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FOLLOWING TO COMMANDING: A PHENOMENOLOGICAL STUDY

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Abstract - This study explored the factors influencing Registered Criminologists' decision to join the Armed Forces of the Philippines (AFP) and their experience during the application process. Using a phenomenological research design, the study conducted in-depth interviews with six (6) Registered Criminologists who are graduates of Reserve Officer Training Corps (ROTC) and AFP members. Data were collected through personal and online interviews, with mobile phones used to record the conversations.

The study revealed that the primary factors motivating participants to join the AFP were childhood aspirations and available opportunities. Registered Criminologists and Advanced ROTC graduates benefit from priority access and higher rank during the AFP enlistment process. Key skills that were beneficial in their AFP roles included command skills, investigative traits, and academic knowledge. Participants also noted that mental toughness was critical in their current AFP roles.

The study concluded that criminology extends beyond traditional roles in the PNP, BFP, and BJMP, offering broader career opportunities for criminology graduates. It recommends that criminology students explore various career paths aligned with their interests and not just focus on Tri-Bureau agencies. The Criminology Department should provide students with guidance on alternative professions and help broaden their understanding of career options.

The study also suggests creating programs, such as an informative video titled “Civilian to Military Character,” to help students make informed career choices and reduce the risk of unemployment.

Keywords: Childhood aspirations, higher rank, mental toughness, priority access

I. Introduction

Bachelor of Science in Criminology is an academic program that concentrates on the examination of crime, criminal conduct, and the justice system. It equips students of criminology for their roles as future law enforcers by providing expertise and knowledge such as criminological theories, corrections, law enforcement, and criminal investigations who were trained to maintain a civilian character to guarantee that they are unbiased and enforce the law free from political influence.

The Tri-Bureau encompasses of three law enforcement agencies namely the Philippine National Police (PNP), which its primary goal is to maintain peace and order, enforce laws and ordinances relative to protection of life and properties. Bureau of Fire Protection (BFP), ensures protection of life through prevention and suppression of all destructive fires. Lastly, Bureau of Jail Management and Penology (BJMP) is responsible for managing and supervising all municipal, city, and district jail ensuring safe, security, custody and welfare of Person Deprived of

Liberty (PDL). The Tri-bureau is known to be the direct career path for registered criminologists. These agencies align with criminologists' skills in public safety, law enforcement, and crime prevention. Thus, aside from opportunities within the tri-bureau, being a registered criminologist opens doors to diverse career paths in various sectors including professions related to the skills and knowledge acquired from the academic institution.

The Reserve Officers' Training Corps (ROTC) is one of the elements of the National Service Training Program (NSTP) that all first-year students must complete to obtain their Baccalaureate degrees. As a branch of Military Science within the NSTP, the ROTC offers a unique educational experience that merges practical skills with exceptional leadership training. This program is intended to cultivate high-quality commissioned officers for the Armed Forces of the Philippines. The military science courses aim to equip criminology students with the skills necessary for developing leadership, discipline, and awareness about community needs in light of disaster risk reduction initiatives.

Bachelor of Science in Criminology is one of the few programs offering ROTC courses. Having the ROTC as a part of their course is significant to the program since it provides the students to develop and learn military professionalism and discipline that can help them in their future profession as a law enforcer. However, some of the criminologists and graduates of the said program pursue the opportunities that the ROTC provides to become a part of the regular forces of the Armed Forces of the Philippines. The ROTC course is composed of two parts: first one is the Basic ROTC; and the second one is the Advanced ROTC. Basic ROTC is the mandatory course that the students must undergo, and if they wish to pursue the said course to further learn military instruction and training after the basic ROTC, this is where Advanced ROTC will be available to the cadets who want to advance their military subject and also to be more military proficient the graduates of the basic ROTC must undergo Cadet Officer Qualifying Course (COQC). After completing the said course, the cadet will take Military Science 3 also known as ROTC Summer Camp Training (RSCT). Military Science 3 is taken by Third Class Army ROTC cadets in their respective regions to enhance their military proficiency and physical condition. Right after the RSCT, the cadets take the Military Science 31-32

academic Phase. This phase covers advanced military subjects for incoming Second Class cadet officers. After finishing the academic phase, the Cadet Officers may enlist in Military Science 31 & 32 academic Phase. This phase during summer term, covers more advanced military subjects for incoming First Class cadet officers (Tullao 2019).

The Armed Forces of the Philippines (AFP), established to safeguard the nation's security, constitute the military forces of the country, organized into three main service branches: the Philippine Army, the Philippine Air Force, and the Philippine Navy including the Marine Corps. These branches operate under the umbrella of the Department of National Defense (DND) (Amir 2024).

The application process of AFP involves submitting initial requirements such as birth certificate and educational credentials, taking the Armed Forces of the Philippines Service Aptitude Test (AFPSAT), interviews with selection committee and as well as taking medical examinations and oath taking, training and deployment as part of the AFP after passing all required evaluations. By upholding these principles through its application process, the AFP ensures that it recruits capable and trustworthy personnel who can effectively carry out their duties in service of the nation.

This research study determined the deciding factors that influenced several Registered Criminologists to join the Armed Forces of the Philippines, including the benefits of being a registered criminologist and a graduate of Advance ROTC, skills and knowledge applied in the Armed Forces of the Philippines; and insights to their current profession.

A. Background of the Study

Criminology as a course prepares students for roles in law enforcement, criminal justice administration, corrections, and other security-related professions. Registered Criminologists are trained to understand criminal behavior, the legal system, and law enforcement practices. Traditionally, graduates pursue careers as police officers, investigators, probation officers, and researchers within academic institutions or government agencies.

According to Lina (2019), criminologists in the Philippines face a variety of challenges in securing job opportunities, which has become a significant area of concern for both graduates and academic institution. After graduation it is the time where fresh graduates confront with the realities beyond the academic world and become an active job-seeker.

One of the primary challenges is the mismatch between the educational training provided by the criminology program and the skills demanded by employers. Many criminology graduates find themselves underprepared for the practical aspects of the job, which limits their employability. Considerable skill gaps underlie higher rates of underemployment among criminologists, where graduate fill seats that do not place into efficient use their training and do not pay reasonable remuneration for their competencies (Santos 2020 & Munoz 2021).

Another challenge is the limited number of positions available in specialized field compared to the growing number of graduates each year. Many criminologists often find employment in security services, and educational roles but these positions might not fully utilize their specialized skills. Criminology remains one of the most popular courses in the Philippines, graduating thousands every year. The Philippine National Police (PNP) reported in 2021 that only about 10% of the qualified applicants would be accepted because of budget constraints. Moreover, the immediate need to be employed due to pressure, as a result, utilizing their license as a professional or taking civil service examination as their way to get employed in any government agencies with less application of the knowledge gained from their school or training (CHED 2020).

Current statistics shows that there is change in the nature of careers criminologists can undertake. In the year 2022, the recruitment evidence from the Armed Forces of the Philippines indicates that 12% of Registered Criminologists would be willing to join military service. They believe that this will ensure their job security and provide them an opportunity to contribute toward the nation by utilizing their skills in different scenarios (AFP Recruitment Office 2021).

This study aimed to investigate the motivation and aspiration driving Registered Criminologists to change their career path to Armed Forces of the Philippines. It seeks to understand the factors that influence them to choose this career path, the benefits and challenges, and how skills and knowledge of being a Registered Criminologists and a graduate of Advance Reserve Officer Training Corps (ROTC) utilized and applied in Armed Forces of the Philippines. This study could provide help to those criminology students and registered criminologists in choosing their career without focusing in Tri-Bureau as a limited option in the course of criminology.

B. Statement of the Problem

This study aimed to determine the deciding factors of registered criminologists in joining Armed Forces of the Philippines including their experiences in the application process.

Specifically, this study sought answers to the following questions:

1. What are the deciding factors that influence the participants to join Armed Forces of the Philippines?
2. What are the benefits of being a registered criminologist and Advanced ROTC graduate in the enlistment process of Armed Forces of the Philippines?
3. What are the skills and knowledge applied in the Armed Forces of the Philippines as a Registered Criminologist and Advanced ROTC graduate?
4. What are the insights of the participants in their current profession as a member of Armed Forces of the Philippines?

C. Theoretical Framework

This study presents relevant theories that support the study.

Field Theory

Kurt Lewin's Field Theory examines patterns of interaction between the individual and the total field, or environment. This theory emphasizes the necessity of understanding how an individual's relationship with the factors in their environment shapes behavior (Lewin 1940).

This research directly applies Kurt Lewin's three-stage process of change. The study's key aspects include data collection, diagnosis of data by interpreting and analyzing, and giving feedback related to the study. The theory of Kurt Lewin suggests an individual be affected or influenced by their environment that can shape their behavior and give a better picture of themselves, which delves into the importance of the study, to determine the various reasons why criminologists pursue to be part of the Armed Forces of the Philippines through undergoing Reserve Officer Training Corps (ROTC). This theory is beneficial in our study in determining the motivational circumstances that criminology graduates encountered during their time as a ROTC Officers.

Career Choice Theory

In theory of career choice maintains that in choosing a career, people prefer jobs where they can be around others who are like them. They search for environments that will let them use their skills and abilities, and express their attitudes and values, while taking on enjoyable problems and roles. Behavior is determined by an interaction between personality and environment. Careers are determined by an interaction between our personality and the environment in John Holland's Theory of Career Choice. We want jobs with people like us.

