

Trait Emotional Intelligence Anger Management and Professionalism of Police Officers

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APPROVAL SHEET

This thesis entitled “**TRAIT EMOTIONAL INTELLIGENCE, ANGER MANAGEMENT, AND PROFESSIONALISM OF POLICE OFFICERS,**” prepared and submitted by **JAY MHAR P. ESQUIBEL**, in partial fulfillment of the requirements for the degree Master of Science in Criminal Justice with Specialization in Criminology, has been examined and is hereby recommended for approval and acceptance.

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ABSTRACT

This study measured the influence of trait emotional intelligence and anger management on the professionalism of police officers in Davao City. Further, the study sought to establish which exogenous variables best predict professionalism. A total of 296 police officers were selected using simple random sampling and participated in the study. Data were collected through a survey using a standardized instrument through Google Forms. Data were analyzed using mean, Pearson product-moment correlation coefficient, and Multiple Linear Regression Analysis. The study's findings disclosed that emotional intelligence and anger management are at a moderate level among police officers; however, in contrast, the professionalism of police officers in Davao City is rated very high. Also, there is a correlation between the trait of emotional intelligence and professionalism and between anger management and the professionalism of police officers. The correlation was evident between trait emotional intelligence and professionalism; the result also disclosed a correlation between anger management and professionalism of police officers; and indicators of the use of emotion for facilitating thinking and caring and empathy of trait emotional intelligence as well as indicators of self-awareness and calming strategies of anger management significantly influence professionalism of police officers.

Keywords:- Trait Emotional Intelligence, Anger Management, and Professionalism of Police Officers.

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J.M.P.E.

DEDICATION

This thesis is sincerely dedicated to the outstanding people who have supported, encouraged, and cheered me over the years. To my family, who instilled in me the belief that knowledge gained purely for its own sake is the best kind. It is also dedicated to my wife, Colleen Faith Esquibel, and kids, who have shown me that if you take things one step at a time, you can accomplish even the biggest tasks. Above all, to Our Almighty God and Father, who alone made this voyage possible.

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CHAPTER ONE INTRODUCTION

Since they are the principal law enforcers, police officers are very significant members of the government in their field (Gbadeyan, Saliu, & Olujide, 2017). However, there has been much discussion about the professionalism of the cops. Police continue to pursue a fictitious portrayal of their professionalism. The entire profession may be impacted by a single dishonorable conduct by an unprofessional officer (Rabie, 2019). Ultimately, the average public perceives all police officers as having similar appearances and behaviors. Because of this, officers must remember that their actions while wearing uniforms impact not just themselves but also their agency as a whole and maybe their career as a whole (Roufa, 2019).

In addition, a law enforcement official exhibiting professionalism performs with honor and integrity. Professional workers join in professional organizations to complete tasks allocated to them inside social groups or structured professions (Chen, Yu, Yu, Huang & Zhang, 2019). Because of the authority vested in them, professionalism in law enforcement is extremely important. It conveys an implicit assurance that their background, training, and education make them especially equipped to handle the difficulties of a dynamic and ever-changing society (Khan & Khan, 2018).

As they perform their jobs, law enforcement personnel frequently deal with emotionally taxing, demanding, and stressful situations (Barrett, Adolphs, Marsella, Martinez, & Pollak, 2019). As a result, the ability of law enforcement personnel to regulate their emotions would define their professionalism and maintain the organization's credibility in the eyes of the public. Emotionally mishandled behavior could be harmful to the company, which could have an impact on the caliber of work produced and the company's revenue (Conroy, 2018).

The most valuable skill while interacting with others may be knowing how to control one's emotions and empathizing with others (Sanfilippo, 2019). Given this, mounting data points to emotional intelligence (EQ) as a factor in predicting professional performance, which includes the foundational daily interpersonal contact with people that the law enforcement profession requires. Officers in law enforcement face intense emotional strain as they handle a variety of crisis scenarios while upholding the law, providing for the public, and managing the criminal element (Houston, 2019).

Interest in the potential advantages of emotional intelligence in organizational settings has grown over the past few decades. Furthermore, several researches have been conducted to assess the degree to which emotional intelligence can account for organizational environment, well-being at work, leadership success, or job outcomes (Salmenin & Ravaja, 2017). According to Wollny, Jacobs, and Pabel (2019), one element that creates harmonious interactions among employees to sustain the organization's principles is the trait of emotional intelligence.

Similarly, law enforcement professionals frequently deal with incredibly stressful and dangerous circumstances, which can irritate and upset individuals (Lloyd, 2018). However, law enforcement officers need more than just tactical interventions to be effective in the field. They also need to be able to show patience, manage conflict well, use sound judgment, and act highly professionally (Pathway to Happiness, 2019). Cops have to learn how to control their anger if they want to achieve a work-life balance. In order to manage for police officers' work-life balance, it is crucial to strengthen their self-control and have organizational support policies in place (Chen et al., 2019).

On the other hand, anger management is the ability to recognize the warning signs of anger, act to calm down, and then handle situations constructively and successfully. Furthermore, it does not encourage someone to suppress their anger or try to prevent them from feeling it. When handled effectively, rage is a natural and healthy emotion (Juckel, Heinisch, Welpinghus, & Brüne, 2018). Furthermore, according to some theorists, becoming angry is a maladaptive reaction to a demanding and stressful situation, which increases conflict and discomfort for the individual (Burgees, 2018).

In addition, anger is seen as a significant, though occasionally troublesome, human emotion. Anger can have positive effects when communicated in a healthy, non-hostile way. These benefits include expressing significant emotions, recognizing issues, resolving difficulties, and inspiring productive activity (Wendler, 2019). In light of this, those who were furious would report more violent, antisocial, and ineffective coping and expressing their anger than would those who were not upset (Todak & James, 2018).

The study is anchored on the theory of trait emotional intelligence developed by Petrides and Furnham (2000). As pointed out by Petridides, Pita, and Kokkinaki (2007), it is recognized as a constellation of emotional experiences evaluated using questionnaires and rating scales. It also has relevance to the study of personality; researchers have discovered that individuals with particular personality traits and attitudes may be more inclined to engage in proactive behaviors that result in interactions with others in their surroundings (Forret & Dougherty, 2001).

The seminal research on the theory of Social Intelligence (SI) is where EI's far-off origins lie. The term SI was first used by Thorndike in 1920 to describe the significance of interpersonal and interpersonal management skills. He used "social intelligence" (SI) to refer to the capacity to comprehend, manage, and behave sensibly in interpersonal relationships. Accordingly, he distinguished between two forms of SI: the first was the capacity for understanding others, and the second was the capacity for smart social action, often referred to as behavioral effectiveness (Petrides & Furnham, 2001).

Consequently, the ability EI model and trait EI model are the two EI models developed by Petrides and Furnham (2000) that also support trait emotional intelligence. Emotional intelligence (EI) theoretical and operationalization flaws were identified by Petrides and Furnham (2000), who also applied the evident distinction between typical and maximal performance to the EI model. Through self-report questionnaires, the trait EI is operationalized. Therefore, they suggested that while maximum-performance measurement leads to operationalizing the notion as a cognitive ability, self-report measurement of EI leads to operationalizing the paradigm as a personality trait and behavioral inclinations (Petrides et al., 2015).

Presented in Figure 1 is the conceptual framework of the study. The independent variable is Trait Emotional Intelligence, with the following indicators: *expression and recognition of emotions* which pertain to the ability of police officers to properly express their anger and recognize it as the expression of their frustration; *control of emotions* deals with the capacity to react to the continuing demands of experience with the range of emotions in a manner that is socially acceptable and flexible to allow spontaneous reactions; the *use of emotion for facilitating thinking* is the ability of police officers to redirect their emotions into employing critical thinking skills, and *caring and empathy* refer to how police officers should display kindness and concern for the people and express how to understand both or among two or more people.

