

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

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Abstract - *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. Descriptive type of research was utilized in the study. Findings showed that criminology graduates of Lyceum of the Philippines University-Batangas 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. Relevance of the criminology program to graduates' present work assignment is one of the common reasons in accepting and staying on the job while communication skill is the most common useful ability of the graduates in their job placement while leadership, courage and hard work are the work – related values identified with very much contribution in meeting the demands of their present employment. The criminology graduates obtained high performance rating from their immediate superiors without significant difference when grouped according to year of graduation in terms of providing sound decision making in responding to the needs of the organization, demonstrating passion for execution and sense of urgency in all tasks, promoting positive image of the department through serving the public effectively and practicing honesty, fairness and transparency in all transactions with the stakeholders.*

Keywords: *criminology, commitment, competence, collaboration, credibility, employability skill, job placement*

INTRODUCTION

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 are able to fulfill their dreams. Some engaged themselves in business while others land in employment where their knowledge and skills are inapplicable.

The job outlook for those in the field of criminology is excellent and expected to grow. A criminologist will always be in demand, as their job entails working with crime and criminals. A criminologist studies why people commit crimes and focuses on psychological factors and behaviors of the criminal. They research certain geographical areas that have a higher rate of criminal activity, to determine whether there is a reason for the higher rate[1].

From the career and development service of The University of Kent, aside from subject-specific knowledge and skills gained, a graduate in Criminology and Criminal Justice will typically have: research skills and familiarity with research methods; be able to analyse and evaluate problems and issues; be able to collect and interpret statistical data; an awareness and sensitivity of the needs and values of others; Communicate, debate and develop logical arguments; planning and time management skills; the ability to work in a group with other people; the ability to write clearly and concisely; and be able to present facts, ideas and arguments[2].

On one hand, employers strongly preferred employees, who are loyal and committed to their works and functions; responsible team members; with strong moral values and high sense of professionalism. Employers preferred graduates who are proactive, trainable, cooperative team players and who can carry all responsibilities with ease and result-oriented individuals with high regards toward the achievement of company's mission [3],[4]. On-the-job training of the students supports the curriculum of every degree program to deepen their understanding and experience of the real work situation towards the holistic development of various employability skills [5], [6].

Communication is one of the most useful skills during job interviews while logical, analytical and critical thinking skills are useful during employment examinations [7], [8], [9]. Possessing the appropriate attitude during the entire recruitment process also helped them qualify for the vacant position. Adaptability to various culture of the organization has something needed to embrace by the graduates together with discipline and positive behavior.

On the part of the Higher Education Institution (HEI), employability of the graduates is one of the measures of the performance of the institution to deploy its products to various companies and be part of the labor market. The contribution of the graduates to the economic development of the country would serve as significant outcomes of the HEIs [8]. It is the major responsibility of the academic institution to equip the students with necessary technical skills which are supported with co-curricular activities where the HEI can shape the character and values of the youth.

The leadership brand of the University serves as the guiding principle where the students can use as baseline information and foundation of all their school activities gearing towards the achievement of the school's mission and vision that will also beneficial for future employment. Developing certain level of maturity of the graduates and sense of responsibility is being held and practiced through the assistance of the Office of Student Affairs where meaningful activities are conducted to help them experience the quality of student life.

This study explores the employment status of criminology graduates for four academic years. Determining how they face the challenges of being part of the workforce would serve as substantial input and basis for continuous improvement of the services

being offered by the College of Criminal Justice in particular and the entire University. It shows the capacity of the graduates to apply what they have learned in college and how they would keep their skills and knowledge updated with the new trends and innovation on law enforcement and related fields in criminal justice.

Many students often do not consider career planning until their final year or after they have graduated. This means that they do not make best use of the opportunities available to them at the university that would help them to become more employable such as doing volunteering, going to see practitioner lectures and using the university careers service [10].

