study focused on the feasibility of training BSN-prepared PNP personnel as forensic nurses. It delves into four crucial areas: first, identifying their existing skillset; second, comparing their performance to non-BSN colleagues; third, analyzing any performance discrepancies; and lastly, designing a targeted training program to enhance their capabilities. By tackling these aspects, the study aims to build a program that optimizes the BSN-prepared personnel's strengths, empowering them to excel in forensic nursing and significantly contribute to both the PNP and the community.

METHODOLOGY

This study delved into the potential of BSN-prepared PNP personnel for forensic nursing training with a rigorous and multifaceted approach. It utilized a descriptive-comparative design, ensuring accurate analysis by including all BSN personnel and carefully matching them with non-BSN counterparts in each unit. To further guarantee reliability, the questionnaire underwent a meticulous validation process where the Chief of Staff and high-ranking officers assessed its coverage and effectiveness in measuring competencies.

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Data collection was equally comprehensive, employing a two-pronged approach. This involved accessing official 2011 performance ratings through PNP channels, providing a quantitative foundation. The researchers then personally distributed and retrieved questionnaires, gathering individual insights and skills, adding a qualitative layer. This rich blend of official evaluations, in-depth narratives, and statistical analyses ensured a nuanced understanding of the findings.

RESULT AND DISCUSSION

1. Competencies of the BSN-prepared PNP Uniformed Personnel

This study reveals the complete skill set of BSN-prepared PNP officers, including not only their proficiency in the field but also their critical aptitudes for relationship-building, workload management, and organizational commitment. In addition to having excellent planning and decision-making skills, they excel at careful work management, effective communication, and building relationships both inside and outside the PNP. In Table 1 shows the result of competencies along Job Knowledge

a. Job Knowledge

The study assessed the competencies of BSN-prepared PNP officers across four key areas. Tables 1-4 provide the detailed breakdown, but a quick glance at Table 1 reveals their strengths: planning and decision-making (3.53), followed by communication (3.47). Overall, with a score of 3.45, BSN officers consistently garnered "Very Good" ratings, showcasing their valuable contributions to the PNP through strong decision-making skills, clear communication, and a commitment to community-oriented services. This impressive performance paves the way for further exploration of how their unique skillset can be strategically utilized within the organization.

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Table 1.a

Competencies along Job Knowledge

Indicator		WM	Verbal Interpretation
Planning and Decision Making	1. Arrives at sound decisions even on important and complex matters after a thorough evaluation of possible options	3.35	Very Good
	2. Able to analyze problems and causes by seeking out pertinent data and taking all relevant considerations into account	3.94	Very Good
	3. Carries out the PNPs Vision-Mission-objectives (V-M-O)	3.75	Very Good
	4. Readily implements the best solution to problem encountered on the job using available facts	3.08	Good
Implementation of Instruction	1. Performs an assigned task with less general instructions	3.35	Very Good
	2. Able to contribute to effective law enforcement maintenance of law and order beyond expectations	3.40	Very Good
	3. Follows instruction to achieve identified outcome	3.47	Very Good
	4. Uses the participatory approach to implement instruction	3.46	Very Good
Community Oriented Services, Creativity and Resourcefulness	1. Participates actively in identifying and solving the problems of the community	3.39	Very Good
	2. Involves the community in determining neighborhood policing and tactics which impact on their lives and jointly working with them to solve neighborhood problems	3.40	Very Good
	3. Recommends new ideas, methods or improvisations to make the work better even when not required	3.38	Very Good
	4. Performs duties relating to community service and assistance	3.39	Very Good
Communication	1. Sends and receives accurate, brief and clear ideas thoughts, etc. in both oral and written format	3.40	Very Good

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	2. Listens actively to clients' concern and colleagues	3.46	Very Good
	3. Uses effectively channels of communications relevant to PMP services and management	3.47	Very Good
	4. Spends time with the client, supervisor, subordinates and other members of the PNP to facilitate interaction	3.53	Very Good
	GRAND MEAN	3.45	VERY GOOD

Very Good 3.28 – 4.00 Good 2.52 – 3.27 Fair 1.76 – 2.51 Poor 1.00 – 1.75

The data show that the competency of the BSN-prepared uniformed personnel in communication is very good. Effective verbal and nonverbal communication skills are valuable in the workplace. Studies have shown that the skill to communicate has always been vital for individuals. Communicative interactions in the workplace serve to create and maintain work relationships among team and organizational members, and between those members and key organizational stakeholders (Myers 2009; Sias 2009). According to Bhattacharya and Gulati (2013), the way people communicate within an organization influences the sense of camaraderie they perceive.

The findings show that the BSN-prepared PNP uniformed personnel are competent when it comes to their job knowledge. This can be attributed to the orientation and trainings provided by the PNP before enlistment and during their stint as PNP uniformed personnel. Entry trainings offered by the PNP includes personality development trainings, investigation of crimes of various degree and nature and professional development that includes; work ethics and professional decorum (Training Module of Police Basic Recruit Course).

While BSN-prepared PNP officers showed strong job knowledge due to PNP training, their academic background alone seems insufficient. This suggests BSN programs could delve deeper into PNP skills, or specialized training during service is crucial. Notably, their exceptional planning

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and decision-making skills make them ideal candidates for further training in forensic science. Equipped with their scientific background, they could be trained to handle crime scenes, examine victims, and gather evidence – tasks requiring compassion, expertise, and strong analytical skills. This specialized training would not only leverage their existing strengths but also significantly contribute to investigations and victim support within the PNP.

