

# Challenges Encountered by Universidad de Manila Criminology Graduates while Employed in Companies other than Law-Enforcement Agency

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## ABSTRACT

The term job mismatch refers to a scenario in which a worker is placed in a role that does not correspond with their educational attainment, skills, or personal interests. A study in Thailand found that the likelihood of education-job mismatch decreases significantly when students select their academic paths based on self-motivated factors. On the other hand, individuals who are amotivated show an increased likelihood of mismatch. Additionally, when motivation is controlled, there is no significant effect on the probability of education-job mismatch. Given the existing situation, a significant segment of criminology graduates is inclined to enter professions unrelated to law enforcement. This research will explore the obstacles faced by criminology graduates in their applications to companies outside of law enforcement agencies, as well as their potential regrets regarding their choice of the criminology program and their commitment to pursuing a career in law enforcement.

This study will focus on the experiences and possible challenges encountered by the Udm Criminology Graduate of class 2017 to 2019 while being employed in companies other than law-enforcement agency. This study will be conducted on the 3rd week of April up to 2nd week of May year 2024 that covers a period of 1 month. This study will be conducted by using a descriptive method. Findings of the study would be therefore true only for the subjects concerned and for the given period of time.

Based on the findings and conclusions the following recommendations are created to the Udm Criminal Justice faculty should continue to track their graduates students to update in their current job and employment status so they can determine the actions they need to further improve the curriculum for the better of the future graduates they also should use this result as basis for intervention programs to teach their future graduates with the necessary skills and proper preparation for their alternative career path. To the employer should be remind that being a criminologist doesn't mean they only limited to criminal justice work. To Future Criminologist should be remind to have always an alternative career path. And to Future researcher should conduct further studies similar on related to the Challenges of Criminology Graduates while being employed in companies other than law enforcement.

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## CHAPTER ONE

### BACKGROUND OF THE STUDY

#### A. Introduction

The term job mismatch refers to a scenario in which a worker is placed in a role that does not correspond with their educational attainment, skills, or personal interests. A study in Thailand found that the likelihood of education-job mismatch decreases significantly when students select their academic paths based on self-motivated factors. On the other hand, individuals who are unmotivated show an increased likelihood of mismatch. Additionally, when motivation is controlled, there is no significant effect on the probability of education-job mismatch. (Tanyalak Srisirisup, 2016)

According to Paul Leighton, PhD, a Professor of Criminology at Eastern Michigan University, there exists a prevalent misunderstanding that the field of criminology is exclusively associated with the criminal justice system.

*“A criminology profession is similar to a profession in other fields. You need a lot of self-discipline, time management and the competing things that people want you to do. It requires persistence and the ability to work without the external structure that most people have.”*

One must possess the capability to commence work and fulfill responsibilities, regardless of whether one is present in the office to register attendance.

In November 2019, a law was signed by President Rodrigo Duterte, titled “An Act Regulating the Practice of Criminology Profession in the Philippines and Appropriating Funds Therefor.” This law repealed Republic Act No. 6506, also known as “An Act Creating the Board Examiners for Criminologists in the Philippines,” and it stipulates that registered criminologists are to receive priority in appointments and are exempt from qualifying or entrance examinations for various government agencies, including the Philippine National Police (PNP), National Bureau of Investigation (NBI), Bureau of Jail Management and Penology (BJMP), and Bureau of Fire Protection (BFP). Nevertheless, it is crucial to recognize the many graduates from different programs in the Philippines, as outlined by R.A. 8551, who seek to enter these agencies for various reasons, including attractive salaries and job stability. Furthermore, former PNP Director General Alan Purisima expressed in 2013 that he preferred criminology graduates to work in crime laboratories rather than as police officers.

Given the existing situation, a significant segment of criminology graduates is inclined to enter professions unrelated to law enforcement. This research will explore the obstacles faced by criminology graduates in their applications to companies outside of law enforcement agencies, as well as their potential regrets regarding their choice of the criminology program and their commitment to pursuing a career in law enforcement.

#### B. Theoretical Framework:

This research is based on the concept of "Mismatch Theory" or "Evolutionary Trap," which is a principle in evolutionary biology. It describes how certain traits that were previously beneficial can become detrimental as a result of environmental changes. This phenomenon can occur in both humans and animals and is frequently linked to swift alterations in their surroundings.

Mismatch theory posits that traits developed by an organism in one specific environment may become detrimental when that organism is placed in a different environment. This phenomenon of evolutionary mismatch can be categorized into two primary types: **temporal**, which refers to changes in the existing environment over time, such as climate change, and **spatial**, which involves the relocation of organisms to a new environment, exemplified by population migrations. Given that environmental changes occur naturally and continuously, instances of evolutionary mismatch are likely to arise over time. However, large-scale natural environmental changes, such as those caused by natural disasters, are relatively infrequent, making them less commonly observed. In contrast, anthropogenic changes—those resulting from human activity—are more frequent and significant. In recent years, the rapid and measurable impact of human actions on the environment has created conditions that facilitate the observation of evolutionary mismatch.