Holland's theory is centered on the notion that most people fit into one of six personality types: (a) Realistic, likes to work mainly with hands, making, fixing, assembling or building things, using and operating equipment, tools or machines. Often likes to work outdoors; (b) Investigative, Likes to discover and research ideas, observe, investigate and experiment, ask questions and solve problems; (c) Artistic, Likes to use words, art, music or drama to communicate, perform, or express themselves, create and design things; (d) Social, Likes to work with people to teach, train and inform, help, treat, heal and cure, serve and greet, concerned for the well being and welfare of others; (e) Enterprising, likes meeting people, leading, talking to and influencing others, encouraging others, working in business; and (f) Conventional, likes working indoors and at tasks that involve organizing and being accurate, following procedures, working with data or numbers, planning work and events (Holland 2019).

This Holland's Theory of Career Choice directly applies to this study which purpose is to determine what pushes the criminologists being an advanced ROTC graduates based on the six personality types in Holland's Theory in choosing Armed Forces of the Philippines (AFP) as a profession.

Rational Choice Theory

Rational choice theory is the idea that people make decisions based on a rational calculation of costs and benefits, and that these decisions are in their own self-interest. It is also known as rational action theory. This theory states that individuals use rational calculations to make choices and achieve outcomes aligned with their objectives. These results are also associated with maximizing an individual's self-interest. Using rational choice theory is expected to result in outcomes that provide people with the greatest benefit and satisfaction, given their limited options. It is how people decide on rational thinking that is aligned to their self-interest where the probability of risk or potential loss is lower (Smith 1776).

Rational choice theory is directly applied to this present study to determine the contributing factor of criminologists in choosing the Armed Forces of the Philippines (AFP) as their career. It also explains the decision-making process of the participants in choosing their careers by rationally analyzing the potential risks and rewards that align with their personal interest by maximizing its potential gain and minimizing its potential loss.

D. Conceptual Framework

This study adopted the Input,Process, Output,Outcome (IPOO) Model which serves as the map to conceptualize the study. It is commonly used approach by researchers in various fields for describing the structure of an information processing program or other process (Canonizado 2021).

In this study, the **Input** are those resources needed to carry out the implementation of the study. It comprises of the deciding factors that influenced the participants in joining Armed Forces of the Philippines, the benefits of being a Registered Criminologist and graduate of Advanced ROTC in the enlistment process, skills and knowledge applied in the current profession and lastly, their insights in the current job.

In the **Process**, it involves the resources or inputs required in producing the result of the study by means of using qualitative method, phenomenological study, formulation of the interview guide, collection of various data derived from interviews, and analyzing data and interpreting the results thereof using thematic analysis.

Outputs are the immediate result necessary to produce the outcome of the study by generating an informative video highlighting the importance of ROTC and the career opportunities of criminology.

Outcome is the logical result of outputs which leads an impact or changes that reflects objectives or goals of the study which is mainly to employ a deeper understanding on the concept of ROTC and various fields aligned to criminology.

Registered Criminologist. The study could serve as a guide and reference for the criminology graduates in selecting professions aligned with the criminology profession without focusing on limited options particularly in Tri-Bureau.

Advance ROTC Officer. The result of the study provides a deeper understanding about advantages in joining ROTC highlighting knowledge, skills, and discipline acquired can be applied in their future profession.

Community. The study could provide them with knowledge that they can use in understanding the importance and purpose of being part of the ROTC and obtaining a professional license that can be useful in applying to other agencies that is aligned with the course. It may also give rise to advocacy campaigns for better insights about the benefits of ROTC and of being a Registered Criminologist.

DMST Defense Military Science and Tactics under the supervision of school administration, particularly through programs like the Reserve Officers' Training Corps (ROTC), provides a strong foundation for enhancing national security, strengthening military readiness, improving crisis management, and fostering leadership development.

AFP. This research study seeks to offer a comprehensive understanding of the personal advantages individuals can gain from joining the Armed Forces of the Philippines (AFP), while also providing a broader perspective on how the AFP benefits its applicants.

Researchers. This study provides them with valuable insights on the factors that influence criminology students' career choices and aspirations. By exploring the motivations behind their interest in various professions, the researchers will gain a better understanding of how students make decisions regarding their future careers. Additionally, the study will contribute to the broader understanding of how external factors, such as personal goals and societal needs, influence professional aspirations in the criminology field.

Future Researchers. The findings of this study serves as the basis of some researchers in conducting research that is related to this study. The insights and ideas included in this study would widen their

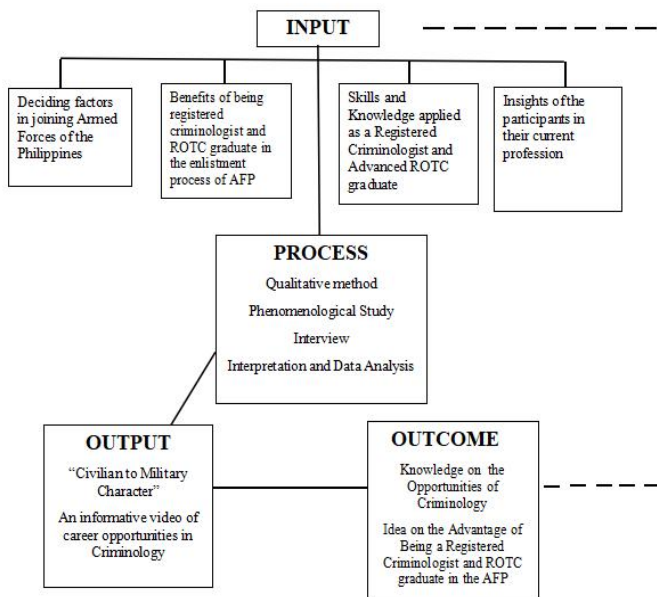


Figure 1. Paradigm of the study

E. Significance of the Study

The result of this study is beneficial among the following:

Criminology Students. The result of the study serves as a basis in choosing a career or future profession. This could also help them widen their knowledge on career opportunities of criminology.

understanding on various reasons why some criminologist tends to choose AFP.

F. Definition of Terms

To have a better understanding of this study, the following terms are defined as to how they are used in the study:

Advance ROTC Officer. A more advanced military course that a cadet wishes to pursue to become an ROTC Officer with an advantage of gaining valuable leadership skills and a chance of earning a commission as an officer at Armed Forces of the Philippines (AFP).

Armed Forces of the Philippines (AFP). It is an agency that is responsible for upholding the sovereignty of the country, supporting its constitution, and defending its territory against all enemies. It is composed of the Philippine Army, the Philippine Navy, and the Philippine Air Force (Amir 2024).

Benefits. Favorable outcome one can receive for doing work.

Deciding factor. It is driven by a situation where a person makes a decision due to some particular reason or causes.

Insights. Valuable knowledge acquired through experience or thoughtful consideration that can enhance decision-making or boost performance within a given profession.

Knowledge. Leveraging a wide array of expertise in various fields to ensure the effectiveness and readiness of the military in fulfilling its duties.

National Service Training Program. A law enacted in 2001 and Reserve Officer Training Corps (ROTC) as one of its components (Manila M, 2002).

Registered Criminologist. A graduate of Bachelor of Science in Criminology and a board passer of the Criminology Licensure Examination.

Reserve Officer Training Corps. It is a program created to build leadership, professionalism, and military characteristics for a student. It is an essential element to train, develop the physical fitness and maintain the discipline among students.

Skills. Abilities used to execution of military operations and the overall mission of national defense gained through education and training.

G. Scope and Delimitations of the Study

The study determined the deciding factors among registered criminologists who chose to join Armed Forces of the Philippines (AFP), benefits of their license professionalism and as a graduate of Advanced ROTC in the application process of AFP, skills and knowledge applied in their job and their insights after attaining their current profession.

The study delimits its scope to the graduates of Advanced Officer Training Corps. (ROTC), Registered Criminologists and currently member of the Armed Forces of the Philippines (AFP) with a total number of six (6) participants.

The research spans a duration of Academic School Year 2024-2025 starting from March 2024 until January 2025.

II. REVIEW RELATED LITERATURE AND STUDIES

This chapter presented the different literature and studies gathered for the effectiveness of this research to provide accurate and reliable information for this study. This also helps the researchers to have a deeper understanding and perspective on this study.

A. Republic Act 11131

Republic Act 11131 otherwise known as “The Philippine Criminology Profession Act of 2018”, was enacted to regulate and modernize the practice of criminology in the Philippines. This law strengthens the role of criminologists by establishing professional standards, ethical guidelines, and regulatory frameworks through the Professional Regulation Commission (Republic Act 11131, 2018).

B. Article IV “Practice of Criminology” of Republic Act 11131

In this article focuses on the practice of criminology in the Philippines, laying out the

qualifications, rules, and processes for practitioners in the field. Section 27 outlines who is authorized to practice criminology in the Philippines. It includes natural persons (individuals) who are duly registered criminologists with valid certificates and professional identification cards, as well as foreign criminologists with temporary or special permits. It also covers juridical persons (organizations) such as single proprietorships, partnerships, corporations, and associations or cooperatives that are registered with the Securities and Exchange Commission (SEC) and employ or are led by registered criminologists. These organizations must also be registered with the Board and the Commission to practice criminology.