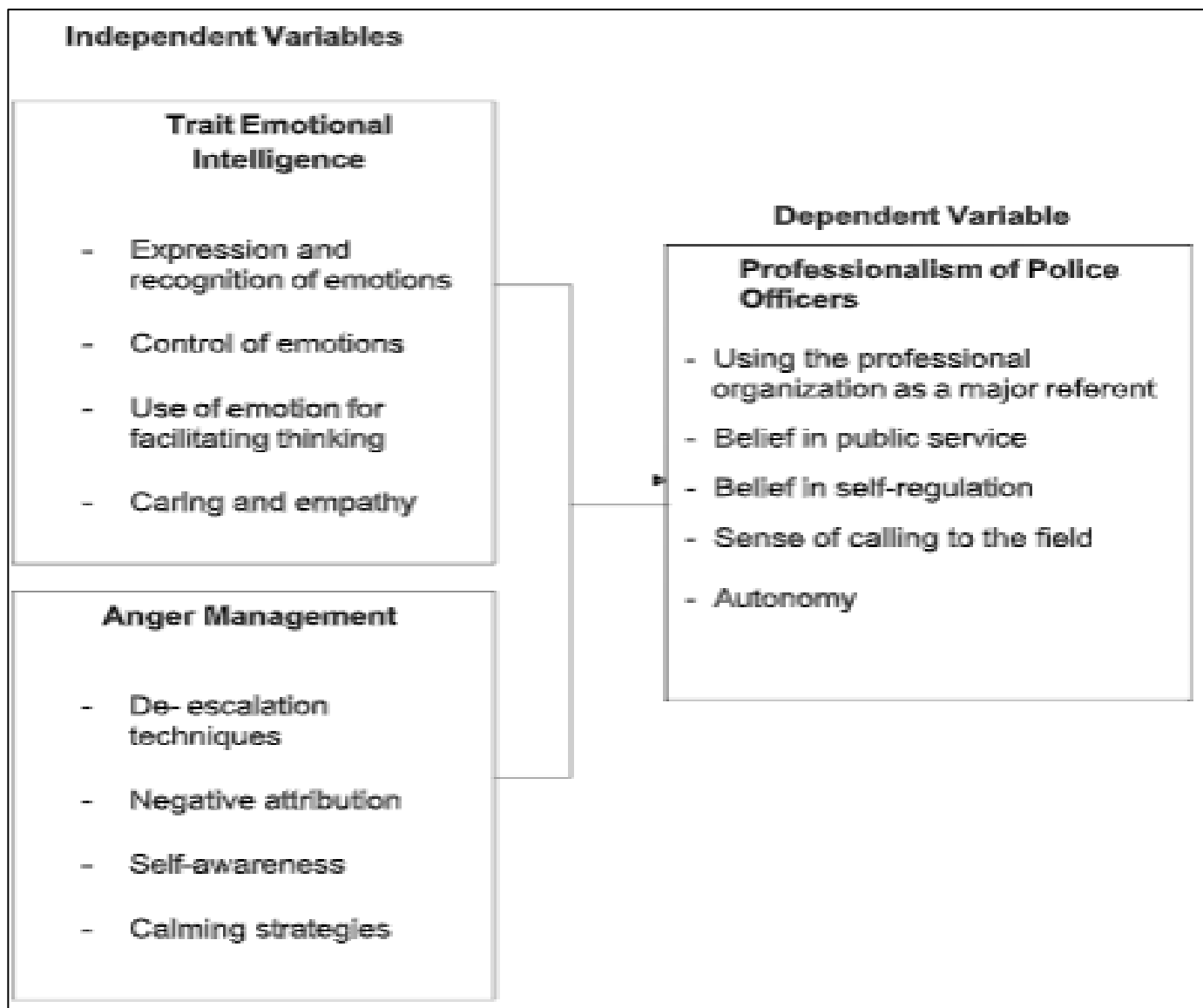


Fig 1 Conceptual Framework of the Study

On the other hand, the dependent variable is the professionalism of police officers, which has the following indicators: *using the professional organization as a major referent* which pertains to the involvement of employees in a formal organization or social groups within or outside the organization; *belief in public service* which highlights the notion that an employee must believe that his work is beneficial for himself as well as for the society; *belief in self-regulation* which involves criticism and opinion of the coworkers or colleagues who are part of the profession, therefore, their opinion matters in comparison to a layman; a *sense of calling to the field* which refers to the professional dedication and commitment of the person; and *autonomy* that indicates the power of a professional to make his own decisions without any external interference. A significant relationship will also be determined between traits of emotional intelligence, anger management, and professionalism.

Evidently, there needs to be more studies tackling the topic within the context of Davao City, and this current paper filled the gap, particularly in the area of trait emotional intelligence and anger management of police officers in Davao City. Considering the important discoveries and conclusions found in the literature, attributing traits of emotional intelligence and professionalism among police officers, it is imperative to investigate whether some of the relations are already observed and, in fact, happening to the law enforcers in the locality. Further, the result of

This study gave new information to the police officers, and the generated information would be added to the body of literature.

The primary objective of this study is to determine whether there is a significant relationship between emotional intelligence and professionalism and anger management and professionalism of police officers in Davao City. Specific objectives include queries concerning the level of trait emotional intelligence in terms of expression and recognition of emotions, control of emotions, use of emotion for facilitating thinking, and caring and empathy; also included is the query about the level of anger management in terms of escalating strategies, negative attribution, self-awareness, and calming strategies; it also inquired concerning the level of professionalism of police officer in terms of using the professional organization as a major referent, belief in public service, belief in self-regulation, sense of calling to the field, and autonomy. Furthermore, it inquired about the significant relationship between the traits of emotional intelligence, anger management, and the professionalism of police officers in Davao City. Lastly, it determined which domains of the trait emotional intelligence and anger management influence the professionalism of police officers in Davao City. The following null hypotheses were tested at 0.05 level of significance: There is no significant relationship between the trait emotional intelligence and professionalism of police officers; there is no significant relationship between the anger management and professionalism of police officers; and domains of the trait emotional intelligence and anger management do not influence the professionalism of police officers.

Furthermore, the importance of this study highlighted the idea that whenever police officers can manage their emotional facility, they can do so.

To cope with the demands and maintain high integrity and a sense of professionalism as law enforcement personnel. As such, the social value is directed at understanding how trait emotional intelligence affects the professionalism of police officers, and possible recommendations are formulated based on the literature and the findings of this study. Similarly, this would also give guidance and ideas to the concerned authorities to look into their personnel and come up with suitable programs and plans in order to address the issue of professionalism among police officers, given that their line of work is demanding and tough, and in return they would be able to get their job right. The study would endorse SGD 4 and SDG 8, wherein employment as police officers would be sustainable, and educating young people to become police officers would prepare them to become law enforcers. Finally, this study would also help future researchers when they conduct similar studies concerning traits of emotional intelligence and professionalism among police officers and add to the existing body of knowledge.

CHAPTER TWO METHOD

This section discusses the research respondents, materials and instruments, and design and procedure.

A. *Research Respondents*

Considering the situation and unavailability of the police officers because of their hectic schedule, the researcher managed to secure approval from the Davao City Police Office and decided to conduct a survey online using Google form for a more convenient gathering of data and be able to reach more respondents out of 12,000 police personnel within Davao City. However, due to personal contact restrictions at that time, more than 300 police personnel answered the questionnaire online from the Davao City Police Office. There were invalid questionnaires because there were unanswered portions, making the total valid respondents 296, based on Raosoft, wherein the said figure is still scientific with a 95 percent confidence level not higher than 5 percent and less than 6 percent margin of error yielding 5.63 percent.

In a way, the administration of a questionnaire could be considered a simple random sampling technique wherein every person in the population is equally likely to be chosen (Thomas, 2023). Regarding inclusion, only police officers assigned under the Davao City Police Office were chosen as respondents of the study, and only those responding from the Davao City Police Office. In terms of exclusions, police officers not sanctioned by the Davao City Police Office were excluded from the study. In terms of withdrawal, police officers who agreed to participate but later on decided to withdraw were expected by the researcher; considering their voluntary status, they have all the rights to withdraw at any point in the research study.

B. *Materials and Instrument*

The researcher used two sets of survey questionnaires as research instruments in this study. More specifically, a cross-sectional survey was done. The first set of the survey questionnaire focused on the independent variables, namely *trait emotional intelligence* and *anger management*, as adapted from the study of Tsaousis (2008). There will be 20 items for *emotional intelligence* as the first independent variable. There are four indicators for the mentioned independent variable: *Expression and recognition of emotions, control of emotions, use of emotion for facilitating thinking, and caring and empathy*.

The four indicators have five (5) items each. Next is the second independent variable, namely *anger management*, adapted from the study of Stith (2002), consisting of 20 items, which was measured through indicators of de-escalation techniques, negative attribution, self-awareness, and calming strategies. The dependent variable, *professionalism*, has five indicators; the respondents answered 50 items. It has five indicators, as taken from Hall's study (1968): *Using the professional organization as a major referent, belief in public service, belief in self-regulation, sense of calling to the field, and autonomy*. There were ten (10) items for each indicator.