They could be trained to conduct the processes of crime scene investigation more particularly on the recognition, search, collection, handling, preservation and documentation of physical evidence to include identification, interview and arrest of suspect/s at the crime scene. View other drafts. The indispensable role of BSN-prepared PNP officers' planning and decision-making skills in meticulous crime scene investigations. As Investigators-on-Case, they assess scenes, determine SOCO team involvement, and manage evidence collection. As SOCO members, they plan, search, recognize, collect, handle, preserve, and document vital evidence critical for prosecution. Florendo emphasizes a systematic approach to ensure proper evidence handling, witness identification, and adherence to protocol. Ultimately, BSN officers' strong planning and decision-making skills contribute significantly to effective investigations and successful criminal justice outcomes (Florendo, 2012).

b. Work Management

In table 1.b show BSN-prepared PNP personnel demonstrate overall "Very Good" work management skills, with a grand mean of 3.40. This proficiency shines through in specific areas such as record management, policy compliance, prioritization, and cost-effectiveness. In essence, BSN officers' strong work management skills complement their other competencies and further contribute to their valuable role within the PNP.

This summary captures the key points and highlights the strengths of BSN-prepared uniformed personnel's work management practices. It avoids redundancy and maintains a concise tone. Overall, these findings reveal BSN officers to be reliable, responsible, and organized

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contributors to the PNP, effectively managing their work and enhancing the organization's operations.

Table 1. b
Competencies along Work Management

Indicator	WM	Verbal Interpretation	
Record Management	1. Keeps orderly and up-to-date records	3.46	Very Good
	2. Monitors and improves accuracy, completeness and reliability and important of relevant data	3.35	Very Good
	3. Maintains integrity, safety, access, security and disposal of records within approved policies and standards	3.33	Very Good
	4. Submits accurate, reliable, complete and meet reports before deadlines	3.30	Very Good
Compliance with and Implementation of Policies	1. Adheres and complies with and implements policies and SOPs	3.50	Very Good
	2. Helps in the dissemination of policies/SOPs	3.47	Very Good
	3. Follows the standards of practices to improve the PNP condition	3.50	Very Good
	4. Performs assigned tasks to satisfy the requirements of clientele (internal and external) beyond the set standards	3.49	Very Good
Community Oriented Services, Creativity and Resourcefulness	5. Participates actively in identifying and solving the problems of the community	3.39	Very Good
	6. Involves the community in determining neighborhood policing and tactics which impact on their lives and jointly working with them to solve neighborhood problems	3.40	Very Good

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	7. Recommends new ideas, methods or improvisations to make the work better even when not required	3.38	Very Good
	8. Performs duties relating to community service and assistance	3.39	Very Good
Communication	5. Sends and receives accurate, brief and clear ideas thoughts, etc. in both oral and written format	3.40	Very Good
	6. Listens actively to clients' concern and colleagues	3.46	Very Good
	7. Uses effectively channels of communications relevant to PMP services and management	3.47	Very Good
	8. Spends time with the client, supervisor, subordinates and other members of the PNP to facilitate interaction	3.53	Very Good
	GRAND MEAN	3.45	VERY GOOD

Very Good 3.28 – 4.00 Good 2.52 – 3.27 Fair 1.76 – 2.51 Poor 1.00 – 1.75

BSN-Prepared PNP personnel in work management, receiving "Very Good" ratings all across. They perfectly follow policies, actively participating in operational changes, and preserve records with painstaking attention to detail, guaranteeing accuracy and security. Their worth to the PNP is further cemented by their inventiveness in optimizing output and lowering expenditures, as well as their skillful prioritization in maintaining a balanced workload. These outstanding outcomes are probably the consequence of the PNP's extensive training program, which gave them the tools they needed to perform well in both the operational and administrative facets of their jobs.

The findings imply that nurses' preparation must be enriched especially during their baccalaureate preparation or they must undergo special training after they graduate, in order to become more competent as PNP uniformed personnel especially when it comes to work management. Employees who possess excellent interpersonal work skills rise to the top in their personal effectiveness as well as organizational growth. Interpersonal skills enable employees to

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interact successfully within the changing and challenging workable environment. Better interpersonal skills achieve greater performance in the job and better work accuracy (Goyal, 2013).

Nurse supervisors—leaders of nurses with 24 hourly responsibility and accountability for a unit or units receiving direct care—offer the essential connection between the managerial the point of care and the strategic plan. The nurse manager bears the responsibility of formulating secure, healthful settings that foster the healthcare team's efforts and aid in encouraging patient participation. The has an impact in developing a professional creating an atmosphere and a culture where Members of an interdisciplinary team are capable of help provide the best possible outcomes for patients and get professional growth (AONE Nurse Manager Competencies, 2015)

c. Interpersonal Relationship

This study reveals the complex web of interpersonal abilities that BSN-prepared PNP personnel possess, exploring their commitment to self-improvement, their aptitude for creating a variety of networks, and their exceptional capacity for both leading and following. In Table 1. c shows the competencies along Interpersonal Relationship.

Table 1.c
Competencies along Interpersonal Relationship

Indicator	WM	Verbal Interpretation
Personal and Professional Development	1. Identifies owns strengths, weakness and limitations	3.05 Good
	2. Determines personal and professional goals and aspirations	3.39 Very Good

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	3. Attends and participates in appropriate activities for personal and professional development	3.37	Very Good
	4. Participates actively in training required for the job and for career advancement and development	3.39	Very Good
	Over-all	3.30	Very Good
Build Linkages and Networks	1. Builds networks and linkages using proper communication techniques	3.40	Very Good
	2. Establishes collaborative relationship with networks and linkages	3.35	Very Good
	3. Shares knowledge, skill, expertise and experiences to help improve effectiveness and efficiency of PNP services and management	3.46	Very Good
	4. Creates trust and confidence among the established partners, linkages, and networks	3.55	Very Good
	Over-all	3.44	Very Good
Ability to Lead and Follow	1. Able to accept suggestion and comments of peer, subordinates and superiors	3.40	Very Good
	2. Maintains good relationship with clients, colleagues and other members and other members of the team	3.53	Very Good
	3. Maintains a high degree of teamwork among peers and subordinates	3.47	Very Good
	4. Displays sense of leadership and followership	3.40	Very Good
	Over-all	3.47	Very Good
	GRAND MEAN	3.40	VERY GOOD