C. Article V "Privileged of Registered Criminologists" of Republic Act 11131

Section 34 of the article outlines that all registered criminologists in the Philippines are exempt from taking any additional government or civil service examinations and are automatically considered civil service eligible for certain government positions. This exemption applies to a broad range of positions, especially those related to criminal justice, law enforcement, and public safety. Below is a list of the specific government positions included: Dactylographer; Ballistician; Questioned Document Examiner; Forensic Photographer; Polygraph Examiner; Probation Officer; Parole Officer; Special Investigator; Special Agent; Investigative Agent; Intelligence Agent; Law Enforcement Evaluation Officer; National Police Commission (NAPOLCOM) Inspector; Traffic Operation Officer; Associate Graft Investigation Officer; (16) Special Police Officer; Safekeeping Officer; Sheriff; Security Officer; Criminal Investigator; Warden; Reformation Officer; Firefighter; Fire Marshall; Jail Officer up to the rank of Jail Superintendent; Police Officer up to the rank of Police Superintendent and other law enforcement agencies, and agencies under the Criminal Justice System.

Section 35 outlines that registered criminologists in the Philippines are given a preference for appointment in various government agencies, particularly those involved in criminal justice, law enforcement, security, and public safety. This means that registered criminologists will be prioritized for hiring in key government positions without the need to take qualifying or entrance

examinations. These government agencies include: the Philippine National Police (PNP); Bureau of Fire Protection (BFP); Bureau of Jail Management and Penology (BJMP); Nation Bureau of Investigation (NBI); Land Transportation Office (LTO); Department of Justice (DOJ); Commission of Human Rights (CHR); Armed Forces of the Philippines (AFP) and other government position involving practice of criminology profession (Republic Act 11131, 2018).

This article provides that these agencies are required to prioritize criminologists in their hiring processes, acknowledging their specialized qualifications in criminology, law enforcement, corrections, and related fields, while also providing an exemption from taking certain entrance examinations for these positions. This provision provides registered criminologists with enhanced career opportunities in various government sectors by streamlining the hiring process for positions that require knowledge and expertise in criminology, law enforcement, security, and corrections.

D. Republic Act 9163

Republic Act 9163, otherwise known as the "National Training Service Program (NSTP) Act of 2001," mandates that tertiary students can choose among the three components of the National Service Training Program (NSTP): Reserve Officer Training Corps (ROTC), Literacy Training Service (LTS), and Civil Welfare Training Service (CWTS). The Reserve Officers' Training Corps (ROTC) in the Philippines is one of the three components of the National Service Training Program, a civic education and defense preparedness initiative for college students (12th Congress of the Republic of the Philippines, 2022). Institutionalized under Sections 38 and 39 of Republic Act No. 7077, the ROTC program is designed to deliver military training to students at the tertiary level, aiming to inspire, train, organize, and prepare them for national defense. The goal of ROTC is to equip graduates with military education and training, enabling their mobilization for the nation's defense (Labuguen et al., 2012).

E. Republic Act 7077

Republic Act 7077, otherwise known as the "Citizen Armed Forces of the Philippines Reservist Act." is an act providing for the development, administration, organization, training, maintenance,

and utilization of the citizen armed forces of the armed forces of the Philippines and for other purposes. (Republic Act 7077, 1991). It is an act that maintains a standing or regular military force by its actual and sufficient demands for state security; in the case of war, invasion, or revolt.

F. Reserve Officer Training Corps (ROTC)

The ROTC course is composed of two parts first one is the Basic ROTC and the second one is the Advanced ROTC. Basic ROTC is the mandatory course that the students must undergo and if they wish to pursue the said course to further learn military instruction and training after the basic ROTC this is where Advanced ROTC will be available to the cadets who want to advance their military subject and also to be more military proficient the graduates of the basic ROTC must undergo Cadet Officer Qualifying Course (COQC) after completing the said course the cadet will take Military Science 3.

Military Science 3 also known as ROTC Summer Camp Training (RSCT), Military Science 3 is taken by Third Class Army ROTC cadets in their respective regions to enhance their military proficiency and physical condition.. Right after the RSCT, the cadets take the Military Science 31-32 academic Phase. This phase covers advanced military subjects for incoming Second Class cadet officers. After finishing the academic phase, the Cadet Officers may enlist in Mil Sci 31 & 32 academic Phase. This phase during summer term, covers more advanced military subjects for incoming First Class cadet officers. After finishing the academic phase, the Cadet Officers may enlist in Probationary Officer Training Course (POTC) (Advance ROTC – Department of Military Science and Tactics, n.d.)

G. Armed Forces of the Philippines Service Aptitude Test (AFPSAT)

AFPSAT, or Armed Forces of the Philippines Service Aptitude Test, is a standardized test used by the Armed Forces of the Philippines to measure the mental and academic aptitude of individuals who want to join the military. The test is designed assess a candidate's cognitive abilities and determine their suitability for a career in the military, particularly as an officer. This is a crucial step in the recruitment process, and passing the test is necessary to be considered for officer candidates school, which is the first step towards a career as a military officer. The

test also serves as a screening tool for the military, allowing them to identify the most qualified and capable candidates. The test is composed of four sections: Verbal, Numerical, Abstract reasoning, Spatial reasoning. The results of the test are used to determine the individual's strengths and weaknesses and assess the potential for success in the military (Ofwgio 2023).

Two forms is used in scoring. In form A, the passing rate for enlistment is 48-70 and 71- 150 is the passing rate for commission officer. While in form B, the score must be 56- 87 in application for enlistment. Whereas 88-150 is the score for commission officer (Tatak Criminology 2021).

H. Probation Officer Training Course (POTC)

Probationary Officer Training Course (POTC) aims to train and prepare the graduates of the advance Reserve Officer Training Corps (ROTC) to qualify them for a commission in the Reserve Force, as well as enhance professionalism, standardize the conduct of training, and to accelerate the production of quality reserve officers (Col. Reyes 2020).

I. Candidate Soldier Course (CSC)

Candidate Soldier Course (CSC), is a training program designed for Individuals who wish to join the AFP as enlisted personnel, specifically as a candidate soldier. It is a physically and mentally demanding program that involves rigorous training in basic military skills and discipline. Successful completion of CSC can lead to a career as a soldier in the AFP, with opportunities for further training and career advancement. Candidates must meet certain qualifications and passed the AFPSAT before being admitted to the CSC. It also serve as the backbone of the Army that performs distinct military occupational specialties. The Candidate Soldier Course entails the 16-week training to adopt the three modules that will develop to become a better individual (Ofwgio 2023).

The qualification to be eligible for the application for the Candidate Soldier Course (CSC) must be: a) Natural born citizen of the Philippines, b) Obtained at least 72 units or Senior high school graduate c) single with no parental obligation, d) atleast 5 feet tall both male and female, e) physically and mentally fit, f) 18 years old but not a day older

than 26 years old upon oath taking and g) no pending case in any court (Join Philippine Army, n.d.).

J. Officer Candidate Course (OCC)

Officer Candidate Course (OCC), is a one-year rigorous training program for all qualified baccalaureate degree holders who aspire to lead and serve as Commissioned Second Lieutenants in the Regular Force of the Philippine Army as servant leaders and agents of transformational change for the Filipino nation and the Filipino people. It is composed of three primary programs namely basic military training, Army warfighting function training and Officer Training that equip Cadets and Officer Candidates knowledge, skills, and attributes prior to their commission. The qualification to be eligible for the application for Candidate Soldier Course and Officer Candidate Course are almost the same but the only difference is that OCC must be: a) Baccalaureate degree holder and b) 21 years old but not a day older than 27 years old upon oath taking (Join Philippine Army, n.d.).

The Tri-Bureau in the Philippines comprising, the Philippine National Police (PNP), Bureau of Fire Protection (BFP), and Bureau of Jail Management and Penology (BJMP) plays a crucial role in maintaining public safety, security, and order. The general qualifications of these bureaus must be a) natural citizen of the Republic of the Philippines, b) a person of good moral conduct, c) not less than 21 years old nor more than 30 years of age, d) must be at least 1.57 meter or 5'2" in height for male and 1.52 or 5' for female, e) must weigh not more or less than 5 kilograms from standard weight corresponding to his/her height, age, and sex, f) must possess a baccalaureate degree from a recognized institute of learning, g) must have Civil Service Commission (CSC) 2nd level, h) RA 1080 BAR/BOARD Eligibility, g) PD 907 Honor Graduates, i) NAPOLCOM Exam for PNP, Penology Exam for BJMP, and Fire Officer Exam for BFP (Tatak Criminology 2020).

K. Employment Status of Criminology Graduates

This study investigates the employment status of criminologists in the Philippines, examining factors influencing job availability, roles in the criminal justice system, and the impact of educational background. The study utilized the descriptive

method using a researcher-made survey questionnaire. The respondents were the criminology graduates of UCLM from 2007-2012. Findings indicate a significant correlation between educational attainment and job placement, alongside challenges posed by a saturated job market.

To a student in the beginning years of his studies, a criminology graduate has more chances of getting employed. A criminology graduate may become a police officer or assigned as jail officer, port police personnel, firefighter, and drug enforcement agent. Others may work as hotel and resort in-house security, security officer in department stores, security consultant, civilian investigators, local traffic enforcer and criminology instructor. Despite all these possibilities, there are criminology graduates who may have jobs not related to their chosen course which have molded, prepared, and enhanced their ability.

The finding of this study reveals that Criminology graduates are usually confronted with a lack of interpersonal communication. To help the students strengthen their employability and meaningful working experience, they need to undergo adequate preparation focusing on employability while they are in their undergraduate years. The researchers recommended the establishment of a web-based graduate tracer to constantly update the graduates' status and provide an avenue for employment opportunities for the unemployed. The university shall establish linkages to the different industries that may help provide employment opportunities for the graduates (Ruiz et al., 2022).

