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Research Article

Impact of Training Practices on Police Misconduct in Pampanga Police Provincial Office

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ABSTRACT

This study aimed to investigate the impact of training on police misconduct in Pampanga Police Provincial Office. It determined the following questions: (a) Impact training practices of the police officers in Pampanga Police Provincial Office in terms of the following: ethical training programs; development initiatives, recruitment strategies, and accountability measures; (b) assessment of the respondents as to police misconduct in corruption and bribery, political interference, and lack of resources; drug war policies; impunity; lack of oversight and accountability; bias and discrimination; media influence; and economic conditions; and significant relationship between the impact of training practices and assessment of the respondents as to police misconduct among police officers in Pampanga Police Provincial Office. The descriptive correlation method was employed with 775 select respondents.

The results are as follows:(a) the impact of training practices among the police officers in Pampanga Police Provincial Office in terms of ethical training programs, leadership development initiatives, recruitment strategies, and accountability measures highly impactful; (b) The respondents agreed that as to police misconduct that it was highly impactful in terms of corruption and bribery. The remaining indicators have obtained an impactful interpretation. These are as follows: political interference, lack of resources, drug policies, impunity, lack of oversight and accountability, bias and discrimination, media influence, and economic conditions; (c) The impact of ethical training programs is significantly positively correlated with each measured facet of police misconduct. These suggest adequate, ethical training programs could reduce these issues within the law enforcement community. This demonstrates how vital comprehensive ethical training is for tackling all facets of police wrongdoing and enhancing the department's professionalism; (d) Every measured aspect of police misconduct exhibited a robust positive link with the effectiveness of Leadership Development Initiatives. The correlation coefficients for lack of oversight and accountability range from

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0.448 (moderate positive correlation) to 0.751 (strongly positive correlation), depending on the issue. The statistical significance of the correlations is confirmed, and the null hypothesis (Ho) is rejected because the p-values for all dimensions are 0.000. This shows that respondents tend to give more positive ratings of various aspects of police misconduct as the impact of Leadership Development Initiatives on police officers improves; and (e). The respondents' assessments of police misconduct and the effects of police training practices established the statistical significance of these correlations, and the correlation coefficients showed the direction and intensity of the relationship between the two variables. Every aspect of police misconduct shows a strong positive link with the effect of recruitment strategies, which aligns with earlier research.

Keywords: *Impact, Training Practices, Police*

Introduction

Working as a police officer requires rigorous training. Police officers must possess the necessary knowledge, skills, and talents to carry out their duties effectively and efficiently. In addition to working with various populations, responding to crises, maintaining public safety, and preventing crime, police officers must handle multiple challenges. Officers must also conduct themselves professionally when policing.

According to Kären and Hess (2018), this is the reason police training is crucial. Officers undergo training to give them the skills and information necessary to conduct thorough investigations, act lawfully, use the appropriate level of force, and communicate with the public. Adequate training ensures police maintain high moral behavior and professionalism standards.

Maher (2017) asserted that police misconduct, commonly referred to as police deviance, is the behavior of police personnel who misbehave while performing their official tasks. However, defining police misbehavior broadly is challenging and frustrating because it encompasses a wide range of police actions for which an officer may face sanctions or other disciplinary action. Some argue that "police misconduct" is more accurately described as a "generic term" encompassing any behavior that defies official authority, organizational authority, or the laws and standards of moral police behavior. But judging whether an officer of the law has engaged in misconduct is often a matter of opinion and may vary depending on who is inquiring (e.g., other officers, police officials,

members of the public, Republic Act No. 6975, which was passed in the Philippines and established the Philippine National Police under a reorganized Department of the Interior and Local Government, states that the state must develop a highly competent and capable police force with a nationwide reach to uphold public safety, advance local government capacity, and promote peace and goodwill.

To that end, the state will enhance the mechanisms for cooperation and coordination between the general public, local government representatives, and the integrated law enforcement and public safety agencies created under this Act.

Mariano (2017) claims there hasn't been much focus on better police education and training recently, even though it might significantly affect police officers' performance by promoting more moral behavior and accepting views. This also gives the police the tools to address problems and lead their communities. The proper training and information will be provided to police officers, helping to progress the government's "war on drugs" and refuting myths held by some members of the public. Its success is critical because illicit drug production, demand, and trafficking pose a severe threat to the health and welfare of our citizens and have a detrimental effect on the political, cultural, and economic institutions of our country. Police officers acquired the degrees of education, training, and experience necessary to perform their duties and appropriately handle various situations after being hired as PNP employees.

The PNP Manual states that among the goals of education and training are teaching police officers how to recognize, categorize, assess, and understand various phenomena, effectively engage and communicate with the community, think independently, and forecast the likely consequences of competing solutions.

A 2010 survey found that 65% of respondents thought the police performed "normally" (Jensen, Hapal, and Modvig 2015). Considering the police's notorious reputation in Bagong Silang, this statement appeared contradictory. Jensen, Hapal, and Modvig found that police are referred to as *buwaya* (crocodiles) or *linta* (leeches) in their study among Filipinos in Bagong Silang. These metaphors allude to the police's tendency toward extortion. They made it clear that the police's right to seek payment is conditioned on their ability to use force—including unlawful arrest—as a form of intimidation or as real physical force. However, a more complex picture emerged as we examined the information more thoroughly. Further, respondents stated that they could now see what they meant by "normal." The majority replied in Tagalog, "ok lang," which translates into "just ok," which suggests that the police's performance was "as expected."

Many people argue that police misconduct must also include any inappropriate behavior by officers, both on and off duty, wherever and whenever an officer uses their authority and power as a police officer to commit an unlawful or inappropriate act. They also argue that police misconduct must not only include actions taken by officers directly related to their official duties. Others assert that it is challenging to apply the current criteria of police misbehavior to real-world situations and that new classification systems are likely required.

Although numerous studies have attempted to understand the causes of various forms of police misconduct, there still needs to be a clear theoretical explanation of police misbehavior. Akers' social learning theory posits that peer associations, attitudes, reinforcement, and modelling are general predictors of delinquency and crime. Inata from a random sample of Philadelphia police officers is used to examine how officer attitudes and perceptions of peer behavior are related to citizen

complaints of police misconduct. Findings suggest that social learning theory provides a helpful explanation of police misconduct.

Given this role, Bayley (2016) argues that the actual test of democratic governance is the quality of policing: a state cannot claim to be democratic if its police officers regularly abuse their powers. However, globally, state police face two significant ethical problems, the first of which is police misconduct. Misconduct means police misuse of their authority—through omissions or commissions—for their private interests or to advance organizational or sectional interests.

The researchers observed various police misconducts in the locality. Therefore, the primary role of this investigation is to determine the impact of training on police misconduct in the Pampanga Police Provincial Office.

This study aimed to investigate the impact of training on police misconduct in Pampanga Police Provincial Office.

1. What is the impact of training practices among the police officers in Pampanga Police Provincial Office in terms of the following:
 - 1.1 Ethical training programs;
 - 1.2 Leadership development initiatives;
 - 1.3 Recruitment strategies; and
 - 1.4 Accountability measures?
2. What is the assessment of the respondents as to police misconduct in corruption and bribery; political interference; lack of resources; drug war policies; impunity; lack of oversight and accountability; bias and discrimination; media influence; and economic conditions?
3. Is there a significant relationship between the impact of training practices and assessment of the respondents as to police misconduct among police officers in Pampanga Police Provincial Office?
4. Based on the findings of the study, what Development Plan on Police Misconduct may be proposed?

Methods

Research Design

The descriptive correlation method was employed by the researchers. With this method, information is gathered to determine

whether and how much two or more quantitative factors will relate to one another. The correlational research will use numerical data to look at relationships between these factors. A coefficient of correlation will be used to express the strength of the link. If a correlation is found between the variables, it implies that the results of one will be related to or differ from the results of another. Understanding the links between the variables and their nature can be gained by investigating the relationships between them. If the correlations turn out to be meaningful and reliable, they will enable scientists to forecast the variables. Should the relationships prove significant and consistent, they will empower researchers to make predictions about the variables (Brewer, 2000). The primary objectives of this study involved describing and explaining the impact of training practices on police misconduct in Pampanga Police Provincial Office.

Moreover in the study of Jarque Jr., (2023), employs a robust descriptive correlational research design, utilizing both quantitative (survey questionnaires) and qualitative (interviews with key informants) methods. This comprehensive approach ensures the validity of the results, as the qualitative data from the interviews serves to validate the quantitative data being analyzed.

An in-depth study of Creswell & Clark (2008), they used a quantitative research method emphasizing the descriptive correlational design employed in the research project. Weighted mean and standard deviation were used to describe and evaluate secondary teachers' writing motivation, research skills and competence, and perspectives on the parts, scope, and significance of action research. The variables, in turn, can be measured, typically on instruments, so that numbered data can be analyzed using statistical procedures.

Research Instrument

To investigate the impact of training practices among police officers in the Pampanga Police Provincial Office, the researchers employed a researcher-made survey instrument. This questionnaire was designed to gather quantitative data on the respondents' perceptions and assessments regarding various aspects related

to police training and misconduct. The instrument was divided into two main sections: section 1 comprises the impact of training practices, which covers the following: ethical training programs, leadership development initiatives, recruitment strategies, and accountability measures.