This instrument was presented to the panel of examiners as well as to the group of experts for validation of each item. The remarks and observations of the experts were properly followed so that the questionnaire was properly contextualized, wherein each item from the questionnaire was suited according to the context of the respondents. Moreover, the questionnaire was validated and approved by the experts. The proponent also conducted pilot testing, taking 50 respondents, and the tallied data was subjected to Cronbach Alpha computation, yielding a value of .977, declaring the questionnaire valid and reliable.

Moreover, a five-point Likert scale was used for the three variables involved in the study. The three sets of questionnaires were modified to suit the context of the study. The Scale has a numerical value from one (1) to Five (5) and has a descriptive value from never to always. The range of means from 4.20 to 5.00 is described as always, which means that the respondents strongly agree with the statement provided; 3.40 to 4.19 is described as often, which means that the respondents strongly agree with the statement provided. The range of means from 2.60 to 3.39 sometimes indicates that the respondents moderately agree with the statement provided. In contrast, the 1.80 to 2.59 range of means is described as seldom showing that the respondents disagree with the statement provided. Finally, the range of means from 1.00 to 1.79 is described as never, which means that the respondents strongly disagree with the statement provided.

C. *Design and Procedure*

This study employed the quantitative descriptive-correlation research design. Creswell (2014) defined quantitative research as examining the relationship between variables and testing objective theories. These variables can be measured, typically on instruments, and statistical procedures are used to analyze enumerated data. The researcher likely used this design since this study aimed to measure the relationship between trait emotional intelligence and the professionalism of police officers. Those involved in this form of inquiry has assumptions of deductive testing of theories, building bias protection, controlling other explanations, and generalizing and replicating the findings (Creswell, 2014).

A descriptive study is aimed at defining a phenomenon and its characteristics. This work is more about what has happened than how or why (Nassaji, 2015). Similarly, Williams (2007) added that descriptive research involves defining the characteristics of a particular phenomenon based on an empirical analysis or investigating the correlation between two or more phenomena.

This study also used the correlation method because it measured the correlation between the involved variables. Creswell (2014), as taken from Williams (2007), defined correlation as a statistical test to establish patterns for two variables. In the same study, the statistical analysis of the research question can be carried out through a progression or sequence of analyses using a standard correlation test that produces a result called "r" in a process known as the Pearson Correlation Coefficient, the r coefficient is reported with a decimal number.

In order to gather the data needed for the study, the researcher asked permission first from the Dean of the Professional School through a letter seeking endorsement from the Davao City Police Office Director. Second, the researcher wrote another letter seeking permission addressed to the Davao City Police Office Director so that the researcher could conduct the study at the respective five police precincts of Davao City. Upon approving the letter, the researcher wrote letters to the respective police precinct commanders informing them that the proponent would survey the police subordinates. When the letter of permission was secured and approved, the researcher conducted the study by distributing the survey questionnaires to the respondents online utilizing Google Forms.

The researcher virtually distributed the said survey questionnaires and waited for the participants to finish answering the said questionnaires and retrieved the answered questionnaires online. After collecting the questionnaire answers, the researcher started tabulating the respondents' answers. The data were treated through specific statistical tools. The next step was to interpret the data. The tabulated data was presented in the succeeding pages, analyzed, and interpreted.

The following statistical tools were used for data analysis: *Mean* was used to measure the level of trait emotional intelligence. Anger management and professionalism of police officers: *Pearson Product Moment Correlation (Pearson r)* was employed to determine the significant relationship between trait emotional intelligence and professionalism of police officers as well as anger management and professionalism of police officers. *Multiple Regressions* were utilized to determine which domain(s) of the two independent variables significantly influenced the professionalism of police officers.

The researcher adhered to ethical standards by securing necessary permissions, following protocols, and ensuring respondents' informed consent, confidentiality, and voluntary participation. Ethical practices such as avoiding plagiarism, deceit, and conflict of interest were strictly maintained, ensuring the protection of respondents' rights and the integrity of the study data. Additionally, the study was conducted without risks to participants, who were fully informed about the study details, and it confirmed that the manuscript was the researcher's original work, eligible for use by the University of Mindanao for plagiarism detection.

CHAPTER THREE

RESULTS AND DISCUSSION

This section presents the findings and discussion based on the statistical data presented in tabulated form. Discussion Topics were discussed based on the following sub-headings: Level of Trait Emotional Intelligence; Level of Extent of Anger Management; Level of Professionalism of Police Officers; Significant Relationship Analysis between Emotional Trait Intelligence and Professionalism of Police Officers; Significant Relationship Analysis between Anger Management and Professionalism of police Officers; and, Regression Analysis on the Significant Influence of the Indicators of Trait Emotional Intelligence and Anger Management towards Professionalism.

A. Trait Emotional Intelligence

Table 1 shows the level of trait emotional intelligence garnering an overall mean score of 3.15, labeled as moderate, accompanied by a standard deviation of .164, indicating clustered reactions from the respondents. This means that the respondents moderately agree with the emotional intelligence trait of police officers. The indicator with the highest mean score is caring and empathy, garnering 3.64 (Moderate) with 0.436 standard deviations, showing that the respondents moderately agree with the caring and empathy of police officers, while the indicator with the lowest mean score is control of emotions, obtaining 2.71 (Moderate) with 0.441 standard deviations, indicating that the respondents moderately agree with the control of emotions of police officers. Caring and empathy are the emotional traits demonstrated by most respondents by helping and protecting their people and understanding what other people feel.

Table 1 Level of Trait Emotional Intelligence

Indicators	Mean	SD	Descriptive Level
Expression and recognition of emotions	3.05	.293	Moderate
Control of emotions	2.71	.441	Moderate
Use of emotion for facilitating thinking	3.21	.294	Moderate
Caring and empathy	3.64	.436	Moderate
Overall	3.15	.164	Moderate

Timmons and Williams (2019) suggest that empathy is particularly helpful in law enforcement, as it deals with situations in which people have lost something and are distressed. Researchers contend that to convey a considerate approach to communicating distressing information with community members, it is preferable to communicate with or display empathy. Suttie (2016) supports the notion and wrote that caring and empathy may be important in policing by engaging in more courteous and empathic communications.

B. Anger Management

Table 2 shows the level of anger management with an overall mean of 3.33 is described as moderate, with a standard deviation of .499, indicating clustered responses. This means that the respondents moderately agree with the anger management of police officers. The indicator with the highest mean score is calming strategies, with 4.04 (High) and 0.821 standard deviation, which means that the respondents agree with the calming strategies of police officers. On the other hand, negative attribution is the lowest, with 2.55 (Low) and 0.954 standard deviation, which shows that the respondents moderately agree with the negative attribution of police officers.

Based on the mean score of different indicators of the extent of anger management, it shows that calming strategies and self-awareness are the reactions most respondents took to calm down. Police officers typically experience more job stress than other professionals (Russel, 2014). Zulkafaly et al. (2017) stressed that coping strategies are appropriate in various circumstances to enable police personnel to reduce job stress. Accordingly, Picincu (2021) wrote that police officers can utilize strategies for stress reduction and mental wellness. It is important to note that they must prioritize their health and personal lives and find meaning outside their work.

Table 2 Extent of Anger Management

Indicators	Mean	SD	Descriptive Level
Escalating techniques	2.88	.476	Moderate
Negative attribution	2.55	.954	Low
Self-awareness	3.86	.821	High
Calming strategies	4.03	.821	High
Overall	3.33	.499	Moderate

C. Professionalism of Police Officers

Table 3 shows the level of professionalism of police officers garnering an overall mean score of 4.38, declared as very high with a standard deviation of .427 showing clustered answers. This means that the respondents strongly agree with the professionalism of police officers. Belief in self-regulation garnered the highest mean score, 4.62 (Very high), with 0.486 standard deviations, indicating that the respondents strongly agree with the belief in the self-regulation of police officers. The sense of calling to the field got the lowest mean score of 4.11 (High) with a 0.821 standard deviation, showing that the respondents agreed with the sense of calling to the field of police officers.

Most respondents displayed their professionalism through their belief in self-regulation. Although being a police officer is a very stressful job as they experience both psychological and physical stress, they are expected to manage their emotions and behavior to the demands of the situation and always show Their dignity is intact, which is an indication of professionalism. According to Maglinte and Gempes (2021), self-regulation refers to all types of personal control over oneself concerning human psychology. Russell and Brickell (2015) stated that it may include one’s motivation or attention to ideal human circumstances, which consists of controlling actions such as suppressing emotions and imagination.