The reviewed and present study that while the primary career paths for criminology are centered around traditional law enforcement roles, challenges in the job market and career stability concerns motivated some graduates to consider alternative yet related fields such as joins the Armed Forces of the Philippines (AFP).

L. Employment Status and the Challenges Encountered by Criminology Graduates

This study investigates the employment status of criminology graduates in the Philippines and identifies the challenges they face in securing jobs. Through a descriptive research design, including

surveys, questionnaires, and interviews with recent graduates, the research highlights the disparity between education and employment opportunities, revealing systemic barriers that hinder job placement.

The study found that the graduates are employable, and the majority were employed in permanent positions. The salary and benefits of the agency/institution are significant factors to apply in the first chosen career and stay in the current jobs. However, as graduates mostly aim to join the Tri-Bureaus (PNP, BJMP, and BFP), it took them at least 1-3 years to be employed. The primary reasons for non-employment were family concerns and health-related issues. The foremost challenge faced by the graduates was the qualifications set by the agency/institution. The University may utilize the result for intervention programs to equip graduates with the necessary skills and proper preparation for their chosen careers. The College may develop an intervention program, especially for those who are unemployed and underemployed. The intervention program must include continuous career path orientation and seminars related to career development (Refugia, 2021).

The reviewed and present study highlights the motivations and challenges encountered by a registered criminologist in choosing their preferred career. The shift toward military service underscores the adaptability of criminology graduates and their willingness to leverage their education in service of national security and public order. This trend not only reflects individual career choices but also highlights the need for educational programs to align more closely with the demands of both civilian and military sectors. As graduates and registered criminologists, they often seek a stable and secured career.

M. Employment and Employers' Feedback of Criminology Graduates from 2013 to 2016 in one Private Academic Institution in the Philippines

Priority of every graduate after having completed a college degree is to look for possible employment. This is their next ultimate goal in life to sustain a living or support the needs of the family as part of Filipino culture. A large percentage of Criminology graduates opt to join the PNP and perform law enforcement functions. However, because of the rigid screening of applicants for PNP members, which includes physical and mental

examinations, not all graduates can fulfill their dreams. Most engaged themselves in business while others land in employment where their knowledge and skills are inapplicable. Descriptive type of research was utilized in the study. This study aims to determine the employment and employers' feedback on job performance of criminology graduates from 2013 to 2016 which also explores the relevance of curriculum and work-related behavior to the job placement of the graduate-respondents.

The study finds that the criminology graduates from the university under study are highly employable with 98.9 percent employment rating and they are gainfully employed locally while enjoying the benefits of regular status in the Philippine National Police and handling positions related to criminology where they find their present jobs within 1 to 6 months after passing the Criminologist Licensure Examination. Communication skill is the most common useful ability of the graduates in their job placement. Leadership, courage and hard work are the work – related values identified with very much contribution in meeting the demands of their present employment. The graduates considered police organization and administration with police planning as very relevant to their job placement as well as police patrol with police communication system and traffic management with traffic accident investigation (Bautista et al., 2020)

The reviewed and present study emphasizes that as a registered criminologist is beneficial in securing jobs in related fields. The reviewed study delves into the employment and employers' feedback on the job performance of criminology graduates who obtain a high rating of performance from their employer through their skills and knowledge while the present study explores the deciding factors that encourage them to join the Armed Forces of the Philippines and the benefits and skill being a registered criminologist and a ROTC graduates.

N. Exploring Employability, Program Relevance and Job Satisfaction among BS Criminology Graduates

This study investigates through a descriptive design with a mixed-method to examine the employability, relevance of academic programs, and job satisfaction of graduates from the Bachelor of Science in Criminology. By analyzing graduate

outcomes and perceptions, the research aims to provide insights into the effectiveness of criminology programs in preparing students for careers in the field. Moreover, it seeks to evaluate the relevance of the BS Criminology program to graduates' career choices and assess their level of job satisfaction in their chosen career path.

The findings of this study highlight several important factors influencing employability and job satisfaction among BS Criminology graduates. The study reinforces the notion that job satisfaction is closely tied to how well academic programs align with job expectations. Graduates who felt their education was relevant to their career roles reported higher job satisfaction, emphasizing the importance of ensuring that academic programs remain responsive to the evolving needs of the labor market (Hernandez & Cruz, 2022). The study demonstrates that while the BS Criminology program provides a solid foundation in criminological theory and criminal law, significant improvements are needed to enhance the practical skills of graduates and better align academic training with job market requirements. Integrating practical experiences such as internships and real-world case studies into the curriculum would not only improve employability but also increase job satisfaction. Future reforms in criminology education should focus on closing the gap between theoretical knowledge and practical application to better prepare graduates for successful careers in the criminal justice sector (Nayoyos-Refugia, 2024).

Overall, this study highlights the importance of program relevance in shaping criminology graduates' employability and job satisfaction, especially those who choose non-traditional paths like the military. That is in line with the present study on how their knowledge of being a registered criminologist benefitted them in joining the Armed Forces of the Philippines Bridging the gap between criminology education and military service can lead to more effective, satisfied employees in military roles, benefiting both the graduates and the organizations they serve.

O. An Interpretive Phenomenological Analysis of Leadership Development for College Students in an Army ROTC Program

This research sought to address the gap in the literature with Generation Z leadership development

through an in-depth, qualitative examination of Army ROTC cadet leadership experiences and leader identity through achieving durable leadership attributes and competencies, which shaped their leader identity.

The study intended to directly address the gap in the literature with Generation leadership development through an in-depth, qualitative examination of Army ROTC cadet leadership experiences and leader identity through achieving durable leadership attributes and competencies. The study underscores the importance of fostering leadership development within higher education, particularly within ROTC programs. It emphasizes the enduring significance of character building, core values, empathy, and collaboration among ROTC cadets. These essential leadership attributes, as outlined by the ALRM, are cultivated and strengthened through experiential learning experiences within ROTC. In summary, the study highlights the critical role of ROTC in nurturing leadership qualities essential for success in the Army.

The reviewed and present study emphasize the importance of experiential learning within the ROTC program. Whereas the reviewed study delves deeply into the subjective meanings and interpretations of leadership development within the specific context of the ROTC program. The present study explores various aspects of ROTC training, military service, and personal growth within the Armed Forces of the Philippines (Gagnon, 2024).

P. Reserved Officer Training Corps (ROTC) in Local College and Universities in Metro Manila: A Multi-Dimensional Analysis

The purpose of this study is to fully analyze the ROTC program's implementation in selected local colleges and institutions in Metro Manila in order to improve its security goals. This study also intends to provide essential data for legislators, educational leaders, and military authorities. The ultimate objective is to enhance the ROTC program to support its members and the nation effectively, assuring its continued importance in shaping future military and civilian leaders. The primary goal of this study is to tackle present obstacles and enhance the ROTC program. The researcher used a Quantitative research design through a survey approach to investigate the implementation of the Reserve Officers' Training

Corps (ROTC) in chosen local colleges and universities in Metro Manila.

The study reveals the intricate balance between military professionalism and societal integration, underscoring the challenges of maintaining independence while adhering to societal norms. By offering empirical evidence of the diverse implementation of ROTC programs, it contributes to a deeper understanding of how military education initiatives navigate the theoretical aspects of military-civilian relations across different institutional contexts. The study underscores the significance of applying Huntington's paradigm to analyze the complex interplay and potential conflicts that arise when integrating military training programs with civilian educational standards and societal norms.

The reviewed and present study both examine the impact of ROTC participation on individuals. The reviewed study aims to provide insights applicable to institutional policies and programmatic improvements. While the present study considers insights that are more individualized and context-specific (Pasion et al., 2024).

Q. Preparedness among Reserve Officers' Training Corps Graduates on the Rigors of ROTC and Defense Security: Basis for Policy Enhancement

The purpose of this study is to evaluate the effectiveness of the Philippine Reserve Officers' Training Corps (ROTC) program and the preparedness of ROTC graduates in defense and security matters across chosen universities in the Philippines. Additionally, it seeks to identify any notable differences in perceived preparedness among graduates of Military Science courses.

The study employed a descriptive correlational research design, involving 200 respondents from Military Science courses, split evenly between graduates from two academic years. Conducted during the 2022-2023 school year, the research found that, overall, respondents were well-prepared for the challenges of the Reserve Officers' Training Corps (ROTC) and displayed a high level of readiness regarding defense and security aspects integrated into the ROTC program. The findings suggest potential areas for further investigation, such as exploring empirical evidence to enhance ROTC implementation, assessing its contribution to early

careers in the Armed Forces of the Philippines (AFP), and examining the impact of ROTC on both high school and college graduates in the country.

The reviewed and present study are similar in terms of assessing the level of preparedness among ROTC graduates for the demands of military service and defense security roles. Whereas, the reviewed study maintains a narrower focus on preparedness levels among ROTC graduates and potential policy implications within the ROTC program. While the present study encompasses a range of experiences, challenges, and personal growth within the AFP context, beyond just preparedness levels or policy implications (Gantalao 2023).