The report of Jameson et al [10] reflects on a case study example of teaching a dedicated employability module in an undergraduate criminology curriculum. Understanding the links between critical academic theory, technical knowledge and generic skills, are empowering both for staff and students, and such a framework represents a creative way of addressing the criminology employability benchmarks. Research seems to suggest that although employers find that graduates are good at many skills that they need, such as IT and 'problem solving', what is described by employers as 'Business awareness' is often quite poor as students are unaware of what particular jobs actually entail, or what is required of them in the workplace. This can cause dissatisfaction both amongst graduates whose abilities to secure particular types of employment do not match their expectations, and employers who become disillusioned with the 'quality' of graduates[10].

Universities are increasingly focusing on the employability of students after they graduate from their studies. While practicum is one way of enhancing students' employability, the School of Criminology and Criminal Justice embeds employability throughout its degree programs using a range of strategies. These methods are based on the student lifecycle approach embedded into the Employability Framework [11].

It is in this context that employment particularly the criminology graduates is one of the important aspects of being an academic institution of higher learning where its graduates and educational services are considered the core of its major products. Looking into this element of quality provides substantial insight to the school management on how to deal with the gaps and issues underlying the employability of its graduates. Interventions and other course of actions

would be considered to address the growing needs and demands of the law enforcement.

OBJECTIVES

This study aims to determine the employment status of Criminology graduates from batch 2013 to 2016. It specifically aims to determine the present employment, employment status, nature of employment, skills learned in college and work – related values of the respondents; identify the relevance of curriculum to their job placement; determine the employer’s feedback on the job performance of the graduates; and test the difference on the job performance of the graduates when grouped according to year of graduation.

METHODS

Research Design

This employability study used the descriptive research design wherein it is a scientific method which involves observing and describing the behavior of a subject without influencing it in any way. The subject is being observed in a completely natural and unchanged natural environment. Descriptive research is often used as a pre-cursor to quantitative research designs, the general overview giving some valuable pointers as to what variables are worth testing quantitatively. Quantitative experiments are often expensive and time-consuming so it is often good sense to get an idea of what hypotheses are worth testing.

Participants

Table 1. Frequency Distribution of Tracked Criminology Graduates from Total Number of Graduates from 2013-2016

Year Graduated	Number of Graduates	Tracked Graduates
2013	66	59
2014	42	41
2015	43	41
2016	41	40
Total	192	181

Total population of 192 Criminology graduates from four Academic Years 2012-2013 (66 graduates), 2013-2014 (42 graduates), 2014-2015 (43 graduates), 2015-2016 (41 graduates) with 181 or 94.27 percent graduates tracked who served as respondents of this study.

Instrument

Survey questionnaire is the main instrument used in this study. The instrument was crafted from the prescribed instrument for tracer study of the University wherein some variables were omitted just for the purpose of determining some basic data and information from the graduates which include: the present employment, employment status, nature of employment, skills learned in college and work – related values of the respondents. Relevance of the curriculum to their job placement was also considered significant. The questionnaire for the employers’ feedback on the job performance of the Criminology graduates is based on the leadership brand of the University wherein graduates should possess the 4Cs to exemplify the good image and uniqueness of being a graduate of this university. This was content-validated by the Department Chair of Criminal Justice, Dean of the College and one Language teacher.

Procedure

The respondents were informed on the purpose of the study and were invited to participate in the survey with the assurance that the data provided in the survey will be treated with utmost confidentiality and will solely be used for the purpose of this research. The researchers administered personally the questionnaires to the respondents. The study achieved 100 percent retrieval rating.

Data Analysis

Frequency count and percentage are the statistical tools used to describe the status of employment of the graduates while weighted mean was used to describe the result of the survey regarding the school-related factors. The respondents were given four options to identify the factors that contributed to the placement of the criminology graduates in their present employment and to determine the skills developed by Lyceum of the Philippines University and work related values of the respondents. The given scale was used to interpret the result of the data gathered: 3.5 – 4.00: Very Much (VM); 2.5 – 3.49: Much (M); 1.5 – 2.49 Little (L); 1.0 – 1.49: Very Little (VL).