The process of evolution through natural selection involves the environment, or "nature," playing a crucial role in determining which traits will endure within a population. Consequently, over successive generations, there is a gradual elimination of traits that are disadvantageous as the population adapts more effectively to its surroundings. Any notable alteration in the traits of a population that cannot be explained by other mechanisms, such as genetic drift or mutation, will respond to changes in the environment; thus, natural selection is fundamentally reactive. Following an environmental shift, traits that were developed in the previous context, regardless of whether they were beneficial or neutral, tend to persist for several generations in the new setting. Given that evolution is a gradual process and environmental changes can occur rapidly on a geological timescale, there exists a continual phase of "catching-up" as the population evolves to better fit its environment. This interim phase of "disequilibrium" is known as mismatch. Mismatched traits can ultimately be resolved in various ways: the organism may evolve to eliminate the maladaptive trait, the organism may decline or face extinction due to the disadvantageous trait, or the environment may shift in such a way that the trait is no longer subject to negative selection.

This theory will tell what are the challenges that Criminology graduates encountered while being employed to a company other than law enforcement agency in a form of different environment than their degree program and how they survive and adopt on their new path that they choose. Which the mismatch theory represents the idea that traits on how the organism evolved in their environment.

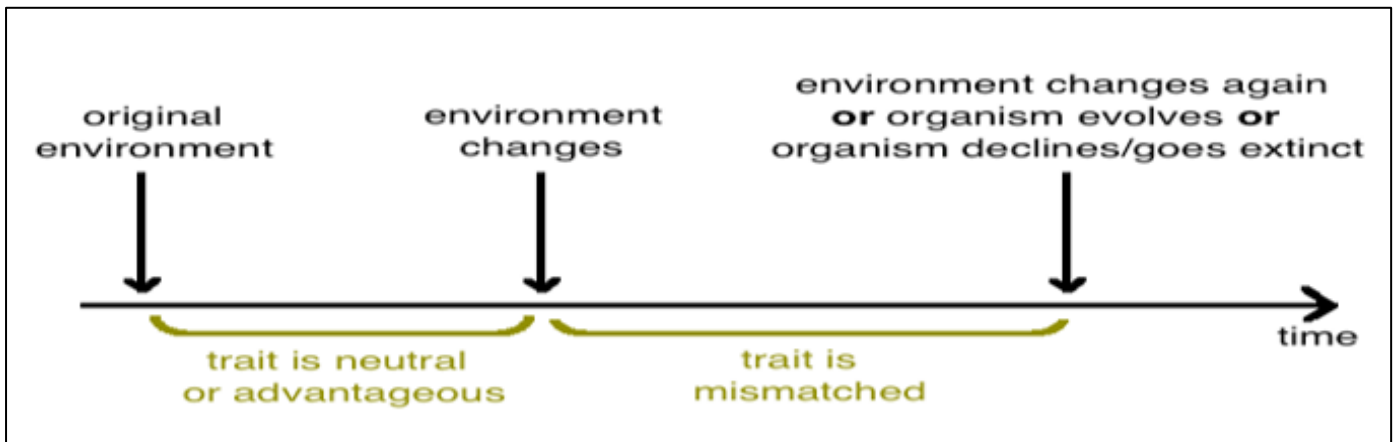


Fig 1: Illustrative Discussion of Mismatch Theory

### C. Statement of the Problem

This research aims to determine the challenges encountered by UdM Criminology graduates employed in companies other than law-enforcement agency, specifically it sought to answer the following sub problems:

➤ *What is the Socio-Demographic Profile of Respondents be Described in Terms of;*

- Age
- Gender
- Civil Status
- Year Graduated
- Board passer or Not
- Currently employed or Not
- Current line of job e.g. security, corporate, academe

➤ *What are the Experiences and Possible Challenges of Criminology Graduates while being Employed in Companies other than Law Enforcement in Terms of;*

- Self-Discipline
- Time management
- Competent
- Independent
- Course Discrimination

➤ *Do they Regret Taking Criminology Program?*

➤ *Will They Still Pursue Career in Law-Enforcement in the Future?*

### D. Scope and Delimitation of the study

This study will focus on the experiences and possible challenges encountered by the UdM Criminology Graduate of class 2017 to 2019 while being employed in companies other than law-enforcement agency. This study will be conducted on the 3<sup>rd</sup> week of April up to 2<sup>nd</sup> week of May year 2024 that covers a period of 1 month. This study will be conducted by using a descriptive method. Findings of the study would be therefore true only for the subjects concerned and for the given period of time.

### E. *Significance of the Study*

This study aims to determine the experience and possible challenges encountered by the UdM Criminology Graduate of Class 2017 to 2019 while being employed in companies other than law-enforcement agency. The result of this study will provide information that will be beneficial to the following:

- **The Community**, this study will give perception to the public that Criminology Graduates are not limited to work only in law-enforcement.
- **The Employer**, this study will give the employers that criminology graduates are very competent and can adapt to different work environment
- **The Higher Education Institutions**, create curriculum applicable to most career available in the country.
- **Criminology Students**, this study will provide as a reference for them to prepare for their future career and have other option.
- **Faculty of College of Criminal Justice**, the results of the study will serve as reference to the professors to be informed about the struggles encountered by the UdM Criminology Graduate in applying on companies other than law-enforcement agency
- **Future Researchers**, the study will serve as a reference and take off point for further study.