R. Reserve Officers' Training Corps : A Case Study on The Aspiring Advance Officers

This study explored the challenges and coping mechanisms encountered and employed by aspiring advanced ROTC officers in adhering to their training and academics. It was participated by the aspirants in Misamis University, Ozamiz City, Misamis Occidental. The case study research design was employed in the study. Data analysis became the focus after data had been gathered. In this phase, the data were used to ascertain what happened in the researched case; the researcher knows the case's particulars and scans the data for patterns. The study followed the six stages of Yin's (2009) case study. Accordingly, case study research involves intensive analysis of an individual unit. Yin (2009) defined a case study as an observational inquiry that considers the case by answering the 'how' and 'why' concerning the phenomenon of interest beyond the researcher's control. The transcripts of all the interviews were evaluated in this study using Yin's case study methodology. The study was conducted inside the campus of Misamis University, Ozamiz City Misamis Occidental where participants studied. The proponents identify ten(10) criminology students at Misamis University that aspires to be one of advanced ROTC officers as the participants of the study.

The study found that students expressed various reasons for their motivation to become ROTC officers and join the advanced ROTC program. Their aspirations revolve around personal growth, career goals, inspiring others, and serving the country. They share a common desire to enhance their capabilities,

both physically and mentally, in order to become effective officers in the future. They also aimed to develop their strengths, address weaknesses, build confidence, and cultivate leadership skills through the discipline and training offered by the ROTC program. They are driven by their ambition to become government officials, seeing the ROTC program as a valuable stepping stone toward their goals. The study also recognized that the program can provide them with the necessary discipline, skills, and experiences to excel in such roles. In order to foster a sense of camaraderie and mentorship, the students also express a strong desire to support and mentor other aspirants who share their passion for joining the military. The participants also have specific career goals, such as joining the military or working for the Philippine National Police (PNP). They see the ROTC program as a way to get ready for these chances and perhaps move up in rank more quickly. The advantages that being an ROTC aspirant can bring when applying for jobs in the army or police organizations also serves as motivation for the participants. They appreciate the program's contribution to giving them a competitive edge and expanding their career options. The main driving forces behind the participants' participation are their aspirations for professional advancement, personal growth, inspiring others, and improving the nation.

The reviewed and present study are similar in highlighting and expressing various reasons for criminology students indulging themselves in joining ROTC and to be a part of Armed Forces of the Philippines (Acompañado et al., (2023).

S. Resiliency and selfless service development in army ROTC physical training: A qualitative investigation

The overall purpose of this dissertation was to provide insight into the development of cadets' resiliency and selflessness in service. The study was to investigate selfless service development in an ROTC context using Identity Fusion Theory- used in situations where individuals are willing to make significant personal sacrifices on behalf of a group.

The overarching purpose of this study was to provide insight into the development of resiliency and selfless service in U.S. Army cadets pre-commission. ROTC programs are used to develop a foundation of leadership skills necessary for cadets to be successful in "Big Army" environments.

Resiliency and selfless service development are seen as critical elements within that leadership development process.

This study also increased the capability of an cadet in developing leadership skill. The reviewed and present studies are similar in highlighting the benefit of ROTC program in developing leadership skill and also on how it push younger cadets into developing a more battalion centric way of thinking (Fischer 2014).

III. RESEARCH METHODOLOGY

This chapter discusses the research method and design, population and locale of the study, data gathering tools, data gathering procedure and treatment of data which was utilized in addressing research questions that was collected, presented and analyzed.

A. Research Method and Design

The researchers used a qualitative research method. It is a type of research which explores and provides deeper insights into real-world problems. Instead of collecting numerical data points or intervening and introduce treatments just like in quantitative research, qualitative research helps generate hypothesis as well as further investigate and understand qualitative data. It also gathers the participant's perceptions and personal experiences. The researchers used this method to offer a comprehensive understanding about the current situation which was based from the data that was given by the participants of the study (Tenny et al., 2024).

Phenomenological research design is a study, that looks into the lived experiences of the participants and aimed to examine how and why they behaved in a certain way from their perspective. The researcher used this research design to explore the respondents experiences and how they understand the attributes from their experience (Tenny et al., 2022).

B. Population and Locale of the Study

The participants of the study were six (6) who are Registered Criminologist, graduate of Reserve Officer Training Corps (ROTC) and member of Armed Forces of the Philippines (AFP) located from Regions I, II, and XII, particularly two (2) participants from Ilocos Norte, one (1) from Ilocos Sur, two (2) from Cagayan, and one (1) from Sultan Kudarat.

The researcher employed the purposive sampling in selecting the participants. Employing purposive sampling method/technique, in which the researchers targets an individual with unique knowledge and experience in line to the research study.

C. Data Gathering Tool

The instrument used in this study is a research-made interview guide using in-depth interview which involves asking questions to better understand the perspectives based from the experiences of the participants in which the researchers used mobile phone in recording the responses of the participant and serve as a recording device. The researchers revised the interview based from the comments of the validators.

The interview guide, which was developed by the researchers, consists of questions regarding the factors influenced the participants in joining Armed Forces of the Philippines (AFP), their benefits as a registered criminologist and a graduate of Advanced ROTC in the application process, skills and knowledge they obtained and applied in their work, and insights of their profession. The interview guide also included follow-up questions aimed at validating the responses obtained from the interview.

D. Data Gathering Procedure

A formal letter was addressed to the research adviser for the approval in conducting the research. After the approval, researchers created an interview guide for the basis of making a questions related to the study. Interview guide prepared by the researchers was validated by the expert of research . Prior to the actual interview, the researchers also explained to the participants the importance of the study and ensured the confidentiality, anonymity of personal information and the involvement in the

study. Researchers also discussed the importance of providing response for the successful of this study.

Data was collected through personal and online interviews, using mobile phones. To interpret the data collected, the researchers systematically analyzed participants' answers and derived thematic insights. Several themes emerged from the participants' responses which answers the questions and provide insights on solving their challenges.

E. Treatment of Data

The researchers utilized thematic analysis to scrutinize the data. According to Coulfield (2019), thematic analysis is a method of analyzing qualitative data. It is usually applied to a set of texts, such as an interview or transcripts. The researcher closely examined the data to identify common themes topics, ideas, and patterns of meaning that come up repeatedly. After the data has been collected, researchers used thematic analysis to identify the common answers of the participants in order to create a theme for the study which includes the following procedure in identifying themes of the study. Familiarization of data by taking notes or transcribing audio files was the initial step for familiarizing the statements of the participants. After, generating initial codes was made to determine the commonalities to proceed in the third step which is the searching for the themes based from the common statements. Reviewing the theme for its validity and reliability as well as defining the theme from its relation to the study and lastly is the interpretation of the selected theme.

F. Ethical Consideration

The researchers upheld a commitment to ethical considerations, ensuring the participants of confidentiality, anonymity, and voluntariness in participating to the study. It was discussed to the participants about the significance of the study, including the risks and its benefits to the future. They were assured that all informations including their identities will remain confidential in accordance with Republic Act 10173 also known as the Data Privacy Act. Most importantly, consent from the participants to record the entire dialogue was made using a mobile phone.

IV. PRESENTATION, INTERPRETATION AND ANALYSIS OF DATA

This chapter presents the data gathered, their analysis and interpretation of data pertaining to the participants deciding factors that influence them to join the Armed Forces of the Philippines (AFP) including their experiences in the process of enlistment.

A. Deciding factors that influenced the participants to join Armed Forces of the Philippines

Deciding factor is a situation where a person makes a decision due to some particular reason or causes.

A1. Childhood Calling

Childhood Calling pertains to the dreams, goals or ambitions that a child holds concerning their future careers, achievements or life paths. It often reflects to the interest, passion, and experiences that influenced by their environment, family and education. Dobrow Riza et al., 2019 explored the concept of "calling" in the workplace and its connection to various work-related outcomes. Individuals who view their work as a calling generally experience greater job satisfaction and engagement. Moreover, these individuals are better able to manage work-related stress, implying that a strong sense of calling can act as a protective factor against job strain.

In this study, Childhood Calling, is defined as the primary goal of a child in choosing a career path. Participant 5, a male Registered Criminologist, currently having a rank of Corporal, 28 years old from Cagayan stated that it was his dream to become a member of the Armed Forces of the Philippines as he asserted that:

“Bale idi ubing nak paylang arapaap kon ti makastrek. Isu nga ditoy nak nagapply inkarigatak met ti nakastrek idi.”

When we asked him what actions he took after passing the board exam, he stated that:

“Idi rimwar ti result iti exam ko idi December 2016. 2017 Nagka quota iti BFP, pinadas ko ti nag apply ngem haan nak naala. baka

Participant 6, a male Registered Criminologist, 30 years old from Sultan Kudarat also added that:

“Yung sa unang una palang kasi bata pa ako gusto ko na ring maging sundalo, nung nag aaral ako nung kolehiyo naging Advance ROTC na rin ako eh nag MS42 na din ako tapos MS43 Yan lang yung diko natapos kaya medyo wala na ring oras doon dahil sa kahirapan kaya nag direct na ako sa enlisted personnel, yun nakapasok na din naman sa awa ng Diyos.”

(Eversince I was a child, I wanted to be a soldier. And when I was studying in college, I joined the program of ROTC until I completed MS42, But I could not finish MS43 because I did not have enough time and due to the difficulties in life. So I went directly as enlisted personnel. And thankfully, I was able to get in by the grace of God.)

In the context of this study, childhood aspirations often play a significant role in shaping personal identity, these early ambitions may form a core part of their identity and become a motivator in their adult life. The participants were inspired by their early ambitions, leading them to view the Armed Forces of the Philippines as an ideal career path. They internalized their early dreams of being in the military, and these aspirations may become part of how they see themselves. They reconcile their youthful dreams with the reality of adulthood, making joining the career a fulfilling realization of those early ambitions which becomes a deciding factor in choosing their career.