RESULTS AND DISCUSSION

There are 98.89 percent of the Criminology graduates are employed from 2013 to 2016 with only two (2) graduates from 2014 who are still unemployed.

Table 2. Frequency Distribution of the Criminology Graduates in Terms of Present Employment Data

Year Graduated	Number of Tracked Graduates	Employed	%
2013	59	59	100
2014	41	39	95.12
2015	41	41	100
2016	40	40	100
Total	181	179	98.89

Table 3. Distribution of Criminology Graduates in Terms of Present Employment Status, Nature and Location of Employment

Status	f	%
Regular or Permanent	157	87.71
Contractual/ Casual	17	9.49
Temporary	5	2.79
Nature of Employment		
Gainfully employed	166	92.73
Self-employed	2	1.12
Underemployed	11	6.15
Location		
Local	179	100
Abroad	-	
Job Level Position		
PO1	139	77.65
Others	40	22.35

Table 3 shows the distribution of Criminology Graduates in terms of present employment status, nature, location of employment and position. The Criminology graduates are occupying regular position (87.71%) as Police Officer 1 (77.65) in the Philippine National Police who are considered as gainfully employed (92.73) working in the Philippines. There are 40 or 22.35 percent who are employed as patrol security, investigator, deputy security officer, fire fighter and government employees in local government units. When considering what to do after graduation, many students are not aware of the breadth of opportunities available to them both within and beyond the criminal justice process. If they want to work within a 'criminology related career', students tend to aim for work for the more obvious criminal justice organizations such as police, prisons or probation. They are also unaware of the different types of work within these organizations. Just over 51% of the students surveyed who were studying on the CIP module wanted to join the police, the probation service or the prison service, with 25% not

knowing what they wanted to do. At this moment in time, given the likelihood of significant government funding cuts in the public sector it is particularly important that students are made aware of the different career possibilities and opportunities open to them [10].

Table 4. Reason(s) for accepting and staying on the job

	Accepting		Staying	
	f	%	f	%
Salaries and benefits	146	81.6	134	74.9
Career challenge	132	73.7	137	76.5
Related to special skill	121	67.6	118	65.9
Related to course or program of study	168	93.9	167	93.3
Proximity to residence	95	53.1	106	59.2
Family influence	67	37.4	75	41.9

Table 4 presents the reasons for accepting and staying of the job. There is 93.9 percent of the Criminology graduates accepted their present jobs due to relevance of the degree program followed by salaries and benefits (81.65) and career challenge (73.7%). Meanwhile, there is 93.3 percent stayed in the job for the same reason of relevance of the degree followed by salaries and benefits (74.9%) and career challenge (65.9%).

Table 5. Length of Job Search

Length of Search	Total	%
Less than a month	10	5.6
1 to 6 months	102	57.0
7 to 11 months	62	34.6
1 year to less than 2 years	3	1.7
2 years to less than 3 years	2	1.1

In table 5, more than half of the graduates landed their first job within 1 to 6 months (57%) while 34.6 percent of the graduates within 7 to 11 months and 10 or 5.6 percent in less a month. Very few of the graduates found their jobs in a year or less three (3) years. If employability is measured in the simplistic terms of whether or not a graduate has managed to secure a job within six months of graduating, it only provides a very vague and imprecise indication of what the student has gained [13]. Authors wanted to explore deeply the application of knowledge and skills to their work assignment and the stability of job in terms of financial gains to support a living. For first time job applicants, the quality of training they had in school was short of what the industry required thus

they supplemented the learning outcomes by attending additional training after they graduated in College [14],[19]. Passing the Licensure Examination for Criminologists also gave them the higher opportunity to be considered in their job placement. Positions in private and public offices that require licensure examinations get the graduates harder to be considered in the position if they will not pass the board examination first to prove their eligibility to handle the responsibilities of the discipline of field of expertise [15],[16].