Table 3 Level of Professionalism of Police Officers

Indicators		SD	Descriptive Level
Using the professional organization as a major referent	4.31	.678	Very high
Belief in public service	4.47	.606	Very high
Belief in self-regulation	4.62	.486	Very high
Sense of calling to the field	4.11	.821	High
Autonomy	4.42	.494	Very high
Overall	4.38	.427	Very high

D. Significance of the Relationship between Emotional Trait Intelligence and Professionalism

Table 4 is the correlation analysis between emotional trait intelligence and professionalism indicators. Three of the indicators of trait emotional intelligence are correlated with all the indicators of professionalism, showing the result uniformly (p-value=0.000<0.01). However, the indicator of trait emotional intelligence, namely expression and recognition, manifested no correlation with all the indicators of professionalism at a 0.01 level of significance. The overall computation disclosed a correlation between the trait of emotional intelligence and professionalism (p-value=0.000<0.01). Thus, there is a significant relationship between the trait of emotional intelligence and professionalism.

The result parallels the study by Humphrey (2021), who states that professionalism acts as a display rule regulating emotions and emotions.

Table 4 Significance of the Relationship between Emotional Trait Intelligence and Professionalism

Professionalism	Trait Emotional Intelligence				
	Expression and Recognition	Control	Use for Facilitating Thinking	Caring and Empathy	Overall
Using the professional organization as a major referent	.022	-.321**	.251**	.559**	.277**
	.701	.000	.000	.000	.000
belief in public service	.032	-.309**	.141*	.504**	.205**
	.580	.000	.015	.000	.000
Belief in self- regulation	.073	-.283**	.248**	.509**	.291**
	.211	.000	.000	.000	.000
Sense of calling to the field	.076	-.323**	.290**	.589**	.338**
	.195	.000	.000	.000	.000
Autonomy	.118*	-.302**	.300**	.459**	.289**
	.042	.000	.000	.000	.000
Overall	.073	-.353**	.280**	.601**	.320**
	.211	.000	.000	.000	.000

** p<0.01

* p<0.05

Legend:

Level of Correlation

- .90 to 1.00 (-.90 to-1.00)
- .70 to .90 (-.70 to-.90)
- .50 to .70 (-.50 to-.70)
- .30 to .50 (-.30 to-.50)
- .00 to .30 (.00 to-.30)

Interpretation

- Very High positive (Negative) correlation
- High positive (Negative) correlation
- Moderate (Negative) correlation
- Low positive (Negative) correlation
- Negligible correlation

Behavior. Jerus (2019) also noted that professionals are emotionally connected to providing the best possible service. However, the result negates the claim of Krucik (2015), who highlights the importance of self-control at work, claiming that people are incapable of controlling their emotions, and their responses are disorderly or unfitting.

E. Significance of the Relationship between Anger Management and Professionalism of Police Officers

Table 5 presents the correlation analysis between anger management and professionalism indicators. The professionalism indicators correlate with the two indicators of anger management, self-awareness, and calming strategies, indicating that the p-value is lesser than the level of significance of 0.01 (p-value = 0.000<0.01). However, the indicator escalating strategies of anger

Table 5 Significance of the Relationship between Anger Management and Professionalism

Professionalism	Anger Management				Overall
	Escalating Strategies	Negative Attribution	Self-Awareness	Calming Strategie	
Using the professional organization as a major referent	.088	.033	.720**	.748**	.641**
	.130	.566	.000	.000	.000
Belief in public service	-.006	-.075	.653**	.699**	.519**
	.912	.199	.000	.000	.000
Belief in self-regulation	.161**	.103	.549**	.555**	.542**
	.006	.076	.000	.000	.000
Sense of calling to the field	-.031	-.070	.670**	.687**	.517**
	.593	.230	.000	.000	.000
Autonomy	.104	.105	.475**	.465**	.461**
	.075	.073	.000	.000	.000
Overall	.071	.020	.706**	.726**	.615**
	.226	.733	.000	.000	.000

** p<0.01

* p<0.05

Legend:

Level of Correlation

- .90 to 1.00 (-.90 to -1.00)
- .70 to .90 (-.70 to -.90)
- .50 to .70 (-.50 to -.70)
- .30 to .50 (-.30 to -.50)
- .00 to .30 (.00 to -.30)

Interpretation

- Very High positive (Negative) correlation
- High positive (Negative) correlation
- Moderate (Negative) correlation
- Low positive (Negative) correlation
- Negligible correlation

Management showed no correlation with the indicators of professionalism. The overall result disclosed a correlation between anger management and professionalism (P-value=0.000<0.01). This means that there is a significant relationship between management and professionalism.

Papanikitas (2017) pointed out that professionalism is all about controlling one’s emotions and remaining composed, especially when one is annoyed or angry, which is important to law enforcers. This is sustained by Siraj et al. (2015), who stressed that suppressing an outburst of anger and rage is an essential element of personal and professional development.

F. Regression Analysis on the Influence of the Indicators of Trait Emotional Intelligence and Anger Management towards Professionalism

Table 6 presents the regression analysis on the significant influence of the indicators of trait emotional intelligence and anger management towards professionalism. There was a linear association between the independent and dependent variables, according to the regression analysis results displayed in Table 6. The two indicators of the first independent variable, using emotion to facilitate thinking (t=2.014, p-value = 0.042) and caring and empathy (t = 3.938, p-value = 0.000), have a linear association; both p-values are below the significance level of 0.05. Additionally, displayed is the linear association, with a p-value of 0.000, less than the significance level of 0.05, between professionalism and the two indicators of the second independent variable, anger management, which are self-awareness (t-3.105) and calming strategies (t- 6.273).

The coefficient of determination (R2) with 0.625 suggests that 62.5% of the variance is due to the linear combination influenced by the two independent variables.

Table 6 Significant Influence of Trait Emotional Intelligence and Anger Management Towards Professionalism

Dependent Variable (Professionalism)	B	SE.	β	T	Sig.
(Constant)	-.368	.505		-.729	.467
Expression and recognition of emotions	.121	.084	.054	1.437	.152 ^{ns}
Control of emotions					
	-.086	.061	-.057	-1.402	.162 ^{ns}
Use of emotion for facilitating thinking	.179	.089	.080	2.014	.045*
Caring and empathy	.286	.073	.189	3.938	.000**
Escalating techniques	.081	.088	.058	.918	.359 ^{ns}
Negative attribution	.044	.043	.064	1.035	.302 ^{ns}
Self-awareness	.171	.055	.213	3.105	.002**
Calming strategies	.343	.055	.427	6.273	.000**

F = 59.878

Sig. = 0.000

R² = 0.625

ΔR^2 = 0.615

From the four indicators, two for each independent variable are trait emotional intelligence and anger management. This means that the professionalism of police officers is good by 62.5%. Thus, emotional intelligence and anger management traits significantly influence professionalism. However, under trait emotional intelligence, caring empathy (Beta coefficient = .286) is a stronger predictor than the use of emotion for facilitating thinking (Beta coefficient = .179). Under anger management, calming strategies (Beta coefficient = .343) are a stronger predictor than self-awareness (Beta coefficient = .171).

These findings confirm that trait emotional intelligence and anger management significantly influence the professionalism of police officers. The use of emotion to facilitate thinking relates to people's capability to use their emotions by leading them toward constructive activities and personal performance. People with high levels of emotional intelligence are more able to comprehend information and adapt to changing environments displaying professionalism (Thomas, 2018). Papanikitas (2017) also stated that self-awareness is a key component of professionalism. Wilhelm (2021) supports the notion and cites that self-aware people can interpret events such that they are seen more positively and professionally.

CHAPTER FOUR

CONCLUSIONS AND RECOMMENDATIONS

The study concludes that police officers exhibit moderate traits of emotional intelligence and anger management. It is recommended that they undergo workshops to enhance their emotional intelligence, which is vital for personal and professional well-being, particularly in interactions with their families. Additionally, training should focus on managing emotional responses appropriately during criminal apprehension to maintain authority and readiness to use force if necessary. Conversely, the officers demonstrated a very high level of professionalism. PNP administrators should continuously encourage officers to uphold this professionalism and maintain a dignified public image.