Section 2 covered the assessment of police misconduct and focused on the respondents' assessments of various aspects related to police misconduct. Each sub-section surveyed respondents about their perceptions of corruption and bribery, political interference, lack of resources, drug war policies, impunity, lack of oversight and accountability, bias and discrimination, media influence, and economic conditions.

The questionnaire employed a Likert scale or another suitable rating system to allow respondents to express their opinions quantitatively. To ensure the collection of reliable and relevant data for analysis, the questionnaire was administered to a carefully selected representative sample of police officers within the Pampanga Police Provincial Office.

Population and Sampling Technique

The researcher had considered 775 select respondents composing two groups: one consisting of Police Commissioned Officers (PCOs) and the other comprising Police Non-Commissioned Officers (PNCOs).

The following inclusion criteria were considered:

- a) They have been in the police force for five years.
- b) Attended various training programs for PNP.
- c) Currently assigned to Pampanga Police Provincial Office.

The respondents were selected based on Convenience Sampling, also known as grab sampling, accidental sampling, or opportunity sampling. This non-probability sampling method involves drawing the sample from a portion of the population that is easily accessible or readily available. The participants chosen through this method were not just a sample, but a true representation of the population

under investigation, ensuring the reliability of the research findings.

Data Gathering Procedure

The researcher followed these steps to collect the data and additional information required for the study using data collection instruments: (1) created a questionnaire specifically tailored to address the problem under investigation; (2) sent the questionnaire draft to the adviser for review; (3) after validation, formally requested permission from the Director of Pampanga Police Provincial Office; (4) after receiving approval, personally administered the instrument to both PCOs and PNCOs, providing clear instructions on response procedures; (5) after retrieving completed questionnaires, arranged, collated, and tabulated the data using suitable statistical methods; (6) finally, performed data analysis by the study's problem and presented the results in relevant tables.

After the crucial approval of the survey questionnaire by the Adviser and the Ethics Review Committees of the university, the researchers began the process of distributing their request letter to seek permission for the distribution of their survey questionnaire to the target respondents of the study. Once the request letter was approved, the researchers proceeded to share the survey questionnaire with the target respondents, ensuring the credibility and integrity of the study.

The researchers redistributed the distribution of the face-to-face respondents and the rear responses/answers from the study's retrieved respondents. An informal interview was also conducted to explain the content and purposes of the survey to the respondents. Then, after the questionnaire was retrieved, the researcher started encoding the respondents' responses in an excel file in preparation for the application of the appropriate statistical tools.

Statistical Treatment of Data

The following statistical techniques, crucial for the analysis of data, will be used to evaluate police misconduct and measure the effects of training methods at the Pampanga Police Provincial Office.

1. **Weighted Mean.** The weighted mean, a crucial measure of central tendency, is instrumental in accounting for the differing weights or levels of significance assigned to various values within a dataset. Its significance lies in its ability to compute the overall average, especially when specific dataset values have a significant or relevant impact. This method will be of paramount importance in the Pampanga Police Provincial Office, aiding in the evaluation of police misconduct and the measurement of the effects of training methods.
2. **Pearson Correlation Coefficient.** The Pearson correlation coefficient, a powerful statistical tool, plays a pivotal role in measuring the degree and direction of a linear link between two continuous variables. Often known as Pearson's r or the Pearson product-moment correlation coefficient, it evaluates how well a straight line may represent the relationship between the two variables. This tool will be used to rigorously analyze the degree to which training procedures and the evaluation of police misconduct at the Pampanga Police Provincial Office are significantly correlated.

Ethical Considerations

A fundamental ethical commitment to the participants and advancing human understanding, knowledge, and well-being should be the foundation for any research involving human subjects. Certain moral precepts guide the ethical review of research ideas, as Steven (2018) describes. The rights and welfare of teaching participants are intended to be protected by these guidelines.

They include the following: (a) making sure respondents were aware of the goal of the research before they consent to participate; (b) giving respondents a clear understanding of the risks connected to their involvement in the research; (c) communicating the potential benefits that their participation may bring; and (d) enabling respondents to make independent decisions without fear of unfavorable outcomes if they choose to continue participating.

Result and Discussion

Table 1. Respondents' Assessment on The Level of Impact of Police Training Practice Terms of Ethical Training Programs

ETHICAL TRAINING PROGRAMS	Mean	Verbal Interpretation
1. The ethical training courses do a good job of explaining the moral precepts that are pertinent to law enforcement.	3.37	Highly Impactful
2. The significance of upholding ethical behavior and professional integrity is emphasized in the ethical training programs.	3.36	Highly Impactful
3. The possible moral conundrums and difficulties that police personnel may encounter are suitably covered in the training materials.	3.29	Highly Impactful
4. Police officers who participate in ethical training programs feel more responsible for their choices and actions.	3.39	Highly Impactful
5. Training case studies and ethical scenarios are pertinent and accurate representations of the real-world circumstances that police officers face.	3.31	Highly Impactful
Weighted Mean	3.34	Highly Impactful

Table 1 illustrates the respondents' assessment of the impact of police training practices on ethical training programs. It presents that the highest score is the item, "Police officers who participate in ethical training programs feel more responsible for their choices and actions," with a mean score of 3.39 and a verbal interpretation of Highly Impactful. Following closely is the item "The ethical training courses do a good job of explaining the moral precepts pertinent to law enforcement," garnering a mean score of 3.37 and verbally interpreted as Highly Impactful. On the other hand, although noted as Highly Impactful, the lowest mean is the indicator "The possible moral conundrums and difficulties that police personnel may encounter are suitably covered in the training materials," with a mean score of 3.29.

Table 1 shows the responses to how police training techniques affected ethical training programs. The mean scores are consistently high across a range of measures. Interestingly, the item that voted highest stresses the need for police to take on more responsibility, underscoring the overall efficacy of these training initiatives in enhancing moral behavior in law

enforcement. However, although the mean scores varied, every element was thought to have a significant impact. This implies that some topics, including moral dilemmas, might use more development or focus.

Corollary to the results above, Blumberg et al. (2016), in their study, have shared that the question of police integrity—or lack thereof—occurs frequently in the media, in academic circles, and in all law enforcement agencies. Although the problem has been handled on an individual and organizational level, more questions remain than solutions. One idea is that recruits' morals deteriorate as a result of police training, and this eventually results in cops acting unethically. Further, the Blumberg et al. (2016) study looked at the effects of police academy training on recruits' self-reported integrity, which was assessed before and after the program. According to the results, even after social desirability was considered, participants' integrity scores remained significantly higher than average (with Cohen's *d* values ranging from 56 to 83). Training did not considerably affect these levels of integrity.

Table 2. Respondents' Assessment on the Level of Impact of Police Training Practice Terms of Leadership Development Initiatives

LEADERSHIP DEVELOPMENT INITIATIVES	Mean	Verbal Interpretation
1. The programs for leadership development offer pertinent and useful information to help police personnel improve their leadership abilities.	3.41	Highly Impactful
2. Officers can successfully apply the practical skills they learn in leadership training to their day-to-day leadership duties.	3.40	Highly Impactful
3. Initiatives for leadership development place a strong emphasis on how crucial strong communication abilities are for police officials.	3.40	Highly Impactful
4. The activities for leadership development have resulted in a discernible improvement in the behavior and practices of leaders.	3.34	Highly Impactful
5. Ethical leadership behaviors and concepts are heavily stressed in leadership training.	3.25	Impactful
Weighted Mean	3.36	Highly Impactful

A thorough summary of the respondents' evaluations of the influence of police training procedures on leadership development programs can be found in Table 2. Notably, item 1, "The programs for leadership development offer pertinent and useful information to help police personnel improve their leadership abilities," receives the highest mean score—3.41, suggesting that respondents believe these programs have a significant impact on providing pertinent and helpful information for improving leadership skills. Item 5, "Ethical leadership behaviors and concepts are heavily stressed in leadership training," received a mean score of 3.25, suggesting that respondents believe it has an impact. With a weighted mean of 3.36 for all elements, the leadership development programs are generally viewed as "Highly Impactful."

The results have significant implications for the effectiveness of police training methods, particularly leadership development programs.

The consistently high mean scores extrapolate that respondents generally believe these programs significantly influence, especially regarding items emphasizing providing relevant information and using leadership abilities in real-world situations. The item with the highest rating, which emphasizes the dissemination of pertinent information, implies that police personnel find the content of leadership

development programs pivotal. This suggests that the programs effectively meet the unique requirements and difficulties connected to law enforcement leadership positions.

It is noteworthy, nevertheless, that even while things like conceptions and practices of ethical leadership have a slightly lower mean score, they are still seen as significant. This shows that some of the moral leadership components would need to be adjusted or reinforced to meet the responders' expectations better. In summary, the weighted mean of 3.36 indicates that leadership development initiatives are highly beneficial overall. This suggests that these programs play a crucial role in fostering successful leadership traits within the police force. These results highlight how vital it is to keep funding and improving leadership development programs to ensure they meet the changing demands and expectations of law enforcement officers. This will positively and significantly influence leadership practices in the field.