Table 6. Frequency Distribution of Criminology Graduates In Terms of Skills Learned in College They Find Very Useful in Their First Job

Skills Learned in College	%	Rank
Communication skills	172	96.1
Human Relations skills	159	88.8
Entrepreneurial skills	23	12.8
Information Technology skills	145	81.0
Problem-solving skills	167	93.3
Critical Thinking skills	137	76.5

There is 96.1 percent of the graduates in Table 6 who believed that communication skills they learned from the University were found very useful in their first job followed by problem solving skill (93.3%) and human relation skills (88.8%). However, the least among the indicators is the entrepreneurial skill (12.8%). Anecdotal examples from the university careers professionals identified that many students are poor at recognizing the skills that they are learning from their degree study and applying them beyond the academic arena. This means that they are not always as effective as they could be at matching their skills to the competencies asked for by employers, which may affect their ability to obtain employment[10]. Communication skill has always been considered an important skill that all graduates need to possess in order to prove themselves as qualified to handle necessary information either through verbal or written communications [17],[18].

Table 7 presents the work – related values contributed in meeting the demands of the present employment of the respondents. It contributed very much in meeting the demand of their present work for being courageous (3.92), obedient to superior (3.81) and having professional integrity (3.78) as top 3 very useful work related values according to the Criminology graduates.

Table 7. Work – Related Values Contributed in Meeting the Demands of the Present Employment of the Respondents

Work-Related Values	WM	VI	Rank
Love for God	3.24	M	13
Honesty and love for truth	3.54	VM	10
Punctuality	3.68	VM	8
Obedience to superior	3.77	VM	4
Hard work	3.78	VM	3
Creativity and innovativeness	3.12	M	17
Courage	3.83	VM	2
Professional Integrity	3.76	VM	5
Love for co-workers and others	3.34	M	16
Unity	3.45	M	13
Fairness and Justice	3.69	VM	7
Leadership	3.92	VM	1
Tolerance	3.64	VM	9
Efficiency	3.46	M	12
Supportiveness	3.49	M	11
Perseverance	3.37	M	15
Nationalism	3.75	VM	6
Composite Mean	3.58	VM	

They also considered hard work (3.76), leadership (3.75), nationalism (3.75), fairness and justice (3.69) and punctuality (3.68) which contributed very much to their job placement as police officer for the majority. Work-related values are considered significant student outcomes being developed by higher education institutions that shaped that character and attitude of the learners towards the achievement of higher goals [20], [21].

Table 8. Relevance of the Curriculum to the Job Placement of Criminology Graduates

Curriculum	WM	VI	Rank
Police organization and administration with police planning	3.81	VR	1
Fundamentals of criminal investigation	3.58	VR	4
Drug Education and Vice Control	3.49	R	6
Traffic Management with Traffic Accident Investigation	3.64	VR	3
Police Intelligence	3.37	R	8
Personal Identification	3.28	R	9
Technical Report Writing	3.24	R	10
Police Patrol with Police Communication	3.75	VR	2
Criminal Law Book 1	3.54	VR	5
Criminal Law Book 1	3.45	R	7
Composite Mean	3.52	VR	

In Table 8, respondents considered police organization and administration with police planning

(3.81) as very relevant to their job placement followed by police patrol with police communication system (3.75) and traffic management with traffic accident investigation (3.64). However, police intelligence (3.37), personal identification (3.28) and technical report writing (3.24) were considered with the least rating but still relevant. Based on the findings of Lofranco et al. [12] specifically on the expertise and training attended of the respondents, only seven have claimed to possess knowledge where combatant has the highest frequency and majority of them attended training in Public Safety Basic Recruit Course (PSBRC) and Field Training Program (FTP). Most of the respondents were presently employed as regular police officers, yet the few who are not employed disclosed that their main reason for non-employment is height disqualification. As a majority of the respondents were police officers, thus, their course is relevant. Human relation skill is the competency the respondents found to be useful in their jobs. To conclude, criminology schools should offer more communication and technical development of their students to achieve a better percentage of employed graduates.