### ➤ *Definition of Terms:*

The subsequent terms are defined lexically, conceptually, and operationally to enhance the comprehension of this study:

- **Amotivation** - psychological condition defined as “a reduction in the motivation to initiate or persist in goal-directed behavior
- **Challenges** - refers to the struggles encountered by the UdM Criminology Graduates of 2017 to 2019 in applying companies other than law-enforcement
- **Crime Laboratory** - also called forensic laboratory, facility where analyses are performed on evidence generated by crimes or, sometimes, civil infractions.
- **Competent** - having suitable or sufficient skill, knowledge, experience, etc., for some purpose or properly qualified.
- **Course Discrimination** - refers to prejudice or discrimination on the basis of being a Criminology Graduate.
- **Criminology Graduates** - refers to UdM Criminology Graduates of batch 2017 to 2019
- **Independent** - ability to do things or work done without disturbing others.
- **Job mismatch** - refers to a worker employed in a job that does not correspond with his level of education, skills or interests.
- **Mismatch** - traits that were once advantageous but became maladaptive due to changes in the environment.
- **Pursue** - to chase or follow their dream as a law-enforcer
- **Regrets** - emotion of wishing one had made a different decision in the past
- **Republic Act 6506** - An Act Creating the Board of Examiners for Criminologists
- **Republic Act 8551** - Philippine National Police (PNP) Reform and Reorganization Act of 1998
- **Self-Discipline** - the ability to pursue what one thinks is right despite temptations to abandon it.
- **Time Management** - the ability to use one's time effectively or productively in work.
- **UdM Criminology Graduates** - refers to UdM Criminology Graduates of batch 2017 to 2019

## CHAPTER TWO

### RELATED LITERATURE AND STUDIES

This chapter discussed the review of related literature and studies which are related or bearing on the present study contains the synthesis that will present the justification of chosen related literature and studies same as identifying similarities and differences to the present study.

#### A. Related Literature

Strietska-Ilina (2017) stated it has been asserted that the issue of skills mismatch poses significant challenges for policymakers, as it can lead to severe consequences for businesses, individuals, and the broader economy. Skills gaps and shortages are believed to elevate labor costs, diminish productivity at the firm level, and hinder economic growth. Additionally, vertical mismatches are thought to reduce individual earnings and result in an economy functioning well below its potential. While there is less discussion surrounding the effects of horizontal mismatch, it is still evident that it adversely affects earnings, productivity, job satisfaction, and contributes to higher turnover rates.

At the same time, International Labour Organization (2020) a skills mismatch occurs when there is a divergence between the competencies sought by employers and those held by individuals. In simpler terms, it signifies an inconsistency between the skills available and the jobs that need to be filled. This phenomenon suggests that either educational and training systems are not adequately preparing individuals for the demands of the labor market, or that the economy is not producing job opportunities that match the existing skill levels of the workforce.

While, Quismorio et. al. (2020) research indicates that around 30% of graduates from higher education institutions (HEIs) in the country believe they are not well-matched to the employment opportunities they encounter after completing their university education. This conclusion stems from the Philippine Graduate Tracer Survey (GTS), which was jointly executed by the Philippine Institute for Development Studies (PIDS) and the Commission on Higher Education (CHED). The survey focused on assessing the college learning experience alongside the post-graduation experiences of the graduates.

*“In fact, 1 in every 4 graduates thinks that the outdated skills he or she learned in college is keeping him or her from getting a good job, she noted”*

Even for graduates of courses requiring a Professional Regulation Commission (PRC) license, only half of them are in jobs that match their degree.

As an alternative, Gatchalian (2021) In an effort to mitigate the job-skills mismatch faced by Technical-Vocational Education and Training (TVET) graduates, Senator Win Gatchalian has recommended a P10 million budget allocation for the Technical Education and Skills Development Authority (TESDA). This funding aims to develop a model or strategy for forecasting skills demand. The Asian Development Bank (ADB) has reported, based on TESDA's Individual Graduate Tracer Surveys from 2013, 2014, and 2017, that the rates of mismatch among TVET graduates are estimated to be between 60% and 80%. Specifically, in 2017, 70% of respondents found themselves in employment that did not meet the occupational expectations of their TVET training.

*“I would like to request from TESDA a strategy to address the jobs-training mismatch. This is a cause for concern because we are allocating P14 billion pesos for training but if those being trained will not end up getting a job that they are trained for, then that's a big problem,”*

said Gatchalian during his interpellation on TESDA's 2022 budget.

#### B. Related Studies

Aydinan (2019) determined that the Bachelor of Science in Criminology program is predominantly male-oriented, with a significant number of graduates securing employment, most of whom hold permanent positions in their current roles. Furthermore, it can be inferred that a large proportion of these graduates are working in areas directly related to their field of study, with many obtaining employment within six months post-graduation. This indicates that the competencies developed during their academic training are pertinent to their current occupations, leading agencies to recognize the necessity of hiring them.