Very Good 3.28 – 4.00 Good 2.52 – 3.27 Fair 1.76 – 2.51 Poor 1.00 – 1.75

Based on Table 1.c, the BSN-prepared PNP uniformed personnel were "very good" in their interpersonal relationship. Along Personal and Professional Development, they were found to be

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"Good" in identifying own strengths, weaknesses and limitations but found to be "Very Good" in determining personal and professional goals and aspirations; attending and participating in appropriate activities for personal and professional development; and participating actively in training required for the job and for career advancement and development. Also, along Building Linkages and networks, they were found to be "Very Good" along with using proper communication techniques; establishing collaborative relationship with networks and linkages; sharing knowledge, skill, expertise and experiences to help improve effectiveness and efficiency of PNP services and management; and creating trust and confidence among the established partners, linkages and networks. Along Ability to Lead and Follow, they were also found to be "Very Good" in their ability to accept suggestion and comments of peer, subordinates and superiors; maintaining good relationship with clients, colleagues and other members of the team; maintaining a high degree of teamwork among peers and subordinates; and displaying sense of leadership and followership. Much of these competencies had been acquired during their college days as nursing students and further learned when they worked as nurses. As BSN graduates, they had been prepared for the tasks of leading and following policies, protocols and producers. BSN-prepared PNP uniformed personnel score slightly lower in identifying personal weaknesses, their "Very Good" overall interpersonal skills paint them as communication champs, collaboration gurus, and team players extraordinaire. They set ambitious goals, actively attend training, and weave strong networks, all fueled by a flexible leadership style that allows them to seamlessly switch between leading and following. This potent mix, likely honed during their nursing days, makes them valuable PNP assets, fostering a collaborative environment and maximizing effectiveness through knowledge sharing and trust-building within and beyond the force.

Both personal performance and organizational growth are greatly enhanced by employees with exceptional interpersonal work abilities. Employees with interpersonal skills can effectively engage with one another in a dynamic, demanding work environment. Increased productivity and precision at work are results of having stronger interpersonal skills (Goyal, 2013).

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d. Concern for Organization

BSN-prepared PNP uniformed personnel officers excel in many areas, their commitment to the organization shines through in Table 1.d, where they score "Very Good" overall (3.42) in organizational concern.

The data on the organizational concern competencies of BSN-prepared PNP uniformed personnel are presented in Table 1.d. The data reveal that the mean rating for stewardship of unit properties was 3.40. BSN officers show a strong commitment to safeguarding and responsibly utilizing unit resources. This likely translates to careful management of equipment, supplies, and other assets. In preservation of unit interest got 3.39, BSN officers still score well in promoting and protecting the best interests of their unit. This suggests they advocate for their team's needs and contribute to its overall success. While for coordination got 3.52. This area stands out with the highest mean score, indicating BSN officers excel at coordinating tasks and activities within their unit. Their strong communication and teamwork skills likely contribute to this strength. The grand mean rating for organizational concern competencies was 3.42 interpreted to be "Very Good".

Table 1.d

Competencies along Concerned for the Organization

Indicator		WM	Verbal Interpretation
Stewardship of Units Properties Stewardship of Units Properties	1. Establishes mechanism to ensure proper functioning of unit properties	3.36	Good
	2. Takes the responsibility of looking after the unit properties	3.53	Very Good
	3. Good sense of stewardship towards government properties	3.39	Very Good

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ISSN: 2704-3010

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	4. Maintains the performance efficiency and effectiveness of unit properties	3.32	Very Good
	Over-all	3.40	Very Good
Preservation of Unite Interests	1. Applies appropriate quality improvement methodologies for the unit interests	3.39	Very Good
	2. Observes and implements measures to safeguard unit interests	3.31	Very Good
	3. Implements safety/security measures within unit	3.47	Very Good
	4. Applies corrective and preventive measures to preserve unit interests	3.39	Very Good
	Over-all	3.39	Very Good
Coordination	1. Establishes collaborative relationship with colleagues and other members of the team	3.51	Very Good
	2. Maintains close coordination with superiors, and peers	3.93	Very Good
	3. Shows respect superior officers	3.53	Very Good
	4. Coordinates with other units/agencies to promote the interest and welfare of all concerned parties/offices	3.11	Good
	Over-all	3.52	Very Good
	GRAND MEAN	3.44	VERY GOOD

Very Good 3.28 – 4.00 Good 2.52 – 3.27 Fair 1.76 – 2.51 Poor 1.00 – 1.75

Along Stewardship of Units Properties Stewardship of Units properties, they were found to be "Very Good" in establishing mechanism to ensure proper functioning of unit properties; taking the responsibility of looking after the unit properties; having good sense of stewardship

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towards government properties; and maintaining the performance efficiency and effectiveness of unit properties. In addition, they were rated as "Very Good" for their application of suitable quality improvement methodologies for the unit interest, their observation and implementation of safety and security measures within the unit, their application of corrective and preventive measures to preserve unit interests, and their preservation of unit interests. In terms of coordination, they were rated as "Very Good" in building cooperative relationships with peers and superiors, keeping close lines of communication with peers, and respecting higher-ranking officers, but only "Good" in terms of coordinating with other units or agencies to advance the interests and welfare of all parties or offices involved.