Also, significant correlations were found between traits of emotional intelligence, anger management, and professionalism. Key emotional intelligence factors, such as the use of emotion for facilitating thought and empathy, as well as anger management factors like self-awareness and calming strategies, notably influenced professionalism. Officers are advised to manage their emotions carefully and moderate their expressions of anger to sustain a professional image. Further research using a mixed-methods approach would provide deeper insights, combining qualitative and quantitative data to comprehensively explore these traits' impact on officer behavior and effectiveness.

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APPENDICES

**APPENDIX A
 RESEARCH INSTRUMENT**

Questionnaire on TRAIT EMOTIONAL INTELLIGENCE, ANGER MANAGEMENT AND PROFESSIONALISM OF POLICE OFFICERS

Name (Optional) _____ Date: __ Police Station: _____ Department: __ Sex : (___) Male (___) Female

Dear Respondents:

This survey was designed to determine the **Trait emotional intelligence, anger management and professionalism of police officers**. Rest assured that your response to each question would be held with strictest professional confidence.

Expression and Recognition of Emotions	5	4	3	2	1
1. Most people find it easy to understand what I feel					
2. I find it easy to express my feelings to the others					
3. I always analyse my feelings					
4. I never disregard my feelings					
5. People can usually understand how I feel by just looking at my face					
Control of Emotions					
1. I get mad easily but this does not last long					
2. I usually control my anger					
3. Even when I am in an emergency situation, I never lose self-control					
4. Even when I experience unpleasant emotions, I never react intensively					

➤ **Direction:**

Please read the following item and check the box that represents your answer using the following scale.

Rating Scale and Description

5	STRONGLY AGREE	(The statement is always true)
4	AGREE	(The statement is often true)
3	MODERATELY AGREE	(The statement is sometimes true)
2	DISAGREE	(The statement is seldom true)
1	STRONGLY DISAGREE	(The statement is almost never true)

Part I. Questionnaire on Trait Emotional Intelligence

Use of Emotion for Facilitating Thinking					
1. It is very easy for me to be optimistic					
2. I tend to focus on the positive side of a situation					
3. I easily find alternatives when things are getting bad					
4. Most of the time my problems do not affect my performance					
5. I feel confident before important life events					
Caring and Empathy					
1. I am a person who cares and helps others					
2. I like to talk to others about their problems					
3. I respect other people’s feelings					
4. I care about other people’s problems					
5. I am interested in other people’s interest					

Part II. Questionnaire on Anger Management

Escalating Techniques	5	4	3	2	1
1. When a person picks a fight with me, I fight back					
2. When a person won't give in, I get furious					
3. I often take what other people say about me personally					
4. Most people believe that I have a short fuse					
5. I can feel my blood rising when I start to get mad at other people					
6. When a person provokes me, I have a right to fight back					
7. I can feel in my body when I'm starting to get mad at other people					
8. When a person annoys me, I blow up even before I know that I am getting angry					
9. I have difficulty to remain calm and not getting angry at other people					
10. If I keep thinking about what made me mad, I get angrier.					
11. When arguing with other people, I often raise my voice.					
12. When I'm mad at other people, I say what I think without thinking of the consequences.					
13. When a person's voice is raised, I raise mine as well					
14. My friends and relatives think that I am very impatient					
15. I am even tempered with other people					
Negative Attribution	5	4	3	2	1
1. When my enemy is around, I feel like a bomb waiting to explode.					
2. It is other person's fault when I get mad.					
3. When a person is nice to me I wonder what the person wants.					
4. When a person does things just to annoy me, I confront him/her.					
5. There is nothing I can do to control my feelings when a person hassles me.					
6. I think people are rude to me unless I insist on respect.					
7. I think people like me to be mad.					
Self Awareness	5	4	3	2	1
1. No matter how angry I am, I am responsible for my behavior towards other people.					
2. I recognize when I am beginning to get angry at other people					
3. I can usually tell when I am about to lose my temper at other people					
4. When I'm angry with a person, I try to handle my feelings so no one gets hurt.					
5. I can calm myself down when I am upset with other people					
6. When I feel myself starting to get angry at other people, I try to stick to talking about the problem.					
Calming Strategies	5	4	3	2	1
1. Taking a break is a good way for me to calm down.					
2. I prefer to get out of the way when a person hassles me.					
3. I take time out as a way to control my anger at other people.					
4. I take a deep breath and try to relax when I'm angry at a person					
5. I can set up a time out period during an argument with a person					
6. When I feel myself getting angry at a person, I try myself to calm down.					
7. I often think something pleasant to keep from thinking about my anger at a person.					
8. I do something to take my mind off to a person when I'm angry.					

Part III. Questionnaire on Professionalism of Police Officers

Using the professional organization as a major referent	5	4	3	2	1
1. I systematically read the professional journals					
2. I regularly attend professional meetings at the local level					
3. I enjoy seeing my colleagues because of the ideas that are exchanged					
4. I believe that the professional organization(s) should be supported					
5. The most stimulating periods are those spent with colleagues					
6. The professional organization does really do too much for the average member					
7. The real test of how good a person is in his field is the layman's opinion of him					
8. I really do read the journals too often					
9. Most of my own friends are fellow professionals					
10. My profession does really encourage continued training among professionals					
Belief in public service	5	4	3	2	1
1. Our profession is as vital as other professionals					
2. I think that my profession, more than any other, is essential for society					
3. The importance of my profession is highly recognized					

4. My profession is as important as other professions in the society					
5. People realize the importance of my profession to society					
6. More occupations should strive to make a real contribution to society the way my own does					
7. Weakening of my profession would be harmful for society					
8. The benefits of my profession to individuals and society are valued					
9. It is impossible to say that any occupation is more important than any other					
10. If ever an occupation is indispensable, mine is one of those.					
Belief in self-regulation	5	4	3	2	1
1. A person who violates professional standards should be judged by his professional peers					
2. My fellow professionals have a pretty good idea about each others competence					
3. There really should have penalties for the person who violates professional standards					
4. One problem in this profession is that no one really knows what the colleagues are doing					
5. One basic problem for the profession is the intrusion of standards other than those which are truly for the professionals					
6. Violators of professional standards face fair penalties					
7. We really have a way of judging each other's competence					
8. The professional organization is really powerful in terms of enforcing rules					
9. There is much opportunity to judge how another person does his/her work					
10. My colleagues pretty well know how well we all do in our work					
Sense of calling to the field	5	4	3	2	1
1. A person enters this profession because he/she likes the work					
2. People in this profession have a real "calling" for their work					
3. The dedication of people in this field is most gratifying					
4. Professional training itself helps assure that professionals maintain their high ideas					
5. It is encouraging to see the high level of idealism which is maintained by professionals in this field					
6. Although many people talk about their high ideas, very few are really motivated by them					
7. It is hard to get people to be enthusiastic about their work in this profession.					
8. Most people would stay in the profession even if their incomes were reduced					
9. Most of the real reward of my work can't be seen by an outsider					
10. There are a lot of people who really believe in our work					
Autonomy	5	4	3	2	1
1. I make my own decisions in regard to what is to be done in my work					
2. It is easier for me to take responsibility for decision-making					
3. I have much opportunity to exercise my own judgement					
4. I know that my own judgment on a matter is the final judgment					
5. The fact that someone checks my decisions makes my work validated					
6. When problem arise at work, there is much opportunity for me to use my own intellect					
7. There is much autonomy in this work					
8. My own decisions are final					
9. I am my own boss in almost every work-related situation					
10. Most of my decisions are carried by other people					

➤ *References:*

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APPENDIX B VALIDATION SHEETS

[] Branch

[] Main

VALIDATION SHEET FOR RESEARCH QUESTIONNAIRE

Name of Evaluator
Degree

DR. CARMELITA CHAVEZ
PROGRAM COORDINATOR, PS, UM MATINA CAMPUS

Number of Years of Teaching
To the Evaluator
Points of Equivalent

Please check the appropriate box for your ratings

5 - Excellent 2 - Fair
4 - Very Good 1 - Poor

1. Clarity of Directions and Items The vocabulary level, language, structure and conceptual level of questions suit the level of participants. The directions and the items are written in a clear and simple language.		<input checked="" type="checkbox"/>				
2. Presentation and Organization of Items The items are presented and organized in logical manner.		<input checked="" type="checkbox"/>				
3. Suitability of Items The Item is appropriate and represents the substance of the research. The questions are designed to determine the conditions, knowledge, perception and attitudes that are supposed to be measured.		<input checked="" type="checkbox"/>				
4. Adequateness of Items per Category or Indicator The items represent the coverage of research adequately. The questions per area category are adequate representations of all the questions needed for research.		<input checked="" type="checkbox"/>				
5. Attainment of Purpose The instrument fulfills the objectives for which it was constructed.		<input checked="" type="checkbox"/>				
6. Objectivity Each item questions only one specific answer or measures only one behavior and no aspect of the questionnaire is a suggestion of the researcher.		<input checked="" type="checkbox"/>				
7. Scale and Evaluation Rating Scale The scale adapted is appropriate for the items.		<input checked="" type="checkbox"/>				



Title of the Research Questionnaire: TRAIT EMOTIONAL INTELLIGENCE, ANGER MANAGEMENT AND PROFESSIONALISM OF POLICE OFFICERS

Name of Researcher: JAY MHAR ESQUIBEL


Date of Evaluation of the Questionnaire: MAY 7, 2021

Remarks of the evaluator: Ok for administration.