While, Bautista et. al. (2020) Graduates of criminology from the university under review demonstrate an impressive employment rate of 98.9 percent, with many finding local employment opportunities. They enjoy the advantages of regular status within the Philippine National Police and occupy positions that are directly related to criminology, typically securing jobs within 1 to 6 months after passing the Criminologist Licensure Examination. Communication skills are recognized as the most prevalent and beneficial competency among these graduates in their respective job placements. Moreover, work-related values such as leadership, courage, and a strong work ethic are acknowledged as playing a crucial role in meeting the demands of their current employment. The graduates perceive knowledge in police organization and administration, along with police planning, as highly pertinent to their job placements, in addition to skills in police patrol, communication systems, traffic management, and traffic accident investigation.

Notably, these graduates have achieved very high performance ratings from their employers, particularly regarding their commitment and credibility.

Hence, Kadir (2020) explores the connections between graduate attributes, employability skills, proficiency in English, unrealistic salary expectations, and job mismatch, all of which contribute to unemployment among graduates in Malaysia. A self-administered questionnaire was utilized to collect data from 159 individuals who graduated from public universities in Shah Alam and had experienced unemployment for at least six months after completing their studies. The data analysis employed the partial least squares method using SmartPLS 3.0 software. The findings highlighted that the primary factors leading to unemployment among graduates were employability skills, job mismatch, and unrealistic salary expectations. To alleviate this problem, it is crucial for policy initiatives to address both the micro-level factors, such as the attitudes of graduates, and the macro-level institutional elements, including the curriculum provided by universities.

On the other perspective, Ruiz et. al. (2020) indicates that criminology graduates frequently encounter difficulties stemming from insufficient interpersonal communication abilities. To improve their employability and enrich their professional experiences, it is crucial for students to engage in comprehensive preparation centered on employability throughout their undergraduate education. The researchers propose the implementation of a web-based graduate tracking system to ensure continuous updates on graduates' statuses and to create a resource for job opportunities for those seeking employment. Additionally, the university should forge partnerships with diverse industries to enhance employment prospects for its graduates.

On the other hand, Refugia (2021) assessing the employment status of BS Criminology graduates from LSPU-SPCC, specifically those from the 2014 to 2016 batches, this study revealed that a majority of these graduates are employable, with many securing permanent positions. The salary and benefits provided by agencies or institutions play a crucial role in their initial career decisions and their willingness to remain in their current jobs. However, graduates often aspire to work in the Tri-bureaus (PNP, BJMP, and BFP), which results in a waiting period of one to three years before they are employed. The main reasons for nonemployment include family responsibilities and health issues, while the most significant challenge faced by these graduates is the stringent qualifications required by the agencies or institutions.

At the same time, Repoyo (2021) concluded that the employability of NEUST Criminology graduates is generally promising. A large segment of these graduates successfully finds work within the country, as their skills and knowledge are in significant demand, thus negating the need for them to seek employment abroad. Moreover, NEUST has proven effective in producing Criminology graduates who are well-prepared and qualified to face the challenges inherent in their specialization. A number of these graduates are currently enjoying stable positions, benefiting from job security and the full range of benefits provided by government employment, with many having secured permanent roles.



## CHAPTER THREE RESEARCH METHODS

This chapter presents an overview of the research methods and procedures that will be adopted by the researchers to obtain the required data. It covers aspects such as the research design, the study environment, the participants involved, the research tools, the data collection process, and the statistical analysis methods that will be utilized in this research endeavor.

### A. *Research Design*

The researchers will be using the Descriptive method of research. **Shona McCombes (2020)** Descriptive research seeks to provide a thorough and systematic description of a population, situation, or phenomenon. It is adept at answering questions related to what, where, when, and how, but it does not address the reasons behind these inquiries. This research design can incorporate a wide array of methods to investigate one or more variables. In contrast to experimental research, the researcher does not manipulate or control the variables; rather, the emphasis is placed on observation and measurement.

Typically, descriptive research is regarded as a category of quantitative research, although qualitative research can also fulfill descriptive aims. A well-structured research design is crucial to ensure the validity and reliability of the results.

The researchers will be using the descriptive method since the study will involve the gathering of information by means of survey to know the “Challenges encountered by UdM Criminology Graduates while employed in companies other than law-enforcement agency”

### B. *Setting of the Study*

This study will be conducted in Philippines where UdM Criminology Graduates of 2017 to 2019 are resides. Universidad de Manila is located at One Mehan Garden Manila, beside Manila City Hall near LRT 1 Central Station.

### C. *Respondents of the Study*

The respondents of the study will be the UdM Criminology Graduates for year 2017 to 2019. The researchers are confident that these people could answer what are their challenges experiences while being employed in companies other than in law-enforcement.

### D. *Research Instrument*

The main instrument will be used by the researchers in gathering the data for this study will be self-made questionnaire which is constructed after analyzing literatures and studies related to the present study.