This implies that the BSN-prepared PNP officers were aware of their roles and responsibilities to the PNP organization. This can be attributed to the fact that as members of the PNP it had been inculcated among their members through trainings and seminars, the value of organizational awareness and their responsibilities as members of the organization. Furthermore, it can be noted that they are very good in coordination. Coordination is the act of organizing, making all the members of the PNP to work together to fulfill desired goals of the organization. This is a very good quality since most of the times PNP uniformed personnel work as a team of different skilled persons with different individual behaviors.

The competency in achieving coordination is a team factor to motivate other team members to achieve high productivity (Baker, Day & Salas, 2006). Through coordination and synergy, the skills of the BSN-prepared PNP uniformed personnel and resources of the PNP as an organization could be optimized.

The competencies that a company needs to succeed and maintain its competitiveness in the market are known as organizational competencies. The competencies include a list of anticipated attitudes, abilities, and behaviors that contribute to the organization's successful operation. The competencies of the organization's workforce have a significant impact on organizational competences.

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In the broadest sense, organizational competencies are those "things" that employees of the company must exhibit in order to be successful in their roles, responsibilities, tasks, or jobs. These "things" include motivation (how an employee feels about a job, organization, or geographic location), job-relevant behavior (what an employee says or does that results in good or poor performance), and technical knowledge/skills (what an employee knows/demonstrates regarding facts, technologies, their professions, procedures, jobs, and the organization, etc.)

2. Work Performances of the BSN-prepared PNP and the Non-BSN prepared-PNP Uniformed Personnel

The work performance ratings of the BSN-prepared and non-BSN-prepared PNP uniformed officers were compared to ascertain whether the former is more productive and efficient than the latter. The data presented in Table 2 indicates that the job performance rating of PNP uniformed personnel who had received BSN preparation was 85.22, which is considered as very satisfactory. Conversely, the work performance rating of PNP uniformed personnel who had not received BSN preparation was 84.89, which is also interpreted as extremely satisfactory. The BSN-prepared PNP uniformed personnel received a mean rating that was somewhat higher than the non-BSN-prepared PNP uniformed personnel, despite the fact that both of their work performance evaluations were extremely satisfactory. Thus, PNP uniformed personnel prepared with a BSN perform at a level that is equally as effective and efficient as PNP prepared without a BSN.

The degree of diversity in the performance ratings of PNP uniformed officers is shown by the standard deviation. Furthermore, it should be mentioned that the standard deviation of performance evaluations for PNP uniformed officers with BSN preparation was 1.82, whereas it was 1.54 for those without. The data indicates modest standard deviations. This indicates that their performance evaluations are not very variable. These results suggest that the PNP uniformed personnel's performance was not impacted by their academic background. Moreover, it implies that BSN holders can succeed as PNP members.

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Table 2

Mean Performance Ratings (PR) of BSN-prepared and non BSN-prepared PNP Uniformed Personnel

UNIT/GRP	BSN-Prep		Non-BSN Prep	
	PR	Adj	PR	Adj
Regional Hqr Support Group	86.64	VS	84.59	VS
Regional Public Safety Battalion	83.67	VS	84.46	VS
Sorsogon Police Provincial Office	85.05	VS	85.22	VS
Naga Police Station	84.50	VS	83.50	VS
Camarines Norte Police Provincial Office	85.41	VS	85.35	VS
Camarines Sur Police Provincial Office	85.22	VS	84.96	VS
Catanduanes Police Provincial Office	85.00	VS	84.30	VS
Masbate Police Provincial Office	84.66	VS	85.26	VS
Albay Police Provincial Office	85.23	VS	84.36	VS
Separate Unit	85.80	VS	85.60	VS
Over-all	85.22	VS	84.89	VS

91-100 Outstanding 81-90.99 Very Satisfactory 71-80.99 Satisfactory 70.99 and below Poor

As a result, BSN holders can succeed in the PNP as well. This also suggests that although BSN training could provide useful skills, individual success is probably more influenced by other elements including motivation, experience, and particular job roles. More in-depth studies with higher resolution data are required to conclusively evaluate BSN's influence on particular facets of PNP employment.

According to a growing body of research, Forero (2009) observed in his study, police officers' performance may be influenced by their personal dispositions. The authors of this study fitted a longitudinal structural equation model to investigate the predictive validity of the training

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process for real performance after graduation, despite the fact that predictive studies of police performance employing personality traits frequently concentrate on academy training.

3. Significant difference in the work performance between the BSN-prepared PNP and the non BSN-prepared PNP uniformed personnel

The hypothesis that there is no significant difference in the work performance of the BSN-prepared and non BSN-prepared PNP uniformed personnel was tested using the t-test. The results of the hypothesis testing are presented in Table 3. The data show that the mean performance rating for the BSN-prepared PNP uniformed personnel was 85.22 and for the non BSN-prepared PNP uniformed personnel, was 84.89, so it is higher for the BSN-prepared PNP uniformed personnel. It can also be seen that the variability in the mean performance rating for the BSN-prepared PNP uniformed personnel is greater since the SD is larger for the BSN-prepared PNP uniformed personnel.

The computed value of t is 0.136 while the tabular value of t is 1.96. Since the tabular value of t is greater than the computed value, the null hypothesis of no difference between the mean performance rating for the BSN-prepared PNP uniformed personnel and the non BSN-prepared PNP uniformed personnel is accepted. This means that in terms of work performance the BSN prepared personnel are as good as the non-BSN prepared PNP personnel.

The t-test verifies that the performance of BSN-prepared PNP uniformed personnel is statistically equivalent to that of non-BSN cops, even though they generally scored somewhat better. To fully understand the complex effects nursing training on PNP performance, more study that focuses on particular abilities and accounts for individual circumstances is required, even though the broader skillset of nursing may provide insightful details.