DR. CARMELITA CHAVEZ
Signature Above Printed Name

 The University of Mindanao	PROFESSIONAL SCHOOLS [x] Main [] Branch _____ VALIDATION SHEET FOR RESEARCH QUESTIONNAIRE						
<p>Name of Evaluator : <u>ROBERTO R. MAGBOJOS, PhD.</u></p> <p>Degree : <u>Ph.D</u></p> <p>Position : <u>Faculty</u></p> <p>Number of Years of Teaching : <u>22</u></p> <p>To the Evaluator : _____</p> <p>Points of Equivalent : _____</p> <p style="text-align: right; margin-right: 100px;">Please check the appropriate box for your ratings</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td>5 - Excellent</td> <td>2 - Fair</td> </tr> <tr> <td>4 - Very Good</td> <td>1 - Poor</td> </tr> <tr> <td>3 - Good</td> <td></td> </tr> </table>		5 - Excellent	2 - Fair	4 - Very Good	1 - Poor	3 - Good	
5 - Excellent	2 - Fair						
4 - Very Good	1 - Poor						
3 - Good							
ITEMS	5	4	3	2	1		
1. Clarity of Directions and Items The vocabulary level, language, structure and conceptual level of questions suit the level of participants. The directions and the items are written in a clear and simple language.	✓						
2. Presentation and Organization of Items The items are presented and organized in logical manner.	✓						
3. Suitability of Items The Item is appropriate and represents the substance of the research. The questions are designed to determine the conditions, knowledge, perception and attitudes that are supposed to be measured.	✓						
4. Adequateness of Items per Category or Indicator The items represent the coverage of research adequately. The questions per area category are adequate representations of all the questions needed for research.	✓						
5. Attainment of Purpose The instrument fulfills the objectives for which it was constructed.	✓						
6. Objectivity Each item questions only one specific answer or measures only one behavior and no aspect of the questionnaire is a suggestion of the researcher.	✓						
7. Scale and Evaluation Rating Scale The scale adapted is appropriate for the items.	✓						
Title of Approved Research: <u>Trait Emotional Intelligence, Anger Management and Professionalism of Police Officers</u>							
Name of Researcher: <u>JAY MHAR P ESQUIBEL</u>							
Research Adviser: <u>NESTOR C NABE, PhD</u>							
Date of Evaluation of the Questionnaire: _____							
Remarks of the Evaluator: _____							
 ROBERTO R. MAGBOJOS, PhD. Signature Above Printed Name							

F-13550-011/ Rev. # 3/ Effectivity: January 25, 2018



UM
The University of Mindanao

PROFESSIONAL SCHOOLS

[] Main [] Branch _____

VALIDATION SHEET FOR RESEARCH QUESTIONNAIRE

Name of Evaluator : WILLIAM A REVISA

Degree : PH.D CRIM

Position : _____

Number of Years of Teaching : _____

To the Evaluator : _____

Points of Equivalent : _____

Please check the appropriate box for your ratings

5 - Excellent	2 - Fair
4 - Very Good	1 - Poor
3 - Good	

ITEMS	5	4	3	2	1
1. Clarity of Directions and Items The vocabulary level, language, structure and conceptual level of questions suit the level of participants. The directions and the items are written in a clear and simple language.		/			
2. Presentation and Organization of Items The items are presented and organized in logical manner.			/		
3. Suitability of Items The Item is appropriate and represents the substance of the research. The questions are designed to determine the conditions, knowledge, perception and attitudes that are supposed to be measured.		/			
4. Adequateness of Items per Category or Indicator The items represent the coverage of research adequately. The questions per area category are adequate representations of all the questions needed for research.		/			
5. Attainment of Purpose The instrument fulfills the objectives for which it was constructed.		/			
6. Objectivity Each item questions only one specific answer or measures only one behavior and no aspect of the questionnaire is a suggestion of the researcher.			/		
7. Scale and Evaluation Rating Scale The scale adapted is appropriate for the items.		/			

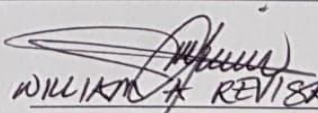
Title of Approved Research: TRAIT EMOTIONAL INTELLIGENCE, ANGER MANAGEMENT and PROFESSIONALISM OF POLICE OFFICERS

Name of Researcher: WAS M HAR P ESQUIBEL

Research Adviser: _____

Date of Evaluation of the Questionnaire: 26 MAR 24

Remarks of the Evaluator: ok for testing


WILLIAM A REVISA PH.D.
 Signature Above Printed Name



PROFESSIONAL SCHOOLS

[/] Main [] Branch _____

VALIDATION SHEET FOR RESEARCH QUESTIONNAIRE

Name of Evaluator : **DR. JOEL TAN**
 Degree:
 Position :
 Number of Years of Teaching :
 To the Evaluator : Please check the appropriate box for your ratings
 Points of Equivalent : **5 - Excellent 2 - Fair**
 4 - Very Good 1 - Poor
 3 - Good

ITEMS	5	4	3	2	1
1. Clarity of Directions and Items The vocabulary level, language, structure and conceptual level of questions suit the level of participants. The directions and the items are written a clear and simple language.	/				
2. Presentation and Organization of Items The items are presented and organized in a logical manner.		/			
3. Suitability of Items The item is appropriate and represents the substance of the research. The questions are designed to determine the conditions, knowledge, perception and attitudes that are supposed to be measured.	/				
4. Adgory or indicator The items represent the coverage of research adequately. The questions per are category adequate representations of all the questions needed for research.	/				
5. Attainment of Purpose The instrument fulfills the objectives for which it was constructed.	/				
6. Objectivity Each item questions only one specific answer or measures only one behavior and no aspect of the questionnaire is a suggestion of the researcher.		/			
7. Scale and Evaluation Rating Scale The scale adapted is appropriate for the items.	/				

Title of Approved Research:
 Name of Researcher:
 Research Adviser:
 Date of Evaluation of the Questionnaire: _____
 Remarks of the Evaluation:

DR. JOEL TAN
Signature Above Printed Name

E-13550-011/ Rev. #3/ Effective: January 25, 2018

Remarks of the Evaluator: _____

 UM The University of Mindanao	<h2 style="margin:0;">PROFESSIONAL SCHOOLS</h2> [] Main [] Branch _____
VALIDATION SHEET FOR RESEARCH QUESTIONNAIRE	

Name of Evaluator : **ANDRE A. CARDENAS JR.**

Degree : **MASTER IN CRIMINAL JUSTICE**

Position : **FACULTY, HOLY CHILD CENTRAL COLLEGES, INC.**

Number of Years of Teaching : _____

To the Evaluator : _____

Points of Equivalent : _____

Please check the appropriate box for your ratings

5 - Excellent	2 - Fair
4 - Very Good	1 - Poor
3 - Good	

ITEMS	5	4	3	2	1
1. Clarity of Directions and Items The vocabulary level, language, structure and conceptual level of questions suit the level of participants. The directions and the items are written in a clear and simple language.		/			
2. Presentation and Organization of Items The items are presented and organized in logical manner.		/			
3. Suitability of Items The Item is appropriate and represents the substance of the research. The questions are designed to determine the conditions, knowledge, perception and attitudes that are supposed to be measured.	/				
4. Adequateness of Items per Category or Indicator The items represent the coverage of research adequately. The questions per area category are adequate representations of all the questions needed for research.	/				
5. Attainment of Purpose The instrument fulfills the objectives for which it was constructed.		/			
6. Objectivity Each item questions only one specific answer or measures only one behavior and no aspect of the questionnaire is a suggestion of the researcher.	/				
7. Scale and Evaluation Rating Scale The scale adapted is appropriate for the items.	/				

Title of Approved Research: **TRAIT EMOTIONAL INTELLIGENCE, ANGER MANAGEMENT AND PROFESSIONALISM OF POLICE OFFICERS**

Name of Researcher: **JAY MHAR P ESQUIBEL**

Research Adviser: **NESTOR C. NABE, PhD.**

Date of Evaluation of the Questionnaire: **March 25, 2021**

Remarks of the Evaluator: _____


ANDRE A CARDENAS JR, MCJ
 Signature Above Printed Name

APPENDIX C
LETTER TO THE VALIDATORS



LETTER TO THE VALIDATORS

Joel B. Tan, PhD.