The questionnaires will have four (4) parts. The first part will be designed to obtain the profile of the respondents such as the age, gender, civil status, year graduated, board passer or not, currently employed or not and what is the current line of their job. The second part will contain the questions regarding to the challenges experience and possible challenges encountered by UdM Criminology Graduates while working in companies other than law-enforcement agency. The third part is if they regret taking the Criminology program. Lastly is if the respondents will apply on Law enforcement agency in the future.

The questionnaires will be submitted to Dr. Leila Gano for validation. All comments and suggestions will be incorporated in the final copy of the questionnaires before its reproduction and distribution.

The secondary source of data will be Interview. The unstructured interview will be conducted personally, yet informally by the researcher to supplement the questionnaire. Some unclear, confusing and doubtful answers in the questionnaire will be ironed out or cleared during the unstructured interview.

### E. *Data Gathering Procedure*

The following procedures will be followed by the researchers to gather necessary data and information for the study; First the researchers will formulate a survey questionnaire and submit such for validation, Second, upon the validation of the said questionnaire, the researchers will present the survey questionnaires to the respondents for accomplishment. Then survey questionnaires from the respondents will be collected after the accomplishment and lastly gathered data will be tallied and will subjected to statistical analysis and interpretation.

### F. *Statistical Treatment*

The Data gathered from the questionnaire will treated statistically using the following statistical tools:

- **Percentage Method** will be used to answer SOP1, SOP3 and SOP4:
  - ✓ SOP1: Socio-demographic profile of respondent
  - ✓ SOP3: If they regret taking Criminology Program

✓ SOP4: If they will pursue their career in law-enforcement in the future

• **Formula:**

▪ % =  $f/n100$

✓ **Where:**

▪ % - Percentage

▪ F – Frequency Distribution

▪ n – Number of Respondents

• **Weighted Mean** will be use to answer SOP2:

SOP2: Experiences and possible challenges of Criminology Graduates while being employed in companies other than law enforcement

• **Formula:**

$$\bar{x} = \frac{\sum fx}{n}$$

Where:

$\bar{x}$  - Weighted Mean

fx – frequency of answers/responses

n – No. of Respondents

Table 1: Statistical Treatment

Scale	Range	Remarks	Interpretation
4	3.50 - 4.00	Strongly Agree	No Challenge
3	2.50 - 3.49	Agree	Moderately Challenging
2	1.50 - 2.49	Disagree	Challenging
1	1.00 - 1.49	Strongly Disagree	Very Challenging

## CHAPTER FOUR RESULTS AND DICUSSION

This chapter includes the results of data its analysis and interpretation in the “Challenges encountered by Udm Criminology graduates employed in companies other than law-enforcement agency”

### A. Sub Problem Number 1:

**What is the socio-demographic profile of respondents describe in terms of: 1.1) Age; 1.2) Gender; 1.3) Civil Status; 1.4;) Year Graduated; 1.5) Board Passer or Not; 1.6) Currently Employed or Not and 1.7) Currently line of job?**

Table 2: Distribution of Respondents according to Age

Age	Frequency	Percentage
21 years old	1	1%
21 - 25 years old	64	64%
26 - 30 years old	32	32%
31 and above years old	3	3%
<b>Total</b>	<b>100</b>	<b>100%</b>

This table shows that out of 100 respondents, 64 or 64% are 21 - 25 years old, 32 or 32% are 26 - 30 years old, while 3 or 3% are 31 and above years old and 1 or 1% is 21 years old

The data revealed that most of the respondent are represented by those who belong in the age bracket of 21 - 25 years old and least represented by those who belong to the age bracket of 21 years old.

All of the respondents are matured enough to give their answer regarding to the Challenges encountered by Udm Criminology graduates employed in companies other than law-enforcement agency

Table 3: Distribution of Respondents according to Gender

Gender	Frequency	Percentage
Male	60	60%
Female	40	40%
<b>Total</b>	<b>100</b>	<b>100%</b>

This table shows that out of 100 respondents, 62 or 60% are male and 40 or 40% are female.

The Data revealed that majority of the respondents are male.

Table 4: Distribution of Respondents According to Civil Status

Civil Status	Frequency	Percentage
Single	85	85%
Married	15	15%
Widowed	0	0%
<b>Total</b>	<b>100</b>	<b>100%</b>

This table shows that out of 100 respondents, 85 or 85% are Single, while 15 or 15% are Married and No respondents is widowed.

The Data revealed that majority of the respondents are Single

Table 5: Distribution of Respondents according to Year Graduated

Year Graduated	Frequency	Percentage
2017	23	23%
2018	47	47%
2019	30	30%
<b>Total</b>	<b>100</b>	<b>100%</b>

Table shows that out of 100 respondents 47 or 47% are Graduated from year 2018, 30 or 30% are Graduated from year 2019 and 23 or 23% are Graduated from year 2017

The data revealed that the most of the respondents are Graduated from year 2018 and least from year 2017.

Table 6: Distribution of Respondents According to Board Passer or Not

Board Passer	Frequency	Percentage
Yes	90%	90%
No	10%	10%
<b>Total</b>	<b>100</b>	<b>100%</b>

The table shows that out of 100 respondents 90 or 90% are already passed the board exam while 10 or 10% are not yet passed the board exam.