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4. Training program to further strengthen the competencies of the BSN-prepared PNP uniformed personnel.

PNP uniformed personnel should have the right knowledge and skills of basic policing and the proper attitude of a dedicated and service oriented police officer. It is also mandated that all of the uniformed members of the PNP should have the knowledge and skills required to perform the following duties and responsibilities:

Actively patrol and secure designated beat or area in vehicle and on foot; maintain high patrol visibility to assist in crime prevention, monitor radio broadcasts by communications and other police officers to ensure awareness of activities in area and provide assistance; arrest or neutralize criminals; respond to scenes of possible criminal activity or flight; provide assistance to the victim; interrogate suspects, advising them of their rights, conduct search of arrested suspects; assist in pursuit operations; ensure that suspects are transported to proper detention area; participate in active community problem identification and solving; perform duties relating to service and assistance (ie, lost child, injured persons); meet and talk with citizens; providing directions; prepare reports (case/incident), observe and record events, check report for accuracy; submit to appropriate personnel; and control mobs/rallyists. Also, they should possess the knowledge and skills so that they can enforce basic laws such as ordinances on crimes against property like theft and robbery, etc; crimes against persons like physical injuries, homicide, murder, rape etc; special laws like criminal procedures; direct traffic, assist motorists and pedestrians, check licenses and registration for status, advise drivers on the need to maintain safe driving practices, arrest traffic violators and issue tickets; and secure crime scene, preserve evidences and suspects, list down names of complainant and witnesses, make affidavits, make spot and blotter reports, escort suspects to crime laboratory and detention centers (Philippine National Police Manual, 2010).

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Rationale

The 6-month training program for BSN-prepared PNP uniformed personnel is designed to strengthen their competencies or their abilities to perform functions or roles as PNP personnel. The training that will be provided will ensure that they would possess, the knowledge, skills and attitudes that are relevant to the requirements of their possible areas of deployment and reflect the realities of the workplace. It will focus on what is expected of the BSN-prepared PNP uniformed personnel assigned in a particular area or division the PNP in applying what they have learned, and embody their ability to transfer and apply skills and knowledge to new situations and environments.

This training program is comprised of modules broken into segments called learning outcomes, which were based on the needed competencies reflected in the assessment. To ensure that each participant achieved all the outcomes (skills, knowledge and attitudes) required by each module, the time to accomplish each module was specified. Also, some learning objectives could be best achieved through lectures while others require role-playing, practice and hands-on experience for lessons to have significant benefit for the participants. Hence, some modules could be finished within 24 to 30 hours. However, for the module in forensic nursing a maximum of 180 hrs. was provided since the participants are expected to gain knowledge and skills on the application of medical science in crime investigation with the emphasis on human anatomy, physiology and the medico-legal aspects of physical injuries, death investigation, pregnancy, abortion, post mortem findings and autopsy, and sexual abuse and violent death. A visit in the crime laboratory would make them understand the operation of the different scientific equipment/instruments needed in crime investigation and intelligence operations.

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General Objectives

1. To enhance the professional functioning of BSN-Prepared PNP uniformed personnel.
2. To guide BSN-Prepared PNP uniformed personnel's individual development and training needs.

KEY RESULT AREAS	TOPIC	OBJECTIVES	ACTIVITIES	NO. OF HOURS	AREA OF DEPLOYMENT
Job Knowledge	Effective Communication <ul style="list-style-type: none"> • Verbal and non-verbal • Active listening • Conflict Management 	<ul style="list-style-type: none"> • To improve the verbal and non-verbal communication skills and awareness • To enhance skills in structuring conversations & speaking clearly. Applying inflection to the voice; controlling pitch and pace; using positive and negative phrases; and interpreting the body language of others in appropriate cases • To acquire positive body language & expressions; practice active listening; learn techniques, and effective questioning strategies • To gain confidence and trust to show genuine interest & empathy; manage conflict & resolve discrepancies; and influence people & handle assumptions 	Group discussion Personal coaching Practice	30	Women's Desk SOCO Crime Lab
	<i>Community policing</i> <ul style="list-style-type: none"> • Conducting an Interview • Interpersonal communication • Problem Solving Techniques 	To gain knowledge on how to establish PNP partnership with the community it serves. To gain skills on interviewing and interpersonal communication,	Practice	30	Women's Desk

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		mobilizing and building self-respect among communities, making analysis and solving problem			
	Human Rights- Based Policing <ul style="list-style-type: none"> Human Rights Crime Prevention 	To enhance skills on the applications of human rights and international humanitarian law on the policing, in solving and preventing crime and in maintaining public order	Lecture Group Discussion Case Analysis	30	Women's Desk
	Investigative skills; how to ask/investigate victim	To enhance skills on approaches in gathering facts and evidences needed for a successful prosecution of the case against a suspect	Field training Exposure activities on the investigation	30	Women's Desk SOCO Crime Lab
	Court testimony and presentation of evidence in a court of law <ul style="list-style-type: none"> commencement and prosecution of offenses Preparation of pleadings Proper decorum during court proceedings Proper and correct procedure in the prosecution of offenses Proper and correct procedure in the settlement of disputes Documentation Application of Burden of Proof Court Testimony 	<ul style="list-style-type: none"> To gain knowledge on pertinent provisions of the rules of court and other related circulars of the Supreme Court; the basic principles on the commencement and prosecution of offenses; the basics of a thorough preparation before actual trial, including the in the preparation of pleadings; the proper decorum during court proceedings; the proper and correct procedure in the prosecution of offenses including the settlement of disputes To gain skills in accomplishing and preparing documents which are necessary to support particular evidence; identifying judicial notices, admissions and confessions; and the different kinds of evidences, proof and collateral matters To gain knowledge on the meaning of "burden of proof", its application in a judicial proceeding, criminal or otherwise and in relation to administrative cases and its 	Simulated court proceedings Mock/ simulated court presentation of evidence Document preparation and presentation Actual court observation, feedback/ critiquing	30	Women's Desk SOCO Crime Lab