McCauley and Palus (2021) shared that critics of existing leadership development approaches contend that they are too narrowly defined to produce significant effects and that organizations demand more context-sensitive leadership development supporting organizational transformation. Relational perspectives on leadership could be the game-changing concept that reconstructs leadership development

to address these issues. Their study looked at applying a particular relational framework in one leadership development organization to understand better how these relational viewpoints might affect the practice of leadership development. It was discovered that experts in leadership development employed the

framework to present a relational perspective on leadership to their participants, to encourage group recognition and response to leadership concerns, to cultivate leadership through an emphasis on leadership culture, and to make leadership more accessible to all.

Table 3. Respondents' Assessment on The Level of Impact of Police Training Practices Terms of Recruitment Strategies

RECRUITMENT STRATEGIES	Mean	Verbal Interpretation
1. Recruitment tactics are designed to efficiently identify people who possess the necessary qualifications and traits for law enforcement service.	3.33	Highly Impactful
2. The hiring procedure guarantees a varied group of applicants from different backgrounds.	3.30	Highly Impactful
3. Through recruitment campaigns, the police force keeps the community informed about the opportunities and benefits it provides.	3.35	Highly Impactful
4. The processes in the recruitment process and the selection criteria are well understood by the candidates.	3.33	Highly Impactful
5. Candidate feedback is actively taken into account to improve recruitment tactics over time.	3.32	Highly Impactful
Weighted Mean	3.33	Highly Impactful

The respondents' assessments of the effectiveness of police training methods, with a particular emphasis on recruitment tactics, are shown in Table 3. Interestingly, the average ratings across the board show that these tactics are consistently thought to have a significant influence. With a mean score of 3.35, item 3 is the highest rated, indicating that respondents highly value recruitment campaigns as an effective way to inform the public about the opportunities and benefits associated with law enforcement service. The item states, "Through recruitment campaigns, the police force keeps the community informed about the opportunities and benefits it provides." On the other hand, the lowest mean, a mean score of 3.30 was obtained for item 2, "The hiring procedure guarantees a varied group of applicants from different backgrounds," which supports the idea that the hiring process effectively promotes diversity among applicants. In conclusion, the weighted mean of 3.33 and the consistent "Highly Impactful" categorization across all items affirm that the recruitment strategies implemented by the police force are

widely perceived as effective. These strategies not only emphasize transparency and community engagement but also actively work towards fostering diversity among applicants. The implications suggest that continued emphasis on these effective recruitment practices is crucial for attracting and retaining qualified candidates, ultimately contributing to the overall success of law enforcement service.

Anent to the above results, Custodio (2023) explored the correlation between law enforcement training practices, organizational culture, instances of authority abuse, and unsafe training procedures. The primary objective is to identify factors contributing to police misconduct and offer recommendations for reforms that ensure the safety and welfare of trainees, prevent future incidents, and rebuild public trust in law enforcement agencies.

Findings indicate that abusive authority and unsafe training practices are linked to negative organizational cultures, insufficient ethical training, and ineffective leadership. Additionally, trainees' fear of complying with excessive demands heightens the risk of harm. The

study underscores the potential harm to the police force's reputation and the subsequent erosion of public trust. In conclusion, a comprehensive strategy is essential, encompassing ethical training, robust leadership, transparency, accountability measures, and evidence-based recruitment practices. These initiatives aim to cultivate a positive organizational culture, improve trainee safety, and restore public confidence in law enforcement agencies.

Johnson and Fay (2023) claimed in their study that there was limited research that explored the combined aspects of recruitment, deployment, promotion, and attrition concerning female constables in policing, and how these factors impact organizational staffing and police practices. Drawing on insights derived from semi-structured interviews conducted with 46 male and female constables employed in a police organization within Australian

States and Territories, this paper contends that exclusionary staffing practices are evident from the initial recruitment stage, where female applicants face discrimination based on their gender. The argument extends to assert that exclusionary practices persist throughout various phases, including initial recruit training, placement within a police station or command area, deployment decisions, or lack thereof, and in processes related to promotion consideration or application. These pervasive practices contribute to a heightened likelihood of elevated attrition rates among female constables. Unless addressed by police organizations, this trend may persist, limiting the number of female constables advancing into senior roles and impeding the realization of equitable staffing principles. This, in turn, may compromise organizational resources and have adverse effects on staffing dynamics.

Table 4. Respondents' Assessment on The Level of Impact of Police Training Practices Terms of Accountability Measures

ACCOUNTABILITY MEASURES	Mean	Verbal Interpretation
1. The accountability mechanisms that have been put in place include explicit guidelines and expectations regarding police officer behavior.	3.31	Highly Impactful
2. Officers are aware of what is expected of them in terms of performance and demeanor.	3.33	Highly Impactful
3. Effective oversight and monitoring systems are in place to guarantee adherence to set criteria.	3.32	Highly Impactful
4. Fair and unbiased inquiries into any misbehavior or infractions are among the accountability measures.	3.30	Highly Impactful
5. disciplinary actions brought about by accountability mechanisms are carried out promptly.	3.33	Highly Impactful
Weighted Mean	3.32	Highly Impactful

Table 4 provides a thorough summary of the respondents' evaluations of how police training techniques affect accountability measures. The average ratings for every item point to a consistent and profoundly influential view of these metrics. The highest mean score of 3.33 was awarded to item 2, "Officers are aware of what is expected of them in terms of performance and demeanor," showing that respondents felt police officers were knowledgeable about what was expected of them in terms of behavior and performance.

A mean score of 3.30 was obtained for item 4, "Fair and unbiased inquiries into any misbehavior or infractions are among the accountability measures," indicating that respondents still view fair inquiries into misbehavior as impactful, albeit marginally less so than other aspects.

In conclusion, the overall "Highly Impactful" classification and the weighted mean of 3.32 confirm that the accountability mechanisms incorporated into police training procedures are generally regarded as successful.

These policies, which center on precise expectations, intense supervision, and swift disciplinary measures, are critical to promoting accountability and upholding high standards of performance and behavior among law enforcement officers. These imply that focusing on these successful accountability strategies is essential to guaranteeing trustworthy and productive law enforcement personnel.

In response to the fact that a sizable portion of fatal police shootings in the US involve people with mental illnesses, Rogers et al. (2019) discussed Crisis Intervention Team (CIT) training, a specialized police curriculum intended to improve interactions between people with mental illness and law enforcement. CIT training has been widely implemented. The paper highlights how crucial it is to evaluate CIT's results and efficacy compared to alternative strategies. The criminal justice and mental health fields use different terminologies, methodologies, and outcome studies, which presents difficulties even with the broad acceptance of CIT. According to recent systematic analyses highlighted in the passage, CIT typically results in favorable officer-level outcomes like higher officer satisfaction and lower self-perceived use of force. Furthermore, pre-bookings diversion from jails to mental hospitals is linked to CIT. The paper does point out that there is a shortage of data in the peer-reviewed literature about how CIT affects objective metrics like arrests, injuries to officers and citizens, and the general use of force.

The assessment of discipline fairness by 1,006 police officers from various regions of Bosnia and Herzegovina is examined by Datzler et al. (2019). In our 2017 sample of police officers, they were asked to rank the proper and expected course of action for police misbehavior related to 14 hypothetical scenarios. In every circumstance, most respondents thought the predicted discipline was fair. One situation was when some respondents felt the projected punishment was excessively severe. The studies found no situations where the respondents thought the expected discipline was overly lax.

There were no differences in the expressed willingness to report between respondents

who evaluated the expected discipline as fair and those who evaluated it as too lenient. However, respondents who felt that the discipline was too harsh were likelier to say that they would not report misconduct than respondents who evaluated the discipline as fair.

These point to a more complex understanding of police enforcement training and responsibility. Respondents generally view the integrated processes as successful when evaluating police training approaches and their effect on accountability measures; in particular, they highlight the importance of officers' understanding of expectations and conducting impartial inquiries into misbehavior. This emphasizes how crucial it is to keep clear standards, rigorous oversight, and prompt disciplinary action for law enforcement officers who can be trusted. Positive officer-level outcomes from Crisis Intervention Team (CIT) training are emphasized, but further research is necessary to fully evaluate CIT's efficacy due to a need for more objective measurements.

Finally, a study of police officers' perceptions of discipline fairness in Bosnia and Herzegovina finds that most believe that discipline will be fair; nonetheless, reporting behavior may be impacted by situations where officers believe punishment is too harsh. This highlights how important it is for disciplinary procedures to be fair to promote responsibility and motivate officers to report misbehavior.

Table 5 presents the respondents' assessment of police misconduct, mainly focusing on corruption and bribery within the Provincial Office of the Pampanga Police. Item 5 receives the highest mean score of 3.39, indicating that respondents perceive the Pampanga Police Provincial Office as a highly ethical organization free from bribery and corruption. This suggests a positive public perception of the moral conduct of police officers. However, item 2, "Bribery incidents at the Pampanga Police Provincial Office are thought to be uncommon," received a mean score of 3.22, which, while still impactful, indicates a perception that bribery incidents may be less common compared to other aspects.