The data revealed that majority of the respondents already passed the board exam.

Table 7: Distribution of Respondent according if Employed or Not

Employed	Frequency	Percentage
Yes	90	90%
No	10	10%
Total	100	100%

This table shows that out of 100 respondents 90 or 90% are currently employed while 10 or 10% are not employed.

The data revealed that majority of the respondents are currently employed

Table 8: Distribution of Respondents according to Current line of Job

Current Line of Job	Frequency	Percentage
BPO	15	15%
Credit / Finance	8	8%
Clerical / Admin	11	11%
Marketing	13	13%
Security	17	17%
Teaching	4	4%
Others	32	32%
Total	100	100%

This table shows that out of 100 respondents, 32 or 32% are categorized their work as Others (angkas rider, parcel delivery, buy and sell etc.), 17 or 17% are working in Security industry, 15 or 15% are in BPO industry, 13 or 13% are in Marketing industry, 11 or 11% are in Clerical / Admin, while 8 or 8% are in Credit / Finance and 4 or 4% are in Teaching industry

The data revealed that most of the respondents current job are in line in category of Others while the least are in the Academe field.

*B. Sub Problem Number 2:*

What are the experiences and possible challenges of Criminology Graduates while being employed in companies other than law enforcement in terms of: 2.1) Self-discipline; 2.2) Time Management; 2.3) Competent; 2.4) Independent 2.5) Course Discrimination

Table 9: Challenges of Criminology Graduates while being Employed in Companies other than Law Enforcement in Terms of Self-discipline

Indicators	Mean	Interpretation
I don't easily get distracted from small things	3.52	No Challenge
I always finish my work before having pleasure and fun	3.53	No Challenge
I developed good practice in my line of job	3.52	No Challenge
My attitude contributes in my line of job	3.43	Moderately Challenging
I don't make excuses when I didn't finish the task given to me	3.38	Moderately Challenging
Grand Mean	3.48	Moderately Challenging

This table shows that the Grand Mean has a 3.48 with an interpretation of Moderately Challenging which means the UdM Criminology Graduates having a Moderate challenge in terms of Self-discipline while working on agencies other than law-enforcement.

The data revealed that the UdM Criminology Graduates are having a slightly challenge on their Self-discipline while working on companies other than law-enforcement.

Table 10: Challenges of Criminology Graduates while being Employed in Companies other than Law Enforcement in Terms of Time Management

Indicators	Mean	Interpretation
I am consistent in timeframe of my work	3.53	No Challenge
I can perform tasks in a timely manner	3.53	No Challenge
I always have a clear idea of what I want to accomplish during my work hours	3.49	Moderately Challenging
I don't spend my time on trivial matters	3.23	Moderately Challenging
I can accomplish what I need to be done within the day	3.52	No Challenge
Grand Mean	3.46	Moderately Challenging

This table shows that the Grand Mean has a 3.46 with an interpretation of Moderately Challenging which means the UdM Criminology Graduates having a Moderate challenge in terms of Time management while working on agencies other than law-enforcement.

The data revealed that the UdM Criminology Graduates are having a slightly challenge on their Time Management while working on companies other than law-enforcement

Table 11: Challenges of Criminology Graduates while Being Employed in Companies other than Law Enforcement in Terms of Competent

Indicators	Mean	Interpretation
I can perform as a leader when my superior is not around	3.43	Moderately Challenging
I am open and can adapt to changes in order to deliver a quality service or performance	3.50	No Challenge
I am confident that I can finish the task that was given to me	3.59	No Challenge
I am improving in the field of my work	3.51	No Challenge
My performance in work is not below standard	3.51	No Challenge
Grand Mean	3.51	No Challenge

This table shows that the Grand Mean has a 3.51 with an interpretation of No Challenge which means the UdM Criminology Graduates doesn't having a challenges in their job on agencies other than law-enforcement in terms of being a Competent

The data revealed that the UdM Criminology Graduates are a very competent even in the job that is not in line on law-enforcement agencies.

Table 12: Challenges of Criminology Graduates while being Employed in Companies other than Law Enforcement in Terms of Independent

Indicators	Mean	Interpretation
I can handle difficult situations when my superior is not around	3.52	No Challenge
I can finish the task that was given to me without disturbing my workmates	3.45	Moderately Challenging
I don't usually seek for advice and help in my work	3.13	Moderately Challenging
I don't usually call by my superior for coaching purposes	3.20	Moderately Challenging
I can do task by myself	3.44	Moderately Challenging
Grand Mean	3.35	Moderately Challenging

This table shows that the Grand Mean has a 3.35 with an interpretation of Moderately Challenging which means the UdM Criminology Graduates having a Moderate challenge in terms of Independent while working on agencies other than law-enforcement.

The data revealed that the UdM Criminology Graduates are having a slightly challenge to do work independently while working on companies other than law-enforcement.