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		<p>difference from the "burden of evidence", conclusive and disputable presumptions</p> <ul style="list-style-type: none"> To acquire the knowledge and skills in court testimony and direct cross-examination by experienced trial lawyers 			
Work Management	Documentation of Evidences and Results of Investigation	To enhance skills on approaches in documenting evidences and results of investigation	Lecture Group Discussion	30	Women 's Desk SOCO Crime Lab
	<p>Crime Scene Investigation</p> <ul style="list-style-type: none"> Techniques of approaching the crime scene and crime scene processing Proper assessment of physical evidence at the crime scene proper collection, handling, preservation, packaging Documentation and transmittal of physical evidence Health and safety measures pertaining to the hazards of crime scene processing Legal sanctions and/or requirements 	<ul style="list-style-type: none"> To gain knowledge on the scientific techniques of approaching the crime scene and crime scene processing; the proper assessment of physical evidence at the crime scene To acquire mastery in the recognition, proper collection, handling, preservation, packaging, documentation and transmittal of physical evidence to the forensic laboratory for examination To understand the principles of health and safety measures pertaining to the hazards of crime scene processing; and the legal sanctions and/or requirements that should be observed in conducting investigation of criminal cases 	Field training Exposure activities on the investigation	30	SOCO
	Detection, Handling Collection, Preservation of Physical Evidence	<ul style="list-style-type: none"> To gain knowledge on the standard processes and techniques of identifying, tracing, locating, and apprehending suspects, including the systematic method of collecting and preserving evidence 	Lecture Group Discussion Field	30	SOCO Crime Lab

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		<ul style="list-style-type: none"> To gain skills on proper collection, handling, preservation, evaluation and documentation of evidence To acquire the knowledge on the different types of evidence such as hairs, fibers, chemicals, drugs of abuse, blood, semen, glass fractures, paints, soil, finger prints, documents, firearms, bullet trajectory, tool marks, casting and molding 	Training Simulated Activities		
	<p>Time Management</p> <ul style="list-style-type: none"> Prioritization Handling interruptions and distractions Delegation 	<ul style="list-style-type: none"> To enhance understanding of "deadline pressure" and "value" To acquire skills in prioritizing work according to its value and deadline pressure To acquire skills in handling interruptions and distractions; turning negative situations into positive; proper delegation and correct prioritization 	Lecture Group Discussion	30	Women 's Desk SOCO Crime Lab
Interpersonal Relationship	The Use of Forensic Science and Technology in Crime Investigation and Intelligence Operations	<ul style="list-style-type: none"> To gain skills in criminal profiling To gain knowledge in converting of clues into evidence that have investigative or probative values To gain knowledge and technical skills needed in the assessment of criminal behavior To familiarize with the psychological manifestations of drug abuse, mental disorders, suicide and sexual deviance To be able to assist in the conduct of scientific crime detection and investigation To gain knowledge on application of medical science in crime investigation with the emphasis on human anatomy, physiology and the medico- 	Lecture Group Discussion Exposure Activities Practical Laboratory Works	180	SOCO Crime Lab

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		<p>legal aspects of physical injuries, death investigation, pregnancy, abortion, post mortem findings and autopsy, and sexual abuse and violent death.</p> <ul style="list-style-type: none"> To understand the operation of the following scientific equipment/ instruments: High Precision Analytical Balance; Microscopes; Stereoscope/ Bullet Comparison); Gas Chromatograph (Flame Ionization Detector) (GC- FID); Gas Chromatograph-Mass Spectrometer (GC-MS), UV-Visible Spectrophotometer; High performance Liquid Chromatograph (HPLC); Atomic Absorption Spectrophotometer (AAS); Fourier Transform- Infrared Spectrometer (FTIR); Photographic instruments /materials; and Polygraph machine 			
	Computer Literacy Use of law enforcement hardware and software	To obtain computer literacy on the use Microsoft Word, FilePro, CAD-RMS, and related law enforcement hardware and software	Hands-on	40	Women 's Desk SOCO Crime Lab
	Strategic Planning And Management • Planning and Designing Development Plans	<ul style="list-style-type: none"> To gain knowledge and skills in developing, controlling and maintaining a strategic balance between organizational goals and available resources. To gain knowledge on setting priorities, focusing energy and resources, strengthening operation, ensuring that all members of the organization are working toward common goals, establishing agreement around intended outcomes/result, and 	Lecture Group Discussion	24	Women 's Desk SOCO Crime Lab

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		<p>assessing and adjusting the organization's direction in response to needs of the changing environment.</p> <ul style="list-style-type: none"> To gain knowledge on systematic coordination and alignment of resources and actions with mission, vision and strategy consistent with changes in circumstances 			
	Project Development and Management	To gain skills in identifying requirements, establishing clear and achievable objectives, and balancing the competing demands of the different aspects of work	Lecture Group Discussion	32	Women 's Desk SOCO Crime Lab
	Effective Research in Public Management	To gain knowledge and skills to identify a program's strengths and weaknesses; choose appropriate actions and adapt the structures and processes of the organization to ensure good organizational performance	Lecture Group Discussion	40	Women 's Desk SOCO Crime Lab
	Team Building; Establishing Partnership and Collaboration	To gain skills in breaking down communication barriers to find creative solutions to complex problems; brainstorming among members; Managing challenging situations and resolving conflict within a team	Team- Building Activities	40	Women 's Desk SOCO Crime Lab
	Leadership Skills Enhancement Management of priorities	To enhance skills in managing time and prioritize work; managing conflict and handling difficult people	Lecture Group Discussion and Activities	16	Women 's Desk SOCO Crime Lab
Organizational Concern	Resource Management <ul style="list-style-type: none"> Fund sourcing management internal controls legal considerations for resource management 	To gain knowledge and skills in developing resource requirements; identifying sources of funds and other resources; acquiring resources; distributing and controlling resources; tracking costs and obligations; capturing costs; establishing reimbursement procedures; and establishing management internal controls	Lecture Group Discussion	32	Women 's Desk SOCO Crime Lab