According to Bhati (2023), he stated that our childhood experiences lay the groundwork for our career choices, shaping our values, interests, and motivations. These experiences can come in various forms, and their impact can be long-lasting and profound. One significant influence is the role of parents and family in shaping our career aspirations. Additionally, Exploring careers in early education is not merely child's play; it is an expedition of self-discovery and self-confidence. It is about nurturing young minds, encouraging them to explore their passions, and setting them on a path toward a future filled with excitement and purpose. As educators and caregivers, we hold the keys to unlocking their potential, and together, we can open the doors to a world of possibilities (DiYES International School 2023).

A2. Opened Opportunity

Openness to opportunity pertains to embracing changes in the directions of life, and accepting challenge or opportunity without focusing only to one direction.

In this study, openness of opportunities in career selection is the key reason why several Registered Criminologists choose to join Armed Forces of the Philippines as supported by the statement of Participant 1, male Registered Criminologist, 2nd Lieutenant, 29 years old from Badoc and already seven years of service:

“Dayta criminology ngamin no panpanunotem haan lang nga nakabase iti PNP or Tri-Bureau kasi adda met subject tayo related iti intelligence, criminal law ken iti AFP met kailangam dagita nga knowledge.”

(Criminology is not just focused on the PNP or Tri-Bureau. We also have subjects related to intelligence and criminal law. In the AFP, knowledge is also essential.)

Further, we asked him about the application process after passing the criminologist licensure exam he explained that:

“Halos pinagsabay ko ngamin nga inapply’an idi 2017. Adda naiprocess ko bassit ti pnp idi tapos iti AFP deretso ti process isu nga in grab ko dijay nga opportunity ta sigurado nga maala nakon.”

(I almost applied to both at the same time back in 2017. I managed to process a bit to the PNP, but for the AFP, the process went straight through, so I grabbed the opportunity since I was sure that I will be accepted.)

Participant 2, a male Registered Criminologist, currently having a rank of Corporal, 28 years old from Ilocos Norte also affirmed that:

“Haan nga porket Criminology ket nakafocus lang Tri-Bureau, mabalin met inka other government agencies kasla kuma PDEA, AFP, NBI kasjay kasi wide detoy Criminology isu nga jak nagfocus iti Tri-bureau nga pag-apply’n. Tuloy na lang ako sa AFP.”

(Criminology does not only focus on the Tri-Bureau, you can also apply to other government agencies, like PDEA, AFP, or NBI, because Criminology is a broad field. That’s why I didn’t focus only on applying to the Tri-Bureau. I decided to continue with the AFP.)

Meanwhile, Participant 3, a male Registered Criminologist, currently Corporal, 28 years old from Cagayan shared his insights which supports the theme as he stated that:

“Hindi ako nag focus sa iisa lang kasi kung isa kang criminologist maraming opportunity ang pwede saiyo. huwag mo kasing isipin na sa tri-bureau ka lang kasi maraming agency ang pwede mong apply’an.”

(I didn’t focus on just one path because, as a criminologist, there are many opportunities available.)

Don't think that you're limited to the Tri-Bureau, there are many other agencies you can apply to.)

In the context of this study, emphasizing the risk taking by choosing alternative options for criminologists is important not only within the Tri-Bureau, but also across various law enforcement agencies. The participants noted that criminology offers a wide range of career pathways, highlighting the need to be strategic in our career choices. It is essential to recognize that exploring alternative avenues within our profession can lead to fulfilling opportunities beyond our expectations.

Republic Act No. 11131, or the Philippine Criminology Profession Act of 2018 Art V Sec 35 of this law, enhances the role of registered criminologists in public safety, law enforcement, and national security, which has important implications for those considering a career in the Armed Forces of the Philippines (AFP).

Career development is lifelong process for those who seek to attain major job satisfaction. As changing work goals occur, a person will reassess how to improve it with the work environment. Rational choice theory also states that individuals use rational calculations to make choices and achieve outcomes that are aligned with their objectives. These results are also associated with maximizing an individual's self-interest. Using rational choice theory is expected to result in outcomes that provide people with the greatest benefit and satisfaction, given the limited options they have available. It is how people decide on rational thinking that is aligned to their self-interest where the probability of risk or potential loss is lower (Ganti 2014).

B. Benefits of being a Registered Criminologist and Advanced ROTC graduate in the enlistment process of Armed Forces of the Philippines

A Registered Criminologist possess knowledge in connection to criminal justice, laws, and well-equipped to handle security challenges. While ROTC graduates, has a combination of academic knowledge and practical skills not only enhances their qualifications but also shows their commitment in serving the country by acquiring leadership and discipline which prepare them for the structured environment of the military.

B1. Priority Access

Priority refers to receiving a preferential treatment on gaining exclusive entry.

In this study, being prioritized is one of the key reasons why Registered Criminologist chose to join Armed Forces of the Philippines as supported by the statement of participant 1, a male registered criminologist, 2nd Lieutenant, 29 years old from Badoc as he stated that:

“Adda met dagiti criminologist nga naka masteral nga agap-apply dakkel nga advantage dayta kasi adda background mo, adda licensed mo or board passer ka.”

(There are criminologists with a master's degree who are applying, and that's a big advantage because you have a background, you're licensed, or you're a board passer.)

Also, Participant 2, a male Registered Criminologist, having a rank of Corporal, 28 years old from Ilocos Norte supplemented the the theme as he explained that:

“Bale halos priority da dagitay board passer lalo jay interview kurang na lang ipasa daka aminen basta haan ka bagsak ti medical.”

(Board passers are almost prioritized during the interview, they'll basically pass you as long as they won't fail the medical exam.)

Participant 3, a male Registered Criminologist, having a rank of Corporal, 28 years old from Cagayan also stated that:

“Kapag board passer ka kasi mas lalong mapapadali yung pagpasok mo sa AFP.”

(If you are a board passer, it significantly eases your entry into the AFP.)

The findings of the study articulates that the professional license of criminologists can take as an advantage when applying to the Armed Forces of the Philippines, since this is one of the basis in selecting

their personnels and their eligibility serves as their gateway to be prioritized in the selection process of the AFP.

Section 35 of Republic Act 11131 specifies that registered criminologists shall enjoy priority appointment and shall not be required to take any qualifying or entrance examinations in several government positions related to criminology, police and law enforcement work, investigation and security, corrections, and public safety, explicitly mentioning the AFP among these agencies.

Becker (1962) and Rosen (1976), argues that individual workers have a set of skills or abilities which they can improve or accumulate through training and education .This theory suggests that education has a large impact in shaping an individual's skills and knowledge which can be beneficial in future profession as they already acquire those prior to job selection.

B2. Higher Rank

It means having a superior position or considered more important compared to others, and rated in terms of authority, status, quality and priority.

In this study, promotion to a higher rank is an advantage of a registered criminologist upon applying to Armed Forces of the Philippines as supported by the statement of Participant 1, a male registered criminologist, 2nd Lieutenant, 29 years old from Badoc as he narrated that:

“Ngumato nga ngumato iti ranggo'm nukwa. Nu AFP iti serrekam ngumato inggana iti officers 1st or 2nd Lieutenant kada captain basta nalaing kadagiti knowledge and skills mo ken ag improve ka.”

(Your rank will continue to increase. If you join the AFP, you can advance up to 1st or 2nd Lieutenant, or even Captain, as long as you're competent. Your knowledge and skills will grow, and you'll keep improving.)

Also, Participant 2, a male Registered Criminologist, having a rank of Corporal, 28 years

old from Ilocos Norte supplemented the the theme as he explained that:

“Bale kanyak idi application process, nag inquire nak idi nu kasanok magamit tay lisensyak. Pinagipasa dak amin nga galing iti PRC. During jay training ko in process da, upon graduation ti CS naidirect tay rank nga corporal idin.”

(During my application process, I inquired about how I could use my license. They had me submit all the documents from the PRC. During my training, they processed everything, and upon graduation of CS, I was directly assigned the rank of Corporal.)

Participant 3, a male Registered Criminologist, having a rank of Corporal, 28 years old from Cagayan also stated that:

“Kapag registered criminologist ka at graduate ng advanced Rotc makakapag apply ka sa commissioned officer at pwede kang pumasok sa rank na 2nd Lieutenant kung maipapasa mo lahat ng requirements. Kapag registered criminologist ka lang magiging enlisted personnel starting ka starting ka sa rank na Corporal.”

(If you're a registered criminologist and a graduate of Advanced ROTC, you can apply for a Commissioned Officer position and enter at the rank of 2nd Lieutenant if you meet all the requirements. If you are only a Registered Criminologist, you will be an enlisted personnel, starting at the rank of Corporal.)

Participant 6, a male Registered Criminologist, currently Corporal, 30 years old from Sultan Kudarat provided a statement:6

“Kase yung exam qualification mo pwede mong magamit for two rank higher, pag medyo bata ka pa na pumasok na criminologist ka, pwede kang maging commissioned officer o second lieutenant.”

(Your exam qualifications can be used to qualify you for two ranks higher. If you enter the field as a criminologist at a young age, you can become a commissioned officer or a second lieutenant.)