Table 9. Employer's Feedback on the Job Performance of the Graduates in terms of Competence

Competence	WM	VI	Rank
1. Applying appropriate technical skills in performing required duty /functions	3.26	S	3
2. Providing sound decision making in responding to the needs of the organization	3.38	S	1
3. Adapting easily to the new technology and equipment	3.12	S	5
4. Demonstrating assertive communication skills in dealing with colleagues and the public	3.23	S	4
5. Working professionally with the team in applying suitable techniques to accomplish certain task	3.33	S	2
Composite Mean	3.26	S	

3.50-4.00 – Very Satisfactory (VS); 2.50-3.49: Satisfactory(S); 1.50-2.49: Fair (F); 1.00-1.49: Poor (P)

Table 9 presents the employer's feedback on the Job Performance of the Graduates in terms of Competence. The criminology graduates obtained satisfactory rating from the employers in terms of providing sound decision making in responding to the needs of the organization (3.38), working professional with the team in applying suitable techniques to

accomplish certain task (3.33) and applying appropriate technical skills in performing required duty/functions (3.26).

Meanwhile they were also evaluated satisfactory in demonstrating assertive communication skills in dealing with colleagues and the public (3.23) and adapting easily to the new technology and equipment (3.12) with the least weighted mean scores. The composite mean score of 3.26 implies that the graduates obtained high performance from the evaluation of their respective employers in terms of competence. The feedback of employers regarding the performance of the graduates is important input to the curriculum developers and to the educational leaders and managers on how to continually enhance the services and delivery of instructions to the learners to become essentially competent [22].

Table 10. Employer's Feedback on the Job Performance of the Graduates in terms of Commitment

Commitment	WM	VI	Rank
1. accepting willingly and performing leadership roles in various activities with an exceptional sense of duty and dependability	3.54	VS	4
2. providing necessary support, service and assistance for the welfare of the organization	3.46	S	5
3. demonstrating passion for execution and sense of urgency in all tasks	3.62	VS	1
4. transcending personal needs when organizational concerns need to be attended to	3.56	VS	3
5. participating in making decisions and implementing the activities of the organization	3.57	VS	2
Composite Mean	3.55	VS	

Table 10 presents the employer's feedback on the job performance of the graduates in terms of commitment. The criminology graduates obtained very satisfactory rating from the employers in terms of demonstrating passion for execution and sense of urgency in all tasks (3.62), participating in making decisions and implementing the activities of the organization (3.57) and transcending personal needs when organizational concerns need to be attended to (3.56). Meanwhile, they were evaluated satisfactory in providing necessary support, service and assistance for the welfare of the organization (3.46) which

obtained the least weighted mean score. The composite mean score of 3.55 implies that the graduates obtained very high performance rating from the evaluation of their respective employers. in terms of commitment.

Table 11. Employer's Feedback on the Job Performance of the Graduates in terms of Caring

Caring	WM	VI	Rank
1. Fostering the sense of family in the workplace by helping co-workers with difficulty in completing some tasks	3.23	S	4
2. Maintaining harmonious and friendly relations with superior, peers and subordinates through respecting their individual differences	3.21	S	5
3. Showing marked interest and pride in the present job by completing tasks on time	3.35	S	3
4. Promoting positive image of the department through serving people effectively	3.56	VS	2
5. Demonstrating the significant values of the organization in achieving its vision and mission	3.69	VS	1
Composite Mean	3.41	S	

Table 11 presents the employer's feedback on the job performance of the graduates in terms of caring. The criminology graduates obtained very satisfactory rating from the employers in terms of demonstrating the significant values of the organization in achieving its vision and mission (3.69) and promoting positive image of the department through serving people effectively (3.56). Meanwhile, they were evaluated satisfactory in showing marked interest and pride in the present job by completing tasks on time (3.35), fostering the sense of family in the workplace by helping co-workers with difficulty in completing some tasks (3.23) and maintaining harmonious and friendly relations with superior, peers and subordinates through respecting their individual differences (3.21). The composite mean score of 3.41 implies that the graduates obtained high performance rating from the evaluation of their respective employers. in terms of caring.