Table 5. Assessment of the Respondents as to Police Misconduct Terms of Corruption and Bribery

CORRUPTION AND BRIBERY	Mean	Verbal Interpretation
1. When it comes to managing finances, the Provincial Office of the Pampanga Police is transparent.	3.38	Highly Impactful
2. Bribery incidents at the Pampanga Police Provincial Office are thought to be uncommon.	3.22	Impactful
3. I hope that cases of corruption at the Provincial Office of the Pampanga Police are addressed properly.	3.34	Highly Impactful
4. People can report police wrongdoing related to bribery or corruption using efficient channels that are in existence.	3.36	Highly Impactful
5. The Pampanga Police Provincial Office is viewed by the public as a highly ethical organization that is free from bribery and corruption.	3.39	Highly Impactful
Weighted Mean	3.34	Highly Impactful

The weighted mean for all items is calculated as 3.34, categorizing the overall impact of the assessment on corruption and bribery as "Highly Impactful."

In summary, Table 5 reflects a positive evaluation of the ethical standing and anti-corruption measures within the Pampanga Police Provincial Office, suggesting that respondents perceive the office as transparent, proactive in addressing corruption, and ethically sound. These results hold significant implications for the ongoing initiatives to combat corruption and uphold ethical practices within the police force. The favorable perception in Table 5 implies that the implemented measures have effectively built public trust. This trust is vital for the effectiveness of law enforcement, emphasizing the importance of continuous efforts to fortify these measures and maintain transparency. By doing so, the police officers can sustain the current level of public confidence and work towards further improving their ethical standing within the community.

According to Min (2019), the degree of integrity in public institutions has increased due to South Korea's anti-corruption legislation. The study tackles the more general issue of whether anti-corruption laws lessen corruption, a problem many nations encounter. The study makes the case that strict anti-corruption laws have been successful in South Korea in reducing corruption and fostering integrity

inside public organizations, defying the widely held belief that efforts to combat corruption have been mainly ineffective.

Meanwhile, Torres (2020) examines how developing nations are affected when the global anti-bribery law system is enforced. According to this study, the implementation of foreign bribery laws results in parallel prosecutions of those who accept bribes, increases public awareness of the corruption crisis in developing nations, and aids in the development of technical capacity in those nations to combat corruption.

To preserve the existing public confidence and further enhance the police officer's ethical position in the community, ongoing efforts must be made to strengthen these anti-corruption measures and uphold openness. Furthermore, Min's (2019) analysis of South Korea's anti-corruption laws challenges the conventional wisdom that solid anti-corruption laws need to be more effective. Instead, it supports the notion that they can effectively boost integrity inside public institutions. The potential advantages of international anti-corruption initiatives are demonstrated by Torres's (2020) research on the global enforcement of anti-bribery laws in developing countries, which points to favorable results like parallel prosecutions, increased public awareness, and improved technical capacity to combat corruption.

Table 6. Assessment of the Respondents as to Police Misconduct Terms of Political Interference

POLITICAL INTERFERENCE	Mean	Verbal Interpretation
1. The police force carries out its daily business without influence from politics.	3.26	Highly Impactful
2. Decisions about law enforcement are made impartially and free from undue political influence.	3.28	Highly Impactful
3. There is a belief that political pressure has an impact on criminal investigations.	3.05	Impactful
4. The selection and advancement of officers in the police force is heavily influenced by political figures.	2.95	Impactful
5. The public believes that the police are operating impartially and equitably, unaffected by political factors.	3.18	Impactful
Weighted Mean	3.14	Impactful

Table 6 presents the respondents' assessment of police misconduct regarding political interference. It highlights that the highest mean is that decisions about law enforcement are made impartially and free from undue political influence, with a mean score of 3.28, and are verbally interpreted as highly impactful. On the other hand, the lowest indicator is the selection and advancement of officers in the police force, which is heavily influenced by political figures, with a mean score of 2.95 and a verbal interpretation of impact. The overall weighted mean is 3.14 or Impactful.

The highest mean score in this assessment indicates that respondents have a favorable opinion of the independence of law enforcement judgments and strongly appreciate the impartiality of decisions made by law enforcement. They also believe that these decisions are free from unjustified political interference. Although it is still classified as "Impactful," the lower score, on the other hand, suggests that respondents believe politics has some effect on the recruitment and promotion procedures inside the police department. While there is a generally positive attitude regarding the impartiality of law enforcement choices, there is a substantial perception of political influence in the selection and development of officers, as indicated by the overall weighted mean of 3.14, which falls into the "Impactful" category. These findings have consequences for the interaction between politicians and law enforcement, highlighting how crucial it is to reduce excessive political meddling to preserve public confidence and the credibility of the police. Maintaining

the independence and efficacy of law enforcement activities will need persistent efforts to confront and reduce political influence in the processes of advancement and selection.

Pernia (2021) discovered that Filipino citizens exhibited attitudinal dispositions that characterize authoritarian political ideals, such as conforming, opposing political pluralism, and supporting strong leaders, regardless of the political leadership under various regimes. However, estimates from ordinary least squares suggest that Filipino authoritarian tendencies increase institutional confidence rather than destabilize it, which is a sign of support for the democratic system. The results of this study experimentally cast doubt on the notion of Philippine democratization by emphasizing its "populist-authoritarian" aspect. Furthermore, they corroborate the expanding body of research in comparative political studies that argues a "liberal-democratic" paradigm is unnecessary to foster trust in political institutions and support for the regime.

Maxwell (2018) evaluates the reasons for the support by utilizing the punitiveness, authoritarian views, and residents' assessments of the seriousness of the drug and crime problem as justifications. A sample of 114 Filipinos from Mindanao, Visayas, and Luzon answered an online poll regarding socio-legal issues. According to the findings, crime and drugs are viewed as significant issues nationally but as minor issues locally. There is a strong correlation between support for Duterte and this sense of national seriousness. Support for Duterte is also highly correlated with location,

an authoritarian mindset, and faith in law enforcement.

This suggests a more complex understanding of the interplay in the Philippines between popular opinion, political power, and law enforcement. The high mean score for the item on decisions made impartially and free from undue political influence indicates that respondents have a positive attitude toward the independence and impartiality of law enforcement decisions.

However, the lower mean score for respondents' perceptions of political influence in officer selection and progression points to serious concerns. This is consistent with Pernia's (2021) research, which exposes the authoritarian political beliefs of Filipinos and highlights a unique "populist-authoritarian" feature in

which these inclinations unexpectedly boost institutional trust. Maxwell's (2018) research adds even more value by showing a robust association between Duterte's support and elements like an authoritarian mentality, confidence in law enforcement, and the importance of national issues seen by the public. These findings challenge conventional wisdom on the conditions necessary for faith in political institutions and support for the regime by highlighting the intricate relationship between law enforcement, political dynamics, and public perception in the Philippines. In this complex sociopolitical environment, addressing issues with political influence in law enforcement procedures is essential to preserving public trust and the police's credibility.

Table 7. Assessment of the Respondents as To Police Misconduct Terms of Lack of Resources

LACK OF RESOURCES	Mean	Verbal Interpretation
1. The operational efficiency is significantly impacted by a shortage of resources.	3.07	Impactful
2. The provision of services is adversely impacted by the lack of resources.	3.05	Impactful
3. Members' or staff's low morale is exacerbated by a lack of resources.	2.98	Impactful
4. The organization's or community's capacity to innovate and seize growth possibilities is hampered by the lack of resources.	3.01	Impactful
5. Due to a shortage of resources, stakeholders (such as clients and community members) are not happy with the existing situation.	2.92	Impactful
Weighted Mean	3.01	Impactful

Table 7 provides insight into the respondents' assessment of police misconduct in terms of a lack of resources. The mean scores for each item suggest a consistent perception that the lack of resources impacts various aspects of law enforcement operations. Item 1, "The operational efficiency is significantly impacted by a shortage of resources," received a mean score of 3.07, indicating that respondents believe there is a noticeable impact on operational efficiency due to resource shortages. The lowest item, "Due to a shortage of resources, stakeholders (such as clients and community members) are not happy with the existing situation," received a mean score of 2.92, suggesting that respondents believe resource shortages contribute to dissatisfaction among stakeholders.

The weighted mean of 3.01, categorized as "Impactful," reflects the perception that a lack of resources significantly impacts various law enforcement operations. These findings underscore the importance of addressing resource constraints to enhance operational efficiency, service provision, morale, innovation, and stakeholder satisfaction within the police force. The weighted average of 3.01 overall, classified as "Impactful," indicates the consensus that a resource deficiency significantly influences several components of law enforcement operations. These results highlight how crucial it is to deal with resource limitations to improve the police force's operational effectiveness, service delivery, morale, creativity, and stakeholder satisfaction.