The study suggest that when choosing their career, they assess the qualifications of being a Registered Criminologist as a potential for success. They weigh how their criminology qualifications and skills match the roles in joining their career. Having an educational background, certifications, or even field experience that makes them highly eligible for the career is a strong deciding factor in choosing a career. This confidence in eligibility becomes a deciding factor because they see themselves as competitive and capable in the career reducing the uncertainty about their success. In addition, being a registered criminologist and at the same time an advanced ROTC graduate, their academic and leadership backgrounds gave them confidence that they are prioritized in the enlistment process. They feel that their specialized knowledge and leadership skills provide them an edge over the other applicants, especially in roles that require a strong understanding of law enforcement, discipline, and leadership responsibilities. They perceive that being a registered criminologist gave them an advantage in roles that require a strong strategic mindset due to their ability to contribute to intelligence operations. As to being an advanced ROTC graduate, having a ROTC background are seen as a ready-to-go leaders in the training. They enter the military with a built-in understanding of how to lead, manage, and handle soldiers. The combination of being a registered criminologist and advanced ROTC experience aligns with the military needs for officers who are experienced in both strategic thinking and leadership

Republic Act No. 11131, or the Philippine Criminology Profession Act of 2018 Article V Sec 36 of this law, the policy implication of this law is that it recognizes the professional criminologist's expertise, particularly in criminal justice, law enforcement, and investigation, as a valuable asset within military operations. As such, registered criminologists within the AFP may be afforded opportunities for promotion based on their specialized skills, which are crucial for military police, intelligence, and criminal investigation roles.

In relation to the study, according to Patel (2023), leaders provide direction and vision, motivate

and inspire others, and help create an environment conducive to success by promoting communication and collaboration among team members. In short, leadership and strong management are essential for any organization that wants to achieve its objectives. Additionally, Kleiner (2000) on his study "The Journal of Economic Perspectives" discusses how professional licensing serves as a signal of higher human capital, making individuals more competitive in the job market. Licensure indicates that the individual meets a recognized standard of competence, which can enhance their appeal to employers by demonstrating specialized expertise and qualifications, thus becoming a significant advantage during the application process.

In line with this, Ngwenya (2023) stated that it is crucial to approach the job application process with a strategic mindset. Applying for jobs, an individual do not qualify for may seem like a shortcut, but it can ultimately hinder his professional development. By carefully assessing your qualifications and applying for positions that align with your skills, you increase your chances of securing a role that matches your abilities and sets the stage for long-term success and job satisfaction.

C. Skills and Knowledge Applied in the Armed Forces of the Philippines as a Registered Criminologist and Advance ROTC graduate

Skills is an individual's ability to perform a specific task or solve a problem at a high level of proficiency (Echtelt 2024). While knowledge is an information that individual has acquired through experience, education and observation which is significant because it supports decision making, problem solving, and effective performance in different roles.

C1. Command Skills

It is the abilities and qualities necessary to direct, manage and lead individuals, teams or organization effectively.

In this study, leadership is a significant factor that they possess and applies in their current profession as provided by the statement of Participant

1, a male Registered Criminologist, 29 years old from Badoc :

“Syempre nausar ko iti leadership skills ko iti dadduma nga sitwasyon.”

(Of course, I utilized my leadership skills in various situations.)

Additionally, Participant 2, a male Registered Criminologist, 28 years old from Ilocos Norte supported the theme as he stated that:

“Tay leadership skills ko nga nasurok iti ROTC mausumar ko iti panang manage ken panang lead kadagiti kakadwak.”

(I can use the leadership skills I learned in ROTC to manage and lead my fellow personnel.)

Finally, Participant 3, a female Registered Criminologist, 30 years old from Cagayan asserted that:

“Dito alam mo na yung mga training lalo na sa leadership, discipline and military protocols..”

(Here, you are already familiar with the training, especially in leadership, discipline, and military protocols.)

Based from the findings of the study, participants who has a background of criminology and ROTC shaped their leadership abilities and the application on their knowledge in real-world situations. They emphasize how structured training in both criminology and ROTC fosters strong leadership skills and knowledge that are applicable in various operations in the AFP. It reflects how a background in criminology enhances operational effectiveness, while the leadership training from ROTC provides essential for managing personnel.

Criminologists possess expertise in leadership, strategic thinking, and organizational behavior, all of which are critical in military settings. Under this law, Section 5 of Republic Act No. 11131 outlines the roles and responsibilities of criminologists, which can encompass leadership roles in crime prevention, investigations, and organizational management. In the AFP, criminologists could take on leadership

positions in military police units, intelligence, or law enforcement sections, utilizing their skills to manage personnel, strategize operations, and enforce discipline.

An effective and satisfying use of leadership abilities depends on a number of circumstances. Leadership skills refer to the characteristics, behaviors, and tools that leaders should possess in order to improve the well-being of those around them and advance their company's goals. Upon achieving leadership roles, individuals must focus on improving these abilities. Patience, an open mind, and a commitment to apply what has been learned are qualities required to get an understanding of these talents. Leadership roles are typically demanding and allow leaders to encounter obstacles and challenges. As a result, the leaders must be well-prepared with strategies and tactics to get over obstacles and do their jobs in an orderly manner.

C2. Investigative traits

Investigative traits is a personal qualities that enable an individual to be efficient in investigating, exploring, and revealing information, especially when it comes to solving issues or discovering truths.

In this study, investigation technique is one of the skills that a registered criminologist may apply in their current work with the statement provided by participant 1, a male Registered Criminologist, 2nd Lieutenant, 29 years old from Badoc:

“Ikabil daka iti JAGO(Judge Advocate Generals Office), dayta ket kaslang kuma attorney’s office nga ditam mai apply ti knowledge mo iti laws.”

(You will be assigned in JAGO or Judge Advocate Generals Office, which is similar to the Attorney’s Office.)

Participant 2, a male Registered Criminologist, Corporal, 28 years old from Ilocos Norte supported the theme as he stated that:

“Nausar ko iti knowledge and skills ko iti cases kasi nag handle nak ti administrative cases idi halos jay investigation, parehas lang nu kasano I conduct isu nga haan nak nga narigatan idi nga na assign iti DLO(discipline, law and order).”

(I was able to apply my knowledge and skills in handling cases because I previously handled administrative cases, and conducting investigations was similar to how they are conducted in administrative cases. Therefore, I did not find it difficult when I was assigned to Discipline, Law and Order (DLO).

Participant 3, a male Registered Criminologist, Corporal, 30 years old from Cagayan stated that:

“Nagamit ko naman ang mga kasanayan at kaalaman ko bilang registered criminologist sa ngayon kagaya na lamang sa mga criminal laws, investigative techniques at sa forensic science.”

(I am also using the knowledge and skills I learned as a registered criminologist in my current job such as criminal laws, investigative techniques and forensic science)

In the context of the study, it highlights the investigative qualities of the participants, who can effectively apply these skills despite of changing career path, due to the fact that participants have already acquired these traits, which simplifies their operations as they possess prior knowledge of the procedures involved.

According to Griffiths and Milne (2010), they stated that successful criminal investigations rely heavily on specific investigative traits, including analytical thinking, resilience, and attention to detail. It emphasizes the necessity for investigators to possess strong observational skills and the ability to synthesize information from various sources to identify patterns and establish connections. Another critical trait is adaptability, which allows investigators to remain flexible and respond effectively to unexpected developments on case. Additionally, to propose a knowledge management systems in police investigations, specifically focusing on the potential investigative skills held by police

officers which address the existing gaps between “know what” and “know how” in its context (Chen et al., 2002).

C3. Academic Knowledge

Knowledge is a facts or information that a person may acquire through experience or education. It empowers individuals to make decisions and solve problems.

In this study, knowledge was significant to an aspirant in applying AFP due to the statement provided by participant 4, a female Registered Criminologist, 30 years old, 1st Lieutenant, from Cagayan also supported the theme by stating that:

“Atleast hindi tayo blind na, diba yung mga laws applicable dito sa loob ng AFP, Madami ding ballistics, mga law, o yung mga paggawa ng IR mga basic yan dapat.”

(Atleast we are not blind about laws right, which is applicable in the AFP. Another is ballistics, laws, or making investigation reports that should be a basic.)

And lastly, Participant 5, a male Registered Criminologist, currently Corporal, 28 years old from Cagayan also supported the theme by stating that:

“Ado dagijay ammo tayo diba investigation. Tapno makatulong ti ayan ko ita nga agdama.”

(We have knowledge in investigation that can be use in my current profession.)

The study highlights the academic knowledge acquired from the course of criminology can be useful in military service since they apply their knowledge such as investigative reports, laws, examination of bullets and many more which they learned throughout their academic but still utilizing in their current profession. Hence, it is concluded that the knowledge in the aforementioned has not wasted because those are already basic in the AFP.

Section 5 of Republic Act No. 11131 outlines the scope of practice for registered criminologists, which has significant policy implications for those pursuing careers within the Armed Forces of the Philippines (AFP). The law defines the roles and responsibilities of criminologists, such as crime prevention, investigation, intelligence gathering, forensic analysis, and correctional services. For the AFP, this means that registered criminologists can be formally integrated into military operations that require specialized knowledge in criminal justice, security and law enforcement.

In connection to that, knowledge plays a fundamental role in personal development, shaping how an individuals approach challenges and opportunities. Dweck argues that by embracing continuous learning and cultivating a growth oriented approach to challenges, individuals can unlock their full potential and achieve success in various areas of life, whether personal, academic or professional (Dweck 2023).