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		To acquire knowledge about the legal considerations for resource management			
	<p>Conflict Resolution</p> <ul style="list-style-type: none"> • Handling Disciplinary Matter and Grievance • End Results of Conflict Management • Discipline Process 	<ul style="list-style-type: none"> • To enhance knowledge about procedural requirement in conflict resolution • To enhance skills in raising a concern, problem or complaint regarding their working environment or employment (terms and conditions) in order to resolve grievances fairly, consistently and as quickly as practicable without, wherever possible, the need to proceed to formal procedures. However, if formal procedures are required the procedure will ensure the process is handled expeditiously and fairly. • To acquire knowledge on the use of disciplinary and grievance procedures 	<p>Lecture</p> <p>Group Discussion</p> <p>Simulated Activities</p>	40	<p>Women 's Desk</p> <p>SOCO</p> <p>Crime Lab</p>

Effective Communication Skills. PNP uniformed personnel with effective communication skills are assets to the organization since they could express their own views clearly and constructively establish the needs of their clients and significant others When they acquire skills for effective communication, they could have great control over their voice, tone and language, which they could alter depending on the person/s they deal with. In addition, they would have the techniques and confidence to manage conflict, resolve discrepancies, influence people and handle assumptions. Thus, they must be trained on public speaking, making correspondence and report writing whether they are deployed in the women's desk, SOCO or crime laboratory.

Community policing. This topic would emphasize PNP partnership with the community it serves. This way police priorities will be set by means of consultations with the public. Under

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community policing, the scope of police actions especially those assigned in the women's desk are not only focused on immediate responses for service, but will be assume a wider problem-solving and prevention responsibilities. In this regard BSN-prepared PNP uniformed personnel that will be assigned in the women's desk should possess skills on interviewing and interpersonal communication, mobilizing and building self-respect among communities, and analytical and problem- solving skills.

Human Rights-Based Policing. The signing of the 2012 Memorandum of Understanding with the Hanns Seidel Foundation (HSF) Philippine Project Office, on February 27, 2012 at the PNP Headquarters in Quezon City between PNP Director General Nicanor Bartolome and HSF Resident Representative Paul Schafer, strengthen the commitment of the PNP to respect and adhere to the principles of human rights in its community policing activities. Thus, BSN-prepared PNP uniformed personnel who will be assigned in the women's desk need to enhance their skills on the applications of human rights and international humanitarian law on the policing, in solving and preventing crime and in maintaining public order.

Investigative Skills Enhancement. Investigation is a deliberate activity to look for, among others, the answers as to who, why, and how of a crime, event or accident. Since, PNP uniformed personnel are usually absent when crimes occur; they have to follow procedures and methods to arrive at a clear picture of the incident and to undertake actions that should result in the solution of the case. The PNP uniformed personnel conduct investigation in order to identify the suspect, to locate his/her whereabouts and to provide evidence of his/her guilt. It is therefore necessary for those BSN-prepared personnel, who would be deployed in the Women's Desk, SOCO and Crime Laboratory to know the meaning and purpose of investigation and the importance of taking the right step at the start of the investigation.

Witnessing in Court Trial and Other Legal Proceedings. Police uniformed personnel may appear as a witness in court trial and other legal proceedings about what they saw, heard, or

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otherwise personally observed. Thus, BSN-prepared PNP uniformed personnel who would be deployed in the Women's Desk, SOCO and Crime Laboratory should undergo training for them to have knowledge on pertinent provisions of the rules of court and other related circulars of the Supreme Court; the basic principles on the commencement and prosecution of offenses; the basics of a thorough preparation before actual trial, including the preparation of pleadings; the proper decorum during court proceedings; and the proper and correct procedure in the prosecution of offenses including the settlement of disputes. Likewise, the training program must also enable them to acquire the skills in accomplishing and preparing documentation which are necessary to support particular evidence; and in identifying judicial notices, admissions and confessions; and the different kinds of evidences, proof and collateral matters. In addition, the training program must provide them with knowledge and enable them to acquire the skills in court testimony and direct cross- examination by experienced trial lawyers.

Use of Forensic Science in Crime Investigation and Intelligence Operations. The BSN-prepared PNP uniformed personnel need to gain further knowledge on forensic science. A training on the application of medical science in crime investigation with the emphasis on human anatomy, physiology and the medico- legal aspects of physical injuries, death investigation, pregnancy, abortion, post mortem findings and autopsy, and sexual abuse and violent death will enable to gain competencies that will enable to be considered capable of being deployed in the SOCO Team of the PNP Crime Laboratory.