Table 8. Assessment of the Respondents as To Police Misconduct Terms of Drug War Policies

DRUG WAR POLICIES	Mean	Verbal Interpretation
1. The issue of illegal drug use is effectively addressed by the present drug war policies in place.	3.26	Highly Impactful
2. The community's safety has improved as a result of the drug war regulations.	3.29	Highly Impactful
3. There are worries that the implementation of drug war strategies may violate human rights.	2.98	Impactful
4. The impacted communities' social and economic aspects have been profoundly impacted by drug war strategies.	3.13	Impactful
5. The public has faith in law enforcement organizations to carry out drug war strategies.	3.26	Highly Impactful
Weighted Mean	3.18	Impactful

Table 8 provides a summary of the respondents' opinions regarding the role of drug war measures in police misconduct. The mean scores for items 1 and 5 were 3.26, suggesting they were very influential. According to item 1, "The issue of illegal drug use is effectively addressed by the present drug war policies in place," respondents appear to think that the current drug war policies are effective in addressing the issue of illegal drug use. Item 5, "The public has faith in law enforcement organizations to carry out drug war strategies," illustrates the public's favorable opinion of law enforcement's ability to carry out these actions. The third item, "There are worries that the implementation of drug war strategies may violate human rights," on the other hand, had a lower mean score (2.98), suggesting that there is a sense of possible human rights abuses linked to the use of drug war tactics.

Although the overall weighted mean of 3.18, classified as "Impactful," indicates that people generally view the impact of drug war measures favorably, there are worries and things to consider regarding possible human rights repercussions. These findings emphasize the intricate balance between policy effectiveness and ethical considerations, underscoring the importance of addressing potential human rights concerns to maintain public trust and moral standards in law enforcement practices.

Werb (2018) states that one of the main objectives of the War on Drugs is to prevent drug use. Nevertheless, these initiatives have mostly fallen short despite financial support for well-known remedies like social marketing

campaigns and enforcement-based deterrence. There is a window of opportunity to test drug prevention strategies that take into consideration the available data and the rights of drug users, thanks to the advent of innovative regulatory frameworks to control and regulate drug use. For instance, there is increasing agreement that the decision to start using drugs is a socially defined event that people go through in specific socio-structural settings. This knowledge, along with the distinction that it is better to prevent problematic drug use than all drug use, offers a helpful framework for creating efficient, rights-based drug prevention strategies.

In 2019, Kammersgaard investigated the application of harm reduction concepts to drug policing, with a particular emphasis on the management of an open drug scene in Denmark, where drug possession has been largely decriminalized. The essay draws attention to the restricted use of harm reduction theories in the present approaches to drug markets and usage. The study looks into current policing methods in the context of drug decriminalization to close this gap, especially in light of Copenhagen's introduction of drug consumption rooms. The paper argues that decriminalization has changed the "logic" of policing through document analysis, interviews, and observations with a patrolling police officer. This change makes it possible to give drug users a different "governable identity" that emphasizes their rights as citizens rather than only as criminals.

According to the argument, this new framework's modified logic permits a more nuanced approach to policing, one that centers on addressing the violence and trauma that drug-using marginalized individuals face, hence designating them as legitimate targets for police intervention.

The most important conclusion to be made from the data provided is that drug policy needs to be approached with balance and consideration, especially in light of the War on Drugs and how it affects law enforcement. The majority of respondents believe that drug war tactics have a significant influence on

combating drug usage, which is consistent with their perception of the efficacy of law enforcement's implementation of these tactics. But worries about possible breaches of human rights associated with the application of drug war tactics draw attention to the fine line that separates the efficacy of policy from moral considerations.

The overall weighted mean, classified as "Impactful," emphasizes how critical it is to recognize and resolve these human rights issues to preserve the public's confidence and the moral foundation of law enforcement procedures.

Table 9. Assessment of the Respondents as To Police Misconduct In Terms of Impunity

IMPUNITY	Mean	Verbal Interpretation
1. People in positions of leadership or power are thought not to be held responsible for their deeds.	2.94	Impactful
2. The rule of law is continuously maintained, and everyone is treated equally in front of the law.	3.29	Highly Impactful
3. People believe that the judiciary is impartial and unaffected by other forces when it comes to holding people accountable.	3.18	Impactful
4. People have faith in the reporting systems, and they feel comfortable coming forward with information on unethical or corrupt practices.	3.23	Impactful
5. The well-being of communities, social cohesiveness, and institutional trust are all negatively impacted by impunity.	3.09	Impactful
Weighted Mean	3.15	Impactful

Table 9 presents the respondents' assessment of police misconduct in terms of impunity. The highest mean is the item "The rule of law is continuously maintained, and everyone is treated equally in front of the law," bearing a mean score of 3.29, which is verbally interpreted as Highly Impactful. This reflects a deeply ingrained conviction that justice is done fairly and that the rule of law is constantly respected. This favorable opinion emphasizes how much respondents value equality and fairness in the judicial system.

The lowest item is that people in positions of leadership or power are thought not to be held responsible for their deeds, with a mean score of 2.94, which is verbally interpreted as impactful. Despite being categorized as "Impactful," this lower mean score suggests a concern among respondents regarding accountability gaps within positions of leadership or

power, highlighting potential issues related to impunity.

With an overall mean score of 3.15 and a classification of "Impactful," the respondents' thoughts on impunity are nuanced. Although the impact of police misbehavior on impunity is acknowledged, there is a pressing need to address the significantly lower mean for the item on the responsibility of those in leadership positions. This is crucial to maintain the public's confidence in the legal system and ensure that the values of fairness and accountability are constantly respected in law enforcement operations.

Alamban et al. (2022) use a Baron and Kenny mediation model to ascertain how the impression of neighborhood crime influences the public image and job performance of police officers. The descriptive-correlational methodology was used in the non-experimental

quantitative research design. The statistical methods employed were the mean, Pearson r, multiple regression, and Medgraph with Sobel z-test. Additionally, the study used customized questionnaires that were altered to fit the research needs. Three hundred adult, Davao City citizens, were the respondents for the stratified random sample approach used to create the data. Data was gathered for the study utilizing an e-survey and a Google form.

The study's conclusions indicate that while there is no significant correlation between police personnel's public image and job performance or between their perception of neighborhood crime and job performance, there is a substantial correlation between neighborhood crime perception and police public image. It was also discovered that the association between police officers' public image and job performance is partially mediated by how neighborhood violence is perceived.

In order to address police corruption and rebuild public trust in law enforcement and government, Singh (2022) focuses on the primary causes and effects of the practice in hostile situations. According to the article, Singh's comprehensive anticorruption strategy, with its focus on increasing public awareness, installing independent anticorruption agencies,

discouraging small-scale corruption, and strengthening police loyalty and integrity, has the potential to significantly impact the fight against corruption.

The highly impacting mean score for these principles reflects the conclusions from the supplied data, highlighting the importance of equality and the rule of law among respondents. Though it is still considered significant, there is a noteworthy worry about accountability gaps in leadership or power positions, as indicated by a lower mean score. This nuanced viewpoint on police misbehavior and impunity indicates a complicated interaction between perceptions.

Addressing these problems is essential to preserving public trust in the legal system, especially in light of the connections shown by Alamban et al.'s mediation model, which posits that perceptions of local crime impact the public's opinion of police personnel.

Additionally, to restore public confidence in law enforcement and government institutions, Singh's comprehensive anticorruption plan emphasizes the necessity for various strategies, such as raising public awareness, independent anticorruption agencies, and policies that discourage corruption.

Table 10. Assessment of the Respondents as To Police Misconduct Terms of Lack of Oversight and Accountability

LACK OF OVERSIGHT AND ACCOUNTABILITY	Mean	Verbal Interpretation
1. The procedures used to make decisions are opaque.	2.98	Impactful
2. People believe that there aren't enough checks and balances in place to guarantee accountability.	2.96	Impactful
3. The people who commit wrongdoing are not held accountable enough.	2.83	Impactful
4. Public trust is badly impacted by supervision and accountability deficiencies.	2.95	Impactful
5. There are specific methods or recommendations for enhancing accountability and oversight.	3.18	Impactful
Weighted Mean	2.98	Impactful

Table 10 provides valuable insights into the respondents' assessment of police misconduct in relation to the lack of supervision and accountability. The average ratings for each question point to a shared belief that issues of accountability and oversight in law enforcement

carry significant weight. A higher mean score of 3.18 is attributed to item 5, 'There are specific methods or recommendations for enhancing accountability and oversight,' indicating that respondents believe specific methods or recommendations could lead to improvements in

accountability and oversight. This higher mean score, while still classified as 'Impactful,' suggests a more hopeful view of the potential for enhancing accountability measures in law enforcement.

The weighted average of 2.98, classified as "Impactful," supports the belief that a deficiency in supervision and accountability significantly impacts many facets of law enforcement operations. These results highlight how crucial it is to improve public trust, accountability for wrongdoings, openness, checks and balances, and general accountability and monitoring procedures inside law enforcement institutions.

Haim, Nanes, and Ravanilla (2021) studied the impact of a community policing program on public safety results and attitudes toward the police. The intervention brought problem-oriented police and community involvement together. The primary outcomes of interest, such as crime victimization, feelings of insecurity, public opinions of the police, police abuse, and public cooperation with the police, were shown to be unaffected by the intervention.