Table 12 presents the employer's feedback on the job performance of the graduates in terms of credibility. The criminology graduates obtained very satisfactory rating from the employers in terms of protecting and preserving company's property through

careful and wise use of the resources (3.66), demonstrating professionalism in dealing with colleagues (3.58) and becoming a model of leadership who adheres to the policies, rules and regulations of the organization (3.54).

Table 12. Employer's Feedback on the Job Performance of the Graduates in terms of Credibility

Credibility	WM	VI	Rank
1. becoming a model of leadership who adheres to the policies, rules and regulations of the organization	3.54	VS	3
2. practicing honesty, fairness and transparency in all transactions with the stakeholders	3.42	S	5
3. protecting and preserving company's property through careful and wise use of the resources	3.66	VS	1
4. demonstrating professionalism in dealing with colleagues	3.58	VS	2
5. setting oneself as an example of moral and ethical behavior to all stakeholders	3.52	VS	4
Composite Mean	3.54	VS	

Furthermore, they also obtained very satisfactory rating in setting oneself as an example of moral and ethical behavior to all stakeholders (3.52). However, they obtained satisfactory rating in terms of practicing honesty, fairness and transparency in all transactions with the stakeholders (3.42). The composite mean score of 3.54 implies that the graduates obtained very high performance rating from the evaluation of their respective employers in terms of credibility.

Table 13. Difference on the Employers' Feedback on the Job Performance of the Criminology Graduates when grouped according to year of graduation

Job Performance	f-value	p-value
Competence	1.538	0.193
Commitment	2.084	0.075
Caring	0.926	0.218
Credibility	1.005	0.182

Note: *Significant at $p < 0.05$

There is no significant difference on the employers' feedback on the job performance of the criminology graduates in terms of competence

($f=1.538$, $p=0.193$), commitment ($f=2.084$, $p=0.075$), caring ($f=0.926$, $p=0.218$) and credibility ($f=1.005$, $p=0.182$) when grouped according to year of graduation as denoted by the computed p-values which are greater than 0.05 alpha level. This signifies that the job performance of criminology graduates across different batches from 2013-2016 has proven a high evaluation rating from the employers without single batch of graduates that is higher than the other. The graduates have certain level of work engagement [23], [24] that builds camaraderie and strengthen their capacity to perform their duties and responsibilities in showcasing their full potentials [25]. The job performance of the graduates is also considered as the product of the implementation of the outcome-based education approach of the institution [26]-[35]. They have certain level of leadership capability that helps them improve their confidence to accept higher responsibilities [36].

CONCLUSION

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. The criminology graduates obtained a very high performance rating from their respective employers in terms of commitment and credibility.

RECOMMENDATION

Criminology students may be given curricular activities focusing on the enhancement of oral communication skill. The University may strengthen its linkages with Philippine National Police, Bureau of Jail Management and Penology and Bureau of Fire Protection that will serve as the training ground of students for their internship and as potential future

work environment. Ensure that the graduates possessed the student outcomes of the criminology program through appropriate assessment tools in the specific period as deemed necessary. Seminars may be conducted by the College of Criminal Justice focusing on Police Intelligence and Personal Identification to enhance the skills and competencies of the graduates as their preparation for future employment. Career and Job Placement Office of the University may provide employability enhancement programs to ensure that graduates are well equipped with the necessary soft skills. Future researchers may explore on challenges encountered by the graduates on their respective companies and how the University can intervene to provide or offer solutions through conducting collaborative research with the alumni and faculty member.

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