Carmelita V. Chavez, PhD.

William A. Revisa, PhD.

Roberto R. Magbojos, PhD.

Dear Validators,

The undersigned would like to request your approval to be one of the evaluators in the research study entitled "Trait Emotional Intelligence, Anger Management, and Professionalism of Police Officers" as a requirement for the degree of Master of Science in Criminal Justice. Undoubtedly, your expertise would make the instrument rich and substantive in content.

Attached to this request are the actual print-out of the interview guide, research objectives, population and sample of the study. Your comments and suggestions will be a great help in the realization of this study.

I am looking forward to your favorable response to this request.
Thank you and God bless.

Sincerely,



JAY MHAR P ESQUIBEL
Researcher

Noted by:



NESTOR C. NABE, PhD
Adviser

Rev. # 0/ Effectivity: July 14, 2020

APPENDIX D
SUMMARY OF THE RATINGS OF EXPERT AS TO THE VALIDITY OF THE
QUESTIONNAIRES

SUMMARY OF RATINGS

Validators	Rating	Equivalent
Carmelita B Chavez, Ph.D	4.0	Very Good
William A Revisa, PH.D	3.71	Good
Roberto R. Magbojos, Ph.D	4.14	Very Good
Joel B Tan, Ph.D	4.71	Very Good
Andre A Cardenas, MSCJ	4.57	Very Good
Overall	4.22	Very Good

APPENDIX E STATISTICAL TABLES

Table 1 Level of Trait Emotional Intelligence

Indicators	\bar{x}	SD	Descriptive Level
Expression and recognition of emotions	3.05	.293	moderate
Control of emotions	2.71	.441	moderate
Use of emotion for facilitating thinking	3.21	.294	moderate
Caring and empathy	3.64	.436	moderate
Overall	3.15	.164	moderate

Table 2 Extent of Anger Management

Indicators	\bar{x}	SD	Descriptive Level
Escalating techniques	2.88	.476	Moderate
Negative attribution	2.55	.954	Low
Self-awareness	3.86	.821	High
Calming strategies	4.03	.821	High
Overall	3.33	.499	Moderate

Table 3 Level of Professionalism

Indicators	\bar{x}	SD	Descriptive Level
Using the professional organization as a major referent	4.31	.678	Very high
Belief in public service	4.47	.606	Very high
Belief in self-regulation	4.62	.486	Very high
Sense of calling to the field	4.11	.821	High
Autonomy	4.42	.494	Very high
Overall	4.38	.427	Very high

Table 4 Correlation Analysis Showing the Significance of the Relationship between Indicators of Emotional Trait Intelligence and Professionalism

Professionalism	Trait Emotional Intelligence				
	Expression and Recognition	Control	Use for Facilitating Thinking	Caring and Empathy	Overall
Using the professional Organization as a major referent	.022	-.321**	.251**	.559**	.277**
Belief in public service	.701	.000	.000	.000	.000
Belief in self-regulation	.032	-.309**	.141*	.504**	.205**
	.580	.000	.015	.000	.000
Sense of calling to the field	.073	-.283**	.248**	.509**	.291**
	.211	.000	.000	.000	.000
Autonomy	.076	-.323**	.290**	.589**	.338**
	.195	.000	.000	.000	.000
Overall	.118*	-.302**	.300**	.459**	.289**
	.042	.000	.000	.000	.000
Overall	.073	-.353**	.280**	.601**	.320**
	.211	.000	.000	.000	.000

** $p < 0.01$

* $p < 0.05$

Table 5 Correlation Analysis Showing the Significance of the Relationship between Indicators of Anger Management and Professionalism

Anger Management					
Professionalism	Escalating Strategies	Negative Attribution	Self-Awareness	Calming Strategies	Overall
Using the professional organization as a major referent	.088	.033	.720**	.748**	.641**
	.130	.566	.000	.000	.000
Belief in public service	-.006	-.075	.653**	.699**	.519**
	.912	.199	.000	.000	.000
Belief in self-regulation	.161**	.103	.549**	.555**	.542**
	.006	.076	.000	.000	.000
Sense of calling to the field	-.031	-.070	.670**	.687**	.517**
	.593	.230	.000	.000	.000
Autonomy	.104	.105	.475**	.465**	.461**
	.075	.073	.000	.000	.000
Overall	.071	.020	.706**	.726**	.615**
	.226	.733	.000	.000	.000

** $p < 0.01$

* $p < 0.05$

Table 6 Regression Analysis Showing the Significance of the Indicators of Trait Emotional Intelligence and Anger Management on Overall Professionalism

	B	S.E.	β	t	Sig.
(Constant)	-.368	.505		-.729	.467
Expression and recognition of emotions	.121	.084	.054	1.437	.152 ^{ns}
Control of emotions	-.086	.061	-.057	-1.402	.162 ^{ns}
Use of emotion for facilitating thinking	.179	.089	.080	2.014	.045*
Caring and empathy	.286	.073	.189	3.938	.000**
Escalating techniques	.081	.088	.058	.918	.359 ^{ns}
Negative attribution	.044	.043	.064	1.035	.302 ^{ns}
Self-awareness	.171	.055	.213	3.105	.002**
Calming strategies	.343	.055	.427	6.273	.000**

F = 59.878

Sig. = 0.000

R² = 0.625

ΔR^2 = 0.615

**APPENDIX F
LETTER OF PERMISSION TO CONDUCT STUDY**



Professional Schools
Ground Floor, PS Building
Matina, Davao City
Telephone: (082)305-0645 Local 189

December 9, 2021

RECEIVED GRD, PRO 11
NUP Villota, Jr.
Date: 12-29-21 19:10 AM

PBGEN FILMORE B. ESCOBAL
Regional Director
Police Regional Office 11
Camp Sgt. Quintin M Mercialdo, Buhangin, Davao City

DEC 31 2021
APPROVED / DISAPPROVED
FILMORE B. ESCOBAL
Police Brigadier General
Regional Director

Dear Sir:

The undersigned is currently working on his thesis entitled, "**Trait emotional intelligence, anger management and professionalism of Police officers.**"

In this regard, the researcher would like to request your approval to conduct the study in your area of responsibility. Rest assured that the confidentiality of the data collected will be an utmost priority. Attached herewith is the sample of the survey questionnaire that reflects the topics and questions to be discussed.

Looking forward to your favorable response on this request.

Respectfully yours,

JAY MHAR P. ESQUIBEL
Researcher

09504857783
jaymhar.esquibel@hcdc.edu.ph

NESTOR C. NABE, PhD.
Research Adviser

Noted by:

EUGENIO S. GUHAO, JR., DM
Dean

APPENDIX G INFORM CONSENT FORM



University of Mindanao
Informed Consent Form (ICF)

University of Mindanao Ethics Review Committee
Matina, Davao City

Informed Consent Form for Trait Emotional Intelligence, Anger Management, and Professionalism of Police Officers

Name of the Researcher(s) JAY MHAR P ESQUIBEL
Institution: _____

INTRODUCTION

You are invited to participate in a research study conducted by JAY MHAR P ESQUIBEL, at the University of Mindanao, because you fit the inclusion criteria for informants of our study.

Your participation is completely voluntary. Please read the information below, and ask questions about anything you do not understand, before deciding whether to participate. Please take as much time as you need to read the consent form. You may also decide to discuss participation with your family or friends.

If you decide to participate, you will be asked to sign this form. You will be given a copy of this form.

PURPOSE OF THE STUDY

This study aims to predict if there is significant relationship between trait emotional intelligence and professionalism of police officers in Davao City.

STUDY PROCEDURES

If you volunteer to participate in this study, you will be asked to participate by answering the survey questionnaire which you can finish in less than 30 minutes.