Table 13: Challenges of Criminology Graduates while being employed in companies other than law enforcement in terms of Course Discrimination

Indicators	Mean	Interpretation
I don't have any problems in promotion even I am a Criminology Graduate	3.36	Moderately Challenging
They think that I am worthy for my job position even I am Criminology Graduate	3.47	Moderately Challenging
I don't feel out of place in my working environment even I am Criminology Graduate	3.39	Moderately Challenging
They think I can do the job well even I am a Criminology Graduate	3.42	Moderately Challenging
I don't have a problem in building relationships with my co-workers even I am a Criminology Graduate	3.50	No Challenge
Grand Mean	3.43	Moderately Challenging

This table shows that the Grand Mean has a 3.43 with an interpretation of Moderately Challenging which means the UDM Criminology Graduates having a Moderate challenge in terms of Course Discrimination while working on agencies other than law-enforcement.

The data revealed that the statement of Dr. Paul Leighton a Criminologist from *Eastern Michigan University* is true that some people thinks that criminologist are only limited to criminal justice work.

C. Sub Problem Number 3:

Table 14: Did the Respondents Regret taking B.S Criminology?

Preference	Frequency	Percentage
Yes	25	25%
No	75	75%
<b>Total</b>	<b>100</b>	<b>100%</b>

The table shows that out of 100 respondents 75 or 75% of them are not regretting taking the B.S Criminology Course while 25 or 25% of them are regretting the course.

The Data revealed that majority of the respondents didn't regret of taking the B.S Criminology. One of the respondents says when we asked why he/she regret taking the B.S Criminology

*“Pwede naman din kasi maging pulis kahit hindi Criminology at mahirap if criminology ka tas mag aapply ka ng work sa other company na hindi law-enforcement”*

D. Sub Problem Number 4:

Table 15: Will they Still Pursue Career in Law-Enforcement in the Future?

Preference	Frequency	Percentage
Yes	87	87%
No	13	13%
<b>Total</b>	<b>100</b>	<b>100%</b>

The table shows that out of 100 respondents 87 or 87% of them are pursuing their career in law-enforcement in the future while 13 or 13% of them are not pursuing their career in law-enforcement

The Data revealed that majority of the respondents will still pursue their career in their law-enforcement and most of them the reason are *“This is my dream”*, while the other respondents most of them didn't want to pursue their career in law-enforcement because they already contented in their current job.

## CHAPTER FIVE

### SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATION

#### A. Summary

This study aims to find out the challenges encountered by UdM Criminology graduates employed in companies other than law-enforcement agency, specifically it sought to answer the following sub problems:

➤ *What is the Socio-Demographic Profile of Respondents be Described in Terms of;*

- Age
- Gender
- Civil Status
- Year Graduated
- Board passer or Not
- Currently employed or Not
- Current line of job e.g. security, corporate, academe

➤ *What are the Experiences and Possible Challenges of Criminology Graduates while being Employed in Companies Other Than Law Enforcement in Terms of;*

- Self-Discipline
- Time management
- Competent
- Independent
- Course Discrimination

➤ *Do They Regret Taking Criminology Program?*

➤ *Will They Still Pursue Career in Law-Enforcement in the Future?*

The descriptive method of research was used. The respondents for this research were composed of one hundred (100) UdM Criminology graduates from school year 2017 - 2019. The instrument utilized in order to gather data from the respondents is a self-made questionnaire supported by unstructured interview. The self-made questionnaire was validated by Dr. Leila R. Gano. The ways of distributing data is by using a Online Google Form and due to constricted time we only gather data from 100 respondents. After the collection of data, these are treated statistically using percentage method and weighted mean.

#### B. Findings

➤ *Socio-Demographic Profile*

- *Age*  
out of 100 respondents, 64 or 64% are 21 - 25 years old, 32 or 32% are 26 - 30 years old, while 3 or 3% are 31 and above years old and 1 or 1% is 21 years old.
- *Gender*  
out of 100 respondents, 62 or 60% are male and 40 or 40% are female
- *Civil Status*  
out of 100 respondents, 85 or 85% are Single, while 15 or 15% are Married and No respondents is widowed
- *Year Graduated*  
out of 100 respondents 47 or 47% are Graduated from year 2018, 30 or 30% are Graduated from year 2019 and 23 or 23% are Graduated from year 2017
- *Board Passer or Not*  
out of 100 respondents 90 or 90% are already passed the board exam while 10 or 10% are not yet passed the board exam
- *Currently Employed or Not*  
out of 100 respondents 90 or 90% are currently employed while 10 or 10% are not employed

- *Current Line of Job*

out of 100 respondents, 32 or 32% are categorized their work as Others (angkas rider, parcel delivery, buy and sell etc.), 17 or 17% are working in Security industry, 15 or 15% are in BPO industry, 13 or 13% are in Marketing industry, 11 or 11% are in Clerical / Admin, while 8 or 8% are in Credit / Finance and 4 or 4% are in Teaching industry

- *Challenges of Criminology Graduates while Being Employed in Companies other than Law Enforcement in Terms of:*

- **Self-discipline** with a **grand mean of 3.48**, the respondents having a **moderately challenging** while being employed in the companies other than law enforcement in terms of Self-discipline. Specifically, the respondents having **moderately challenging** on the following:

- ✓ “I don’t easily get distracted from small things” with the mean of 3.52
- ✓ “I always finish my work before having pleasure and fun” with the mean of 3.53
- ✓ “I developed good practice in my line of job” with the mean of 3.52
- ✓ “My attitude contributes in my line of job” with the mean of 3.43
- ✓ “I don’t make excuses when I didn’t finish the task given to me” with the mean of 3.38

- **Time Management** with a **grand mean of 3.46**, the respondents having a **moderately challenging** while being employed in the companies other than law enforcement in terms of Time Management. Specifically, the respondents having **moderately challenging** on the following:

- ✓ “I am consistent in timeframe of my work” with the mean of 3.53
- ✓ “I can perform tasks in a timely manner” with the mean of 3.53
- ✓ “I always have a clear idea of what I want to accomplish during my work hours” with the mean of 3.49
- ✓ “I don’t spend my time on trivial matters” with the mean of 3.23
- ✓ “I can accomplish what I need to be done within the day” with the mean of 3.52

- **Competent** with a **grand mean of 3.51**, the respondents having a **no challenge** while being employed in the companies other than law enforcement in terms of Competent. Specifically, the respondents having **no challenge** on the following:

- ✓ “I can perform as a leader when my superior is not around” with the mean of 3.43
- ✓ “I am open and can adapt to changes in order to deliver a quality service or performance” with the mean of 3.50
- ✓ “I am confident that I can finish the task that was given to me” with the mean of 3.59
- ✓ “I am improving in the field of my work” with the mean of 3.51
- ✓ “My performance in work is not below standard” with the mean of 3.51.

- **Independent** with a **grand mean of 3.35**, the respondents having a **moderately challenging** while being employed in the companies other than law enforcement in terms of Independent. Specifically, the respondents having **moderately challenging** on the following:

- “I can handle difficult situations when my superior is not around” with the mean of 3.52
- “I can finish the task that was given to me without disturbing my workmates” with the mean of 3.45
- “I don’t usually seek for advice and help in my work” with the mean of 3.13
- “I don’t usually call by my superior for coaching purposes” with the mean of 3.20
- “I can do task by myself” with the mean of 3.44.

- **Course Discrimination** with a **grand mean of 3.43**, the respondents having a **moderately challenging** while being employed in the companies other than law enforcement in terms of Course Discrimination. Specifically, the respondents having **moderately challenging** on the following:

- “I don’t have any problems in promotion even I am a Criminology Graduate” with the mean of 3.36
- “They think that I am worthy for my job position even I am Criminology Graduate” with the mean of 3.47
- “I don’t feel out of place in my working environment even I am Criminology Graduate” with the mean of 3.39
- “They think I can do the job well even I am a Criminology Graduate” with the mean of 3.42
- “I don’t have a problem in building relationships with my co-workers even I am a Criminology Graduate” with the mean of 3.50.

- *Did The Respondents Regret Taking B.S Criminology*

Out of 100 respondents 75 or 75% of them are not regretting taking the B.S Criminology Course while 25 or 25% of them are regretting the course.



➤ *Will they still Pursue Career in Law-Enforcement in the Future*

Out of 100 respondents 87 or 87% of them are pursuing their career in law-enforcement in the future while 13 or 13% of them are not pursuing their career in law-enforcement

*C. Conclusion*

➤ *Based from the Findings the Following Conclusions are Formulated:*

- Most of the respondents are in the age bracket of 21 - 25 years old, male, single, graduated at year 2018, board passer and currently employed.
- Challenges of Criminology Graduates while being employed in companies other than law enforcement in terms of Self-discipline, Time Management, Competent, Independent and Course Discrimination:
- ✓ Based on the findings the Challenges of Criminology Graduates while being employed in companies other than law enforcement in terms of Self-discipline are moderately challenging.
- ✓ Based on the findings the Challenges of Criminology Graduates while being employed in companies other than law enforcement in terms of Time Management are moderately challenging.
- ✓ Based on the findings the Challenges of Criminology Graduates while being employed in companies other than law enforcement in terms of Competent doesn't have challenge at all.
- ✓ Based on the findings the Challenges of Criminology Graduates while being employed in companies other than law enforcement in terms of Independent are moderately challenging.
- ✓ Based on the findings the Challenges of Criminology Graduates while being employed in companies other than law enforcement in terms of Course Discrimination are moderately challenging.
- Majority of the respondents didn't regret of taking B.S Criminology.
- Majority of the respondents will still pursue their career in law-enforcement in the future.

*D. Recommendations*

Based on the findings and conclusions the following recommendations are created to the Udm Criminal Justice faculty should continue to track their graduates students to update in their current job and employment status so they can determine the actions they need to further improve the curriculum for the better of the future graduates they also should use this result as basis for intervention programs to teach their future graduates with the necessary skills and proper preparation for their alternative career path. To the employer should be remind that being a criminologist doesn't mean they only limited to criminal justice work. To Future Criminologist should be remind to have always an alternative career path. And to Future researcher should conduct further studies similar on related to the Challenges of Criminology Graduates while being employed in companies other than law enforcement.

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