The overall 'Impactful' classification with a weighted average of 2.98 indicates that the respondents' widespread concern about the lack

of accountability and supervision in law enforcement is the main inference drawn from the information presented. Although the item about means of boosting accountability and oversight received a lower mean score (3.18), it was still deemed effective.

This indicates that there is some optimism regarding the possibility of improving accountability measures in law enforcement. Nonetheless, the overall 'Impactful' rating underscores how much oversight and accountability issues affect many aspects of law enforcement activities. This underscores the urgency of taking action to improve public confidence in law enforcement organizations by addressing wrongdoings, encouraging transparency, putting checks and balances in place, and creating efficient accountability and monitoring systems. While their study showed limited impact on these outcomes, the contextualization of the study with the findings of Haim, Nanes, and Ravanilla (2021) underscores the importance of investigating and implementing comprehensive strategies, like community policing programs, to address public safety concerns and attitudes toward the police.

Table 11. Assessment of the Respondents as To Police Misconduct Terms of Bias and Discrimination

BIAS AND DISCRIMINATION	Mean	Verbal Interpretation
1. People are handled impartially and fairly."	3.20	Impactful
2. Concerns of prejudice are widely known within."	3.14	Impactful
3. The organization has put procedures in place to avoid prejudice and encourage diversity."	3.23	Impactful
4. People have firsthand experience with prejudice and discrimination."	3.01	Impactful
5. Bias and prejudice events can be effectively addressed and resolved with the use of reporting procedures."	3.20	Impactful
Weighted Mean	3.16	Impactful

Table 11 provides an insightful evaluation of the respondents' perspectives on police misconduct in terms of bias and discrimination. The mean scores for each item collectively suggest that prejudice and discrimination notably impact law enforcement practices. Items 1 and 5, both receiving mean scores of 3.20, indicate that respondents perceive a significant impact of bias and discrimination on how people are handled and the effectiveness of reporting

procedures in addressing bias and prejudice events. These scores, categorized as "Impactful," highlight respondents' importance of fair and impartial treatment and the effectiveness of reporting mechanisms in addressing instances of bias and prejudice.

Item 2, "Concerns of prejudice are widely known within," received a mean score of 3.14, indicating that respondents are aware of the prevalent concerns related to prejudice within

law enforcement. While slightly lower than other items, this score still falls within the "Impactful" category, emphasizing the significance respondents attribute to addressing prejudice concerns within the police force.

The overall weighted mean of 3.16, categorized as "Impactful," reinforces the overarching perception that bias and discrimination substantially impact various facets of law enforcement. These findings underscore the need for continued efforts to address and mitigate bias and discrimination within law enforcement practices, emphasizing the importance of fair and impartial treatment, diversity promotion, and effective reporting mechanisms.

According to Lai et al. (2023), there are two solid and reliable indicators of immigrants' perceptions of Taiwanese police: procedural justice and integration. Positive ATP was more common among immigrants from Southeast Asian nations who felt that Taiwan police had treated them decently. Similarly, increased assimilation increased trust in law enforcement. Furthermore, opinions of the police were significantly influenced by marital status and nationality.

To enhance service delivery, academics and decision-makers usually recommend hiring "embedded" bureaucrats with close relationships with the public. However, overly involved politicians in their communities are frequently held accountable for inefficiency, corruption, and favoritism. Haim, Nanes, and Davidson (2021) contend that an imbalance between the impacts of embeddedness at the person and community levels is the cause of this ambiguity. Although a bureaucrat's links foster greater involvement with directly linked residents, growth in a bureaucrat's relationships at the

community level alienates unconnected citizens and calls into question claims of impartiality. We put this argument to the test using Philippine public safety provisions. We identify police officers among 286 village family networks, assess village family networks, and examine citizen survey data.

Regarding cops, people are more inclined to trust and interact with those closer to family. However, disconnected residents give cops' performance a lower rating in places where they are deeply ingrained. As a result, higher rates of feuds and conflicts are linked to village-level officer embeddedness.

The thorough analysis shown in Table 11 indicates that respondents' concerns about the significant impact of prejudice and discrimination on law enforcement procedures are widespread. Mean scores show how important respondents think fair and impartial treatment within law enforcement is, especially for items that emphasize the effects on how people are handled and the efficacy of reporting systems. The weighted mean of 3.16 supports the general belief that prejudice significantly impacts several law enforcement-related issues and that these concerns require ongoing attention and mitigation. Findings from the study by Lai et al. (2023) highlight the significance of fair treatment and assimilation and the role that procedural justice and integration play in influencing immigrants' opinions of law enforcement. In addition, research by Haim, Nanes, and Davidson (2021) emphasizes the complexity of community embeddedness in law enforcement and the necessity for sophisticated tactics to build trust and address issues of bias and discrimination in police departments.

Table 12. Assessment of the Respondents as To Police Misconduct Terms of Media Influence

MEDIA INFLUENCE	Mean	Verbal Interpretation
1. Public opinion is significantly shaped by the media."	3.17	Impactful
2. The media has an impact on political beliefs and choices."	3.18	Impactful
3. The media significantly shapes social and cultural norms."	3.17	Impactful
4. People view media sources as impartial and objective when they report on stories."	3.13	Impactful
5. The veracity and dependability of media sources are highly trusted."	3.06	Impactful
Weighted Mean	3.14	Impactful

Police misconduct is given in Table 12. The mean scores for each item point to a significant impact of media influence on law enforcement practices. On the other hand, item 4, "The veracity and dependability of media sources are highly trusted," obtained a mean score of 3.06, which is still in the "Impactful" column. This suggests that even when respondents recognize the influence of the media, they might have misgivings about the reliability of media sources.

The weighted mean of 3.14, classified as "Impactful," supports the general belief that media influence significantly impacts several law enforcement-related aspects. These results underline how crucial it is for law enforcement organizations to navigate and comprehend how the media shapes public opinion and cultural norms. They also stress how vital it is to have effective communication and transparency to address potential biases and inaccuracies in media coverage of law enforcement operations.

The question of whether news images of law enforcement influence public opinion of the police is investigated by Wozniak et al. (2020). There was one significant moderating effect from image exposure, but no other facet of views toward the police was directly affected.

Compared to respondents in the same experimental condition who were not recently stopped, respondents who had recently been stopped by an officer and watched an image of a cordial exchange between cops and civilians perceived more frequent instances of police misbehavior. The non-experimental research revealed a substantial relationship between routine media intake and perceptions of the police.

Miethe et al. (2019) investigated the effects of media sources, the suspect's alleged criminal activity, and the rater's sociodemographic characteristics on public ratings of police use of force (PUF) videos. Three main findings emerged from this research:

PUF video accounts are rated more trustworthy when the video is attributed to "national TV news" sources rather than "social media" outlets.

Ratings of excessive force are more likely in PUF incidents when they involve a more dangerous offender (e.g., an alleged murderer versus a shoplifter).

The rater's salience of PUF incidents to them and their daily usage patterns on conventional and social media strongly moderate the impact of the rater's sociodemographic characteristics on these public perceptions.

The primary conclusion from the data presented is that the media has a considerable impact on how the public views law enforcement tactics; this is supported by the overall weighted mean of 3.14, which is categorized as "Impactful."

Although respondents acknowledge the media's influence, there needs to be more confidence in the accuracy and reliability of media sources, especially regarding item 4. This implies that although the press significantly shapes public opinion, there are doubts regarding the accuracy of its information. The research conducted by Miethe et al. (2019) and Wozniak et al. (2020) provides more insight into the complex dynamics of media influence on public perception of the police. While Miethe et al.'s research emphasizes the significance of media source attribution and the nature of the alleged criminal activity in shaping public ratings of police use of force videos, Wozniak et al.'s findings suggest that exposure to images of positive police-civilian interactions may influence perceptions of police misbehavior. The observations above highlight the necessity for law enforcement agencies to maneuver the media landscape adeptly. They stress the significance of efficient communication, openness, and tackling possible partialities and errors in media representation to preserve public confidence.

Table 13. Assessment of the Respondents as to Police Misconduct Terms of Economic Conditions

ECONOMIC CONDITIONS	Mean	Verbal Interpretation
1. With the state of the economy, I am confident in my personal financial security."	3.19	Impactful

ECONOMIC CONDITIONS	Mean	Verbal Interpretation
2. Given the state of the economy right now, I feel secure in my current position."	3.19	Impactful
3. The state of the economy has a big influence on whether a task succeeds or fails."	3.18	Impactful
4. Economic situations are significantly impacted by government policies."	3.20	Impactful
5. Notable levels of inequality are influenced by economic factors."	3.14	Impactful
Weighted Mean	3.18	Impactful

Table 13 evaluates the respondents' opinions of police misbehavior in light of the state of the economy. The overall mean scores for all the items indicate that economic situations significantly impact law enforcement practices. With a mean score of 3.14, the lowest item, "Economic factors influence notable levels of inequality," also fell into the "Impactful" category, indicating that respondents believe economic forces significantly contribute to societal inequality.