D. Insights of the Participants in their current profession as a member of the Armed Forces of the Philippines

Insights refers to the deeper understanding of a situation that allows individuals to recognize and analyze that certain situation. It is significant specially in work because it promotes innovation and improvement.

D1. Passion of Service

It is about having a strong dedication and responsibility towards job or task. It involves consistently putting an effort to achieve goal.

In this study, passion of service is vital since dedication, sacrifice and perseverance plays a major role in the AFP. Participant 1, a male Registered Criminologist, 2nd Lieutenant, 29 years old from Badoc shared his insights in current profession as a member of Armed Forces of the Philippines as he said that:

“Ti maysa nga AFP narigat, ma assign ka iti anywhere of Luzon, Visayas wenna Mindan ao isu nga sakripisyo talaga.”

(It is difficult in the AFP because you can be assigned anywhere in Luzon, Visayas, or Mindanao, which you always need to sacrifice.)

Participant 2, a male Registered Criminologist, 28 years old currently Corporal, from Ilocos Norte also stated that:

“Makitak nga daytoy ket mas higit pa iti trabaho kasi ado ti sakripisyo, dedikasyon ken pinnagayat mo ti trabahom no sumrek ka ditoy. Ado iti responsibilidad mo dapat comitted ka nga talaga.”

(I can see that this is more than a job because it carries a lot of sacrifice, dedication and love for your work when you choose to enter here. You have many responsibilities and you must be committed.)

Participant 3, a male Registered Criminologist, Corporal, 30 years old from Cagayan supported the theme as he stated that :

“Yung kahalagahan ng disiplina at committed ka sa isang bagay.”

(The importance of discipline and commitment to certain things.)

Participant 5, a male Registered Criminologist, currently Corporal, 28 years old from Cagayan also claimed that:

“Dapatmeron kang determinasyon at tiwala sa sarili mo na kaya mong pumasok sa AFP.”

(You must be determined and equipped with self-confidence that you can make it into the AFP.)

The core of the AFP’s commitment is the unwavering resolve to protect the sovereignty of the Philippines. In the context of this study, it is shown that it is difficult to be dedicated to one’s profession since it presents obstacles for which an individual must always be prepared. Similar to what the participants say, serving in the AFP is a mission that requires giving up everything to ensure the protection of the nation. Participants also emphasize the value of discipline, hard work, dedication, and camaraderie

that are essential in applying in the army. The participants believe that their commitment to work within the AFP fosters a strong sense of camaraderie and teamwork as each member should rely on their peers, create a bond forged through shared experiences and challenges for this collective commitment enhances operational effectiveness, as soldiers learn to trust and depend on one another in critical situations.

Republic Act No. 9163, also known as the National Service Training Program (NSTP) Act of 2001, aims to promote civic consciousness, defense preparedness, and volunteerism among Filipino students. It includes provisions for training programs that help develop a sense of national duty and responsibility. The policy implication is that criminologists, motivated by their professional training and passion for service, can bring a sense of purpose and dedication to their roles in the AFP, ensuring that they contribute meaningfully to defense and law enforcement missions.

Commitment in the workplace is a crucial trait that drives both personal growth and organizational success. It represents more than just showing up and completing assigned tasks. It involves a deep sense of responsibility, dedication, and the willingness to invest time and effort to meet and exceed expectations. In the ever-changing landscape of modern business, commitment to work is a critical factor that helps individuals and teams thrive. Creating an environment that encourages commitment is the key that involves fostering open communication, recognizing and rewarding employee contributions, and offering opportunities for growth. A study by Gallup found that employees who feel valued and recognized are more likely to be committed to their work and organization. In an increasingly competitive world, commitment to work is not just a desirable trait, thus, it is essential for long-term success (Gallup 2017).

D2. Mental Toughness

It is the cultivation of mental capacity by developing the ability to cope with difficult situations to foster positive mindset, building the capacity to stay motivated and focused.

In this study, mind strengthening often comes to the mind of those who joined in the military

service provided by the statement of participant 3, a male Registered Criminologist, currently having a Rank of Corporal, 30 years old, from Cagayan as he affirmed that:

“Dapat sa pagpili ng propesyon, mahalaga yung lakas ng loob mo na pinili mo yun kasi yung ang gusto. Isipin mong Mabuti kasi nasa huli lahat ng pagsisisi. Piliin mo kung ano ang nararapat, piliin mo kung ano ang nasa puso mo.”

(“In choosing a profession, it's important to have the courage to choose what you truly want. Think carefully, because regret often comes at the end. Consider what is right, and choose what is in your heart.”)

Participant 5, a male Registered Criminologist, currently Corporal, 28 years old from Cagayan also claimed that:

“Mahirap ang training sa AFP pero mind over body lang, isipin mo, kung kaya ng mga kasamahan mo ay kaya mo rin.”

(The training in the AFP is tough, but all you have to do is mind over body. Just think, if others can do it, you can also do it.)

Lastly, Participant 6, a male Registered Criminologist, Corporal, 30 years old from Sultan Kudarat affirmed that:

“Kung gusto mo talaga, kahit ano mang pagsubok, rejections, o anuman yan, isipin mo yung mga nalampasan mong pagsubok bago mo narating yang kinaroroonan mo.”

(When you have something you want to achieve, especially your dreams, you shouldn't lose hope if you truly want it. No matter what challenges, rejections or obstacles come on your way, think about the trials you have overcome to get to where you are now.)

Self motivation gives a significant impact in the career within the Armed Forces of the Philippines. Being part of the Armed Forces of the Philippines is a tough profession that demands courage and determination to endure. It is important to recognize that numerous challenges will arise, and the key to overcoming them lies in strengthening one's mindset and maintaining self-motivation.

Fostering mind strengthening and emotional fortitude among registered criminologists in the Armed Forces of the Philippines is supported by Republic Act 11036 Mental Health Act, particularly section 5, which mandates the promotion of mental health in the workplace. This provision requires the institution, including the military, to implement mental health programs that address psychological well-being and resilience. For registered criminologists in the AFP, this means integrating training programs focused on mind strengthening and emotional fortitude into their professional development.

According to Tang Holzel and Posner (2015), mind strengthening practices offers significant benefits for mental resilience, focus and emotional regulation. It also points out that an individual's mental state or mood can significantly affect motivation and performance, with a positive mindset leading to better outcomes, such as more accurate result.

V.SUMMARY, CONCLUSION AND RECOMMENDATION

This chapter presents the summary of the gathered data from the statements of the participants, the conclusions drawn from it and the recommendations offered as a result of this study.

A. Summary of the findings

The findings of the study probed that majority of the participants who are registered criminologists tends to apply in the AFP due to the reason of not focusing only to a limited options, the participants thought that their eligibiliy as a board passer is a gateway in the application process since they will be prioritized in the selection of applicants. Additionally, probability of gaining a two rank higher is the concern of participants. The study also revealed

that majority of the participants acquired a leadership skills from their trainings in ROTC and their academic institution, while investigative traits and academic knowledge like ballistics, laws, and forensic science is a knowledge in demand to their current profession. Lastly, mind strengthening is valuable in fostering a positive mindset in difficult situations.

Overall, the findings of the study indicates that many criminologists seek to broaden their career opportunities beyond the traditional Tri-Bureau roles, with their eligibility as a passer of Criminology Licensure Examination (CLE) acting as an advantage in the recruitment process, often resulting in prioritized selection and higher rank appointments. Additionally, participants highlighted the leadership skills and specialized knowledge such as understanding ballistics and laws, gained through academic and training in Reserve Officers Training Corps (ROTC), which are valuable in the AFP. This study also reveals the diverse opportunities that being a registered criminologists can give allowing criminology graduates a wider perspective in choosing their future career.

B. Conclusion

The study concludes that such findings highlights the deciding factors, benefits, skills and knowledge and as well as insights of joining Armed Forces of the Philippines.

- Deciding factors captures childhood influence and being alert to open opportunity. Moreover, the potential for career advancement, including the possibility of being promoted two ranks higher is a key consideration in selecting AFP as an alternative career.
- Participants acknowledged that holding a professional license enhances the chances of being selected. Leadership skills and technical knowledge equips participants to perform effectively and efficiently in their military roles, reinforcing the value of their academic and ROTC backgrounds in shaping their current professional capabilities.
- The ability to maintain determination and mental strength in challenging circumstances

is considered important for overcoming obstacles and achieving success in the demanding environment of the AFP. This mindset not only aids in personal growth but also contributes to the overall mission and goals of the AFP.

In conclusion, the researchers were able to identify that being Registered Criminologist lies with the possibilities to having a rank higher than those other graduates of 4 year course. Having such skills and knowledge towards criminology as a program serves as an advantage and an eye opener about what an actual work would be.

C. Recommendation

Based on the results of the research study, the researchers offer the following recommendations:

- The researchers may recommend that criminology students must carefully choose the career aligned with their interests and passion.
- It is highly recommended that they should open their mind for different opportunities that is related to their course and to not only focus on the professions under Tri-Bureau.
- The Institution particularly the Criminology Department must continue to guide criminology students throughout their academic years by giving a background of other related professions in their course which can widen their knowledge about several career opportunities ahead.
- The ROTC Unit should continue its program for students to be able to enhance their skills and passion in joining the Armed Forces of the Philippines.
- Lastly, the researchers suggest the adaption of advocacy titled “Civilian to Military Character”, an informative video on career opportunities for criminology to enhance the knowledge of students about the opportunities that criminology offers. Furthermore, it will serve as their guideline upon pursuing their career choice.

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