The application of the forensic science disciplines to support intelligence, investigations, and operations in the prevention, interdiction, disruption, attribution, and prosecution of criminal activities is an activity where BSN-prepared PNP uniformed personnel could provide assistance. They could be trained in the analysis of the scene of crime which would involve obtaining a permanent record of the scene using photography and collection of evidence for further examination and comparison. Also, they could be trained in the collection of samples which could

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be biological (tissue samples such as skin, blood, semen, or hair), physical (fingerprints, shells, fragments of instruments or equipment, fibers, recorded voice messages, or computer discs) and chemical (samples of paint, cosmetics, solvents, or soil) (<http://www.faqs.org/espionage/Fo-Gs/Forensic-Science.html#ixzz2HFv08mkG>). In doing the analyses, they can gain understanding of the operation of the following scientific equipment/ instruments: High Precision Analytical Balance; Microscopes; Stereoscope/ Bullet Comparison); Gas Chromatograph (Flame ionization Detector) (GC-FID); Gas Chromatograph - Mass Spectrometer (GC-MS); UV-Visible Spectrophotometer; High performance Liquid Chromatograph (HPLC); Atomic Absorption Spectrophotometer (AAS); Fourier Transform-Infrared Spectrometer (FTIR); Photographic instruments /materials; and Polygraph (machine<http://www/faqs.org/espionage/Fo-Gs/Forensic Science html#xzzz2HFv08m kG>).

Computer Literacy. Nowadays, it is very important to have basic knowledge and skills about Information Technology (IT). The task of BSN-prepared personnel who would be deployed in Women's Desk, SOCO and Crime Laboratory may require the use of a wide range of computer applications. Their computer skills can help them engage in a greater number of tasks; complete their tasks more quickly and accurately; and have access to additional resources and information. Thus, computer training on the use Microsoft Word, FilePro, CAD-RMS, and related law enforcement hardware and software would be necessary to BSN-prepared PNP uniformed personnel for them to obtain computer literacy to make themselves more valuable to the organization.

Strategic Planning and Management. The knowledge and skills on strategic planning and management could help BSN-prepared PNP uniformed personnel who would be deployed in Women's Desk, SOCO and Crime Laboratory to develop control and maintain a strategic balance between organizational goals and available resources. It could also help them set priorities, focus energy and resources, strengthen operations, ensure that all members of the organization are

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working toward common goals, establish agreement around intended outcomes/results, and assess and adjust the organization's direction in response to needs of the changing environment. Strategic planning could result to decisions and actions that could shape and guide what the organization would be in the future. By using strategic management, the organization could systematically coordinate and align resources and actions with mission, vision and strategy so that it can evolve and grow as circumstances change.

Project Development and Management. BSN-prepared PNP uniformed personnel who would be deployed in Women's Desk, SOCO and Crime Laboratory should also enhance their knowledge and skills on the art of managing project with the view of producing finished products or service. They should enhance their skills in identifying requirements, establishing clear and achievable objectives, and balancing the competing demands from different aspects of work.

Without a scientific approach to the task of managing projects and achieving objectives, it would be very difficult for the members of the organization to successfully execute projects within the constraints of time, scope and quality and deliver the required result.

Effective Research in Public Management. Although in the BSN program, the BSN-prepared PNP uniformed personnel who would be deployed in Women's Desk, SOCO and Crime Laboratory had already received training on conducting research there is still a need to enhance their skills along researches in public management in order for them to be able to identify a program's strengths and weaknesses with the aim of making program more effective; choose appropriate actions when mandates of concerned agencies are ambiguous, necessitating decisions as to how they should be interpreted and implemented and when fulfilling policy objectives; and adapt the structures and processes of the organization so as to ensure good organizational performance.

Team Building; Establishing Partnership and Collaboration. A training to enhance skills on team building and establishing partnership and collaboration would enable the BSN-prepared

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PNP uniformed personnel who would be deployed in Women's Desk, SOCO and Crime Laboratory to create an environment that would allow the collective knowledge, resources and skills of each team member to flourish. Effective collaboration and teamwork require communication technology, definition of responsibilities and an encouraging culture. Teamwork and collaboration are most effective when team members are expressive and open to positive competition (http://www.ehow.com/list_6894157_benefits-collaboration-teamwork.html).

Leadership Skills Enhancement. Generally, the tasks of PNP uniformed personnel are usually performed by teams. Leadership skills enhancement is needed to successfully take charge of the team. The leadership enhancement training course will teach BSN-prepared PNP uniformed personnel who would be deployed in Women's Desk, SOCO and Crime Laboratory how to stop managing and start leading; and, as a result, make them vital parts of the organization's future.

Resource Management. A training on resource management is necessary for BSN-prepared PNP uniformed personnel who would be deployed in Women's Desk, SOCO and Crime Laboratory to gain knowledge and skills in developing resource requirements; identifying sources of funds and other resources; acquiring resources; distributing and controlling resources; tracking costs and obligations; capturing costs; establishing reimbursement procedures; and establishing management internal controls. It is also important for them to acquire knowledge about the legal considerations for resource management.

Conflict Resolution; Handling Disciplinary Matter and Grievance. Managing disagreements between and among people with different goals and needs is one way of building personal and collegial relationships. When conflicts are resolved and disciplinary matters and grievances are handled effectively, the members of the team can develop stronger mutual respect and a renewed faith in their ability to work together. Thus, the knowledge and skills in resolving conflicts and handling disciplinary matters and grievances can lead to personal and professional

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growth of BSN-prepared PNP uniformed personnel who would be deployed in Women's Desk, SOCO and Crime Laboratory.

CONCLUSION

BSN-prepared PNP uniformed personnel demonstrate strong overall competencies and perform at a "Very Satisfactory" level, specific areas call for improvement to empower them in tackling evidence gathering and preservation, particularly in resource-constrained far-flung areas. Enhancing their skills in job knowledge, implementation, community service, resourcefulness, communication, record management, policy compliance, prioritization, cost-effectiveness, and interpersonal relationships (including building networks and leading) will equip them for this crucial task. Despite the lack of a significant overall performance difference between BSN and non-BSN officers, targeted training in these areas can unlock the unique strengths of BSN graduates and maximize their effectiveness in addressing unresolved crimes, ultimately strengthening the PNP's capacity to serve all communities.

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