The overall weighted mean of 3.18, categorized as "Impactful," supports the general belief that the state of the economy significantly impacts many aspects of law enforcement. These results demonstrate how important it is for law enforcement organizations to comprehend and adjust to the socioeconomic environment in which they function, considering the possible effects of changing economic situations on people and communities. In order to address and prevent police misbehavior and promote a more comprehensive approach to community well-being and safety, policymakers and law enforcement authorities may need to consider economic concerns when developing policies and interventions.

Aquino (2021) found out what the young people of the Philippines thought about corruption in the country, particularly in the police and academic sectors. This study employed a descriptive hybrid research design that combines quantitative and qualitative techniques. The primary data for this study came from a survey given to young Filipino adults in the National Capital Region between the ages of 18 and 30. They investigated questions covering leadership qualities, current Filipino values and attitudes regarding corruption and wrong-

doings, typical Filipino behaviors and responses to corruption, the Philippine justice system, current issues and problems facing the country, and the primary cause of poverty. The survey's findings indicate that while the current leadership of the Philippines is acknowledged for its skills and abilities, it is questioned for its adherence to the law and ethical principles. Youth in the Philippines from both sectors know what corruption is, how it affects society, and how bad it is.

The lived experiences of Philippine National Police personnel at the Baguio City Police Office in the Cordillera Region, north of the Philippines, are determined by J. Vicente et al. (2020). Using a phenomenological qualitative descriptive technique, the study examined the administrative cases of police personnel concerning the cause, impact on work performance, interpersonal connections, and family, and how they manage these effects. To identify the respondents, purposeful sampling was used in light of the sensitive and personal nature of the information. The informants' responses were translated and transcribed. Based on the study's goals, themes were developed to help them define their responses. The findings showed that the main reasons administrative proceedings were brought against the respondents were carelessness and impatience. The effects on work performance included:

- Anxiety-related insomnia.
- Lessons learned.
- A decrease in work excitement.
- An improvement in leadership style.

The family's financial difficulty was seen as a detrimental influence on family relations, while a strengthened relationship within the family was seen as a positive outcome. The respondents' disclosed coping strategies included asking for guidance and spending time with friends.

The primary conclusion from the data provided is that the economy significantly influences law enforcement practices, as demonstrated by the overall weighted mean of 3.18, classified as "Impactful." The respondents'

belief that economic factors significantly impact societal inequality, as shown by the lowest item's mean score of 3.14, emphasizes the relationship between perceptions of police misconduct and financial conditions. This emphasizes how crucial it is that law enforcement agencies comprehend and adjust to the socioeconomic milieu in which they function. It is advised that while creating policies and actions to deal with and prevent police misconduct, policymakers and law enforcement officials consider economic issues.

Table 14. Spearman Rank: Significant Relationship between the Assessment of The Respondents as To Police Misconduct and the Impact of Police Training Practices in Terms of Ethical Training Programs

ASSESSMENT OF THE RESPONDENTS AS TO POLICE MISCONDUCT	ETHICAL TRAINING PROGRAMS				Remarks
	Correlation Coefficient	Interpretation	p-value	Decision	
CORRUPTION AND BRIBERY	0.724	Strong Positive	0.000	Reject Ho	Significant
POLITICAL INTERFERENCE	0.592	Moderate Positive	0.000	Reject Ho	Significant
LACK OF RESOURCES	0.457	Moderate Positive	0.000	Reject Ho	Significant
DRUG WAR POLICIES	0.705	Strong Positive	0.000	Reject Ho	Significant
IMPUNITY	0.674	Strong Positive	0.000	Reject Ho	Significant
LACK OF OVERSIGHT AND ACCOUNTABILITY	0.433	Moderate Positive	0.000	Reject Ho	Significant
BIAS AND DISCRIMINATION	0.654	Strong Positive	0.000	Reject Ho	Significant
MEDIA INFLUENCE	0.577	Moderate Positive	0.000	Reject Ho	Significant
ECONOMIC CONDITIONS	0.630	Strong Positive	0.000	Reject Ho	Significant

The Spearman Rank method, a scientifically rigorous approach, is used to establish the correlation between police training procedures, particularly ethical training programs, and the respondents' assessments of police misconduct, as demonstrated in Table 14. The p-values, a key statistical measure, confirm the significance of these correlations, while the correlation coefficients provide insight into the direction and strength of the relationship between the two variables.

The impact of ethical training programs is significantly positively correlated with each measured facet of police misconduct. The correlation coefficients for lack of oversight and accountability range from 0.433 (moderately positive correlation) to 0.724 (strongly positive correlation), depending on the issue. The statistical significance of the correlations is con-

firmed, and the null hypothesis (Ho) is decisively rejected due to the p-values for all dimensions being 0.000, providing strong validation for the research findings.

As the influence of ethical training programs on police officers increases, respondents tend to evaluate various aspects of police misconduct more favorably. This positive shift is particularly strong in the domains of Impunity, Drug War Policies, Corruption and Bribery, Bias and Discrimination, and Economic Conditions. These findings suggest that robust, ethical training programs could significantly reduce these issues within the law enforcement community, highlighting the practical importance of comprehensive ethical training in addressing all facets of police misconduct and enhancing the department's overall professionalism.

Fridell et al. (2020) Law enforcement organizations have historically employed deterrence-based strategies—known as "external controls"—to handle police misbehavior. These strategies monitor and penalize inappropriate behavior. However, other academics contend that "internal controls," created when workers feel their agencies have a higher organizational justice, are more successful at dealing with workplace wrongdoing. This study examines three main hypotheses:

Organizational justice plays a significant role in shaping officers' attitudes toward misconduct.

This factor, which is often overlooked, can profoundly impact the behavior of law enforcement professionals. Organizational commitment acts as a mediating factor in the relationship.

Command-and-control components either strengthen or weaken the effect of organizational justice on officers' attitudes toward misconduct.

This analysis uses survey data from 15,807 police officers from 101 agencies. The findings imply that command-and-control elements can strengthen organizational justice's ability to lessen police officers' attitudes toward misconduct and that organizational justice, directly and indirectly, impacts officers' misconduct assessments (via organizational commitment).

Wagner et al. (2019) examine the effects of the Police Accountability and Reform Project (PARP) on 600 police officers who participated in police integrity interviews. The study uses 12 fictitious vignette instances that illustrate inappropriate behavior in different contexts and varying degrees of severity. Using propensity score matching, inverse probability weighting, and seemingly unrelated regression approaches, the police officers' assessments of the instances are examined. We demonstrate that the outcomes are unlikely to be determined by the police officers' self-selection into the program.

Although the latter two coefficient estimates are smaller in size, the results indicate that officers involved in PARP activities:

Judge the presented cases of misconduct more severely.

Are more likely to report misconduct.

Also, they expect their colleagues to judge misbehavior at the police level more critically.

The most significant inference from the data is the transformative potential of ethical training programs in shaping how respondents perceive police wrongdoing. The strong positive correlations between ethical training programs and various aspects of police misconduct, such as a lack of supervision and accountability, impunity, drug war policies, corruption, bribery, bias, discrimination, and economic conditions, suggest that effective ethical training programs can significantly reduce these concerns within law enforcement.

The observations made by Fridell et al. (2020) underscore the importance of internal controls and organizational justice in addressing police misbehavior. The study also highlights the need for comprehensive approaches beyond external controls, as command-and-control elements can amplify the effect of organizational justice on officers' attitudes about wrongdoing.

Furthermore, Wagner et al. (2019) demonstrate that involvement in accountability and reform initiatives can lead to harsher penalties for misbehavior, a higher likelihood of reporting misbehavior, and higher standards for critical evaluations of misconduct at the police level. Taken together, these results underscore the potential of ethical education and organizational justice in fostering a culture of responsibility, honesty, and professionalism in law enforcement agencies.

Table 15. Spearman Rank: Significant Relationship between the Assessment of The Respondents as To Police Misconduct and the Impact of Police Training Practices in Terms of Leadership Development Initiatives

ASSESSMENT OF THE RESPONDENTS AS TO POLICE MISCONDUCT	LEADERSHIP DEVELOPMENT INITIATIVES			Remarks
	Correlation Coefficient	Interpretation	p-value Decision	
CORRUPTION AND BRIBERY	0.751	Strong Positive	0.000 Reject Ho	Significant
POLITICAL INTERFERENCE	0.621	Strong Positive	0.000 Reject Ho	Significant
LACK OF RESOURCES	0.453	Moderate Positive	0.000 Reject Ho	Significant
DRUG WAR POLICIES	0.700	Strong Positive	0.000 Reject Ho	Significant
IMPUNITY	0.665	Strong Positive	0.000 Reject Ho	Significant
LACK OF OVERSIGHT AND ACCOUNTABILITY	0.448	Moderate Positive	0.000 Reject Ho	Significant
BIAS AND DISCRIMINATION	0.662	Strong Positive	0.000 Reject Ho	Significant
MEDIA INFLUENCE	0.612	Strong Positive	0.000 Reject Ho	Significant
ECONOMIC CONDITIONS	0.666	Strong Positive	0.000 Reject Ho	Significant

Table 15 shows the Spearman Rank correlation between respondents' assessments of police misconduct and the effects of police training practices—especially Leadership Development Initiatives. The p-values establish the statistical significance of these correlations, and the correlation coefficients show the direction and intensity of the relationship between the two variables.

Every measured aspect of police misconduct exhibits a robust positive link with the effectiveness of Leadership Development Initiatives, which aligns with Table 14's findings. The correlation coefficients for lack of oversight and accountability range from 0.448 (moderately positive correlation) to 0.751 (strongly positive correlation), depending on the issue. The statistical significance of the correlations is confirmed, and the null hypothesis (Ho) is rejected because the p-values for all dimensions are 0.000.

This shows that respondents tend to give more positive ratings of police misconduct as the impact of Leadership Development Initiatives on police officers improves. Strong positive correlations demonstrated across a range of characteristics support the idea that successful leadership development programs are essential for reducing different types of police misconduct. This emphasizes how critical leadership development is to forming moral behavior, encouraging responsibility, and tackling various law enforcement-related issues.

According to senior experienced officers and trainees, there are some professional qualities that police officers should possess. Kumar (2018) examines survey data on this topic. The two groups' assessments of the values significant to police officers are very harmonious. There exist disparities between the two cohorts concerning assessing the significance of human traits and interpersonal skills. The study looks at the innovative and conservative aspects of police training and the importance of experience in cultivating an understanding of human traits to explain perceptual discrepancies and similarities.

According to Watson et al. (2018), any society's ability to maintain peace and order depends on the legitimacy of the police. There is more focus on quick-fix crime-fighting solutions and policing initiatives in communities where there are high rates of societal manifestations of dysfunction, shaky legislative frameworks, sporadic implementation, and demolition of crime-fighting techniques. The emphasis is mainly on the tasks that police officers must perform rather than on the real-world applications highlighted by institutional barriers to professional practice. This study aims to investigate relationships between police views of personal helplessness and the use of state authority by analyzing interview data from a pilot study on police fear of crime in Trinidad and Tobago. Here, we look at the discourses of N = 12 senior police officers, who have served an

average of 22.83 years, to get a basic grasp of situations when professional behavior and views of self-preservation clash.

The relationship between leadership, professional attributes, and the public's image of police behavior is further highlighted by insights from Watson et al.'s (2018) study on the

legitimacy of the police and Kumar's (2018) analysis of professional traits crucial to police officers. Promoting legitimacy and resolving issues with law enforcement requires effective leadership development that aligns with professionalism and ideals.

Table 16. Spearman Rank: Significant Relationship between the Assessment of The Respondents as To Police Misconduct and the Impact of Police Training Practices in Terms of Recruitment Strategies

ASSESSMENT OF THE RESPONDENTS AS TO POLICE MISCONDUCT	RECRUITMENT STRATEGIES				Remarks
	Correlation Coefficient	Interpretation	p-value	Decision	
CORRUPTION AND BRIBERY	0.763	Strong Positive	0.000	Reject Ho	Significant
POLITICAL INTERFERENCE	0.638	Strong Positive	0.000	Reject Ho	Significant
LACK OF RESOURCES	0.487	Moderate Positive	0.000	Reject Ho	Significant
DRUG WAR POLICIES	0.722	Strong Positive	0.000	Reject Ho	Significant
IMPUNITY	0.709	Strong Positive	0.000	Reject Ho	Significant
LACK OF OVERSIGHT AND ACCOUNTABILITY	0.471	Moderate Positive	0.000	Reject Ho	Significant
BIAS AND DISCRIMINATION	0.712	Strong Positive	0.000	Reject Ho	Significant
MEDIA INFLUENCE	0.636	Strong Positive	0.000	Reject Ho	Significant
ECONOMIC CONDITIONS	0.689	Strong Positive	0.000	Reject Ho	Significant

Table 16 shows the Spearman Rank correlation between respondents' assessments of police misconduct and the effects of police training practices, particularly on recruitment strategies.

The p-values establish the statistical significance of these correlations, and the correlation coefficients show the direction and intensity of the relationship between the two variables.

Every aspect of police misconduct shows a robust positive link with the effect of recruitment strategies, which aligns with earlier research. The correlation values for corruption and bribery range from 0.763 (high positive correlation) to 0.471 (moderate positive correlation) for lack of oversight and accountability. Since every p-value is 0.000, the null hypothesis (Ho) is rejected, demonstrating the statistical importance of the correlations.

These findings imply that respondents are more inclined to give positive evaluations of different aspects of police misconduct as the influence of recruitment strategies on police personnel grows. The significant positive associations highlight the critical role that successful

recruitment tactics have in addressing and averting various types of police misbehavior. This highlights how crucial strategic hiring procedures are to encouraging moral behavior, reducing corruption, and increasing accountability in the legal system.

Schuck and Rabe-Hemp (2021) investigate how American recruits' views on the gravity of actions about police integrity changed as their academy training progressed. Multilevel growth models were used for 655 recruits from several American academies. The findings demonstrated that by the conclusion of their training, the recruits took less seriously than they had at the start of the scales about misconduct, a code of silence, and a noble goal. Additionally, the data demonstrated that while organizational injustice exacerbated the impacts of socialization, ethics training lessened such effects. Compared to male recruits, female recruits rated the behaviors more seriously at the start and completion of training.

Fridell et al. (2020) investigate whether command-and-control components strengthen or weaken the ability of organizational justice

to lower attitudinal support for misconduct; (b) organizational commitment serves as the mediating factor in the relationship; and (c) officers' attitudes toward misconduct are impacted by organizational justice. The findings imply that elements of command and control can strengthen the ability of organizational justice to lessen police officers' attitudes toward misconduct and that organizational justice has a direct and indirect impact on officers' assessments of misconduct (via organizational commitment).

Further elucidating the complications involved are findings from Schuck and Rabe-Hemp's (2021) examination examining the changing perspectives of American recruits on police integrity during academy training. The results show how recruits' perceptions changed during training, underscoring the necessity of continual socialization and ethical instruction to offset any potential adjustments toward a less severe attitude toward wrongdoing and a code of silence. Furthermore, the impact of command-and-control elements on organizational justice, organizational commitment, and officers' attitudes toward misconduct are examined in Fridell et al.'s (2020) study. The results highlight the relationship between organizational structures, justice, and attitudes within law enforcement agencies and indicate that command-and-control components may enhance organizational justice's capacity to lower officers' attitudes about wrongdoing.

These observations highlight the complexity of dealing with police misconduct, emphasizing the need for selective hiring, continuing ethical education, and an emphasis on organizational justice to encourage officers to have positive attitudes and behaviors.

Conclusion

1. The impact of training practices among the police officers in the Pampanga Police Provincial Office in terms of ethical training programs, leadership development initiatives, recruitment strategies, and accountability measures was highly impactful.
2. The respondents agreed that police misconduct was highly impactful regarding corruption and bribery. The remaining

indicators have obtained an impactful interpretation. These are as follows: political interference, lack of resources, drug war policies, impunity, lack of oversight and accountability, bias and discrimination, media influence, and economic conditions.

3. The impact of ethical training programs is significantly positively correlated with each measured facet of police misconduct. This underscores the crucial role of adequate, ethical training programs in reducing these issues within the law enforcement community. It's a reassurance that comprehensive ethical training is vital for addressing all facets of police wrongdoing and enhancing the department's overall professionalism.
4. Every measured aspect of police misconduct exhibited a robust positive link with the effectiveness of Leadership Development Initiatives. This positive correlation, ranging from moderately to strongly positive, depending on the issue, offers hope for change.

The statistical significance of the correlations is confirmed, and the null hypothesis (H_0) is rejected because the p-values for all dimensions are 0.000. This shows that as the impact of Leadership Development Initiatives on police officers improves, respondents tend to give more positive ratings of various aspects of police misconduct.

5. The respondents' assessments of police misconduct and the effects of police training practices established the statistical significance of these correlations, and the correlation coefficients showed the direction and intensity of the relationship between the two variables. Every aspect of police misconduct shows a robust positive link with the effect of recruitment strategies, which aligns with earlier research.

Based from the findings and conclusions of the study, the researcher strongly recommends the following:

The PNP may enhance and broaden its ethical training initiatives, focusing on real-world scenarios such as handling public protests or managing high-stress situations and practical applications like role-playing exercises for all

police officers within the PNP. The PNP may regularly update the Instruction Program to reflect new ethical issues and legal enforcement obstacles.

The PNP may carry out focused leadership development programs for PCOs and PNCOs, including intensive training on decision-making in high-pressure situations and workshops on effective communication to improve their abilities and promote an accountability and supervision environment. The HRMD may examine and revise recruitment strategies to ensure that individuals with strong ethical principles and a dedication to accountability are chosen. This emphasis on the importance of recruitment strategies instills confidence in the audience about the future of law enforcement.

The HRMD and training departments may regularly collaborate to evaluate the results of leadership development projects, training courses, ethical training programs, and leadership development initiatives.

Future researchers may investigate the specific contextual factors within different police departments that influence the effectiveness.

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