POTENTIAL RISKS AND DISCOMFORTS

You may feel discomfort during the course of the interview because of the sensitive nature of the topic being studied. You may opt not to answer questions which make you feel any psychological or emotional distress or you can withdraw as a participant of the study if you feel that you cannot discuss the information that is asked of you. The researchers value your participation and will place your welfare as their highest priority during the course of the study.

POTENTIAL BENEFITS TO PARTICIPANTS AND/OR TO SOCIETY

This study can generate relevant information which can be useful to public and private administrators, human resource managers, and policy-makers. The results, discussions, and findings from this study can spark evidence-based information which can be used by government agencies such as coming up with suitable programs and plans in order to address the issue on professionalism among police officers.

CONFIDENTIALITY

We will keep your records for this study confidential as far as permitted by law. Any identifiable information obtained in connection with this study will remain confidential, except if necessary to protect your rights or welfare. This certificate means that the researcher can resist the release of information about your participation to people who are not connected with the study. When the results of the research are published or discussed in conferences, no identifiable information will be used.



University of Mindanao
Informed Consent Form (ICF)

PARTICIPATION AND WITHDRAWAL

Your participation is voluntary. Your refusal to participate will involve no penalty or loss of benefits to which you are otherwise entitled. You may withdraw your consent at any time and discontinue participation without penalty. You are not waiving any legal claims, rights or remedies because of your participation in this research study.

INVESTIGATOR'S CONTACT INFORMATION

If you have any questions or concerns about the research, please feel free to contact the researcher at Davao City through telephone number 082-392-0224 or mobile number 0950-485-7783 or through email at jaymharesquibel607@gmail.com; or if you need to see him, he can be located at the Guerrero Street, Brgy 24-C, Poblacion, Davao City, Davao Del Sur

RIGHTS OF RESEARCH PARTICIPANT

If you have questions, concerns, or complaints about your right as a research participant or the research in general and are unable to contact the research team, or if you want to talk to someone independent of the research team, please contact the University of Mindanao Professional Schools at 305-06-45

RESEARCH PARTICIPANT'S CONSENT

I have read the information provided above. I have been given a chance to ask questions. My questions have been answered to my satisfaction, and I agree to participate in this study. I have been given a copy of this form. I can withdraw my consent at any time and discontinue participation without penalty.

P/cpl. [Signature]
Signature above Printed Name of Participant

August 24, 2021
Date Signed

To be accomplished by the Researcher Obtaining Consent:

I have explained the research to the participant and answered all of his/her questions. I believe that he/she understands the information described in this document and freely consents to participate.

Jay Mhar [Signature] Esquivel
Name of Person Obtaining Consent

August 24, 2021
Date Signed

APPENDIX H ENDORSEMENT LETTER




Professional Schools
PS Building, Matina Campus
Matina, Davao City

June 1, 2024

ENDORSEMENT FOR QUALITY CONTROL

This endorsement affirms that the manuscript of **JAY MHAR P. ESQUIBEL**, MSCJ student, entitled **TRAIT EMOTIONAL INTELLIGENCE, ANGER MANAGEMENT, AND PROFESSIONALISM OF POLICE OFFICERS.**

has undergone a thorough quality check following the guidelines outlined in the PS IMRAD Research Guidelines and Minutes of Final Defense. It has adhered to the recommendations and comments provided during the Final Defense.


NESTOR C. NABE, PhD
Adviser

|

APPENDIX I TURNITIN (PLAGIARISM CHECKER) RESULT



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Submission author: Research Office
Assignment title: Theses and dissertations
Submission title: TRAIT EMOTIONAL INTELLIGENCE, ANGER MANAGEMENT, A...
File name: ESQUIBEL_FOR_TURNITIN.docx
File size: 92.2K
Page count: 26
Word count: 5,389
Character count: 31,705
Submission date: 14-May-2024 01:09PM (UTC+0800)
Submission ID: 2374833451



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APPENDIX J UMERC COMPLIANCE CERTIFICATE




ETHICS REVIEW COMMITTEE (UMERC)

Ground Floor, Professional Schools Building
 Ma-a Matina Campus, Davao City
 Telephone: (082)305-0640 local 189
umethicsreviewer@umindanao.edu.ph

FORM 2.6 Certificate of Approval

Date August 6, 2021

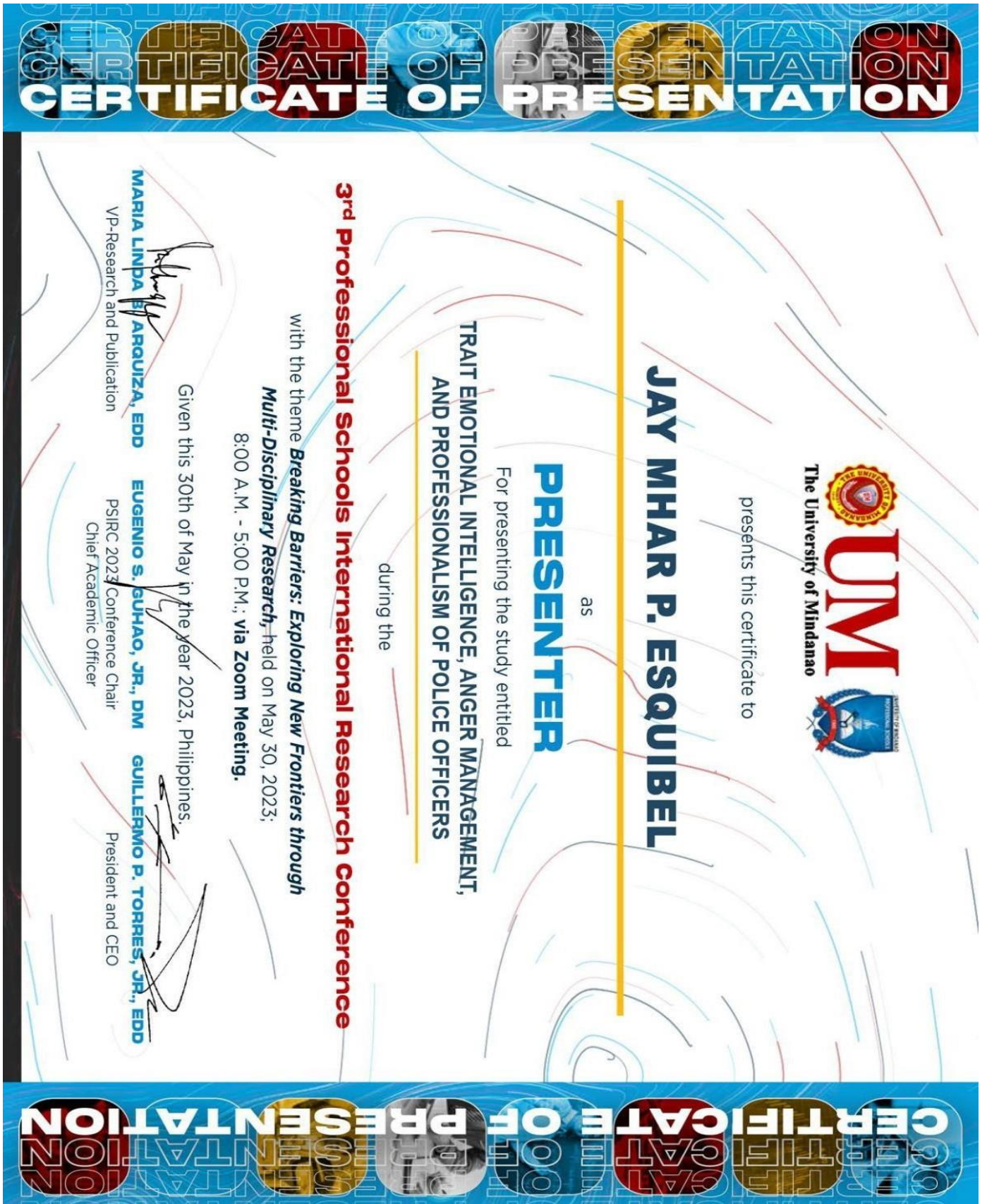
This is to certify that the following protocol and related documents have been granted approval by the **University of Mindanao Ethics Review Committee** for implementation.

UMERC Protocol No.	UMERC-2021-199	Sponsor Protocol No	N/A
Principal Investigator/s	JAY MHAR P. ESQUIBEL	Sponsor	N/A
Title	TRAIT EMOTIONAL INTELLIGENCE, ANGER MANAGEMENT AND PROFESSIONALISM OF POLICE OFFICERS		
Protocol Version No.	2	Version Date	August 3, 2021
ICF Version No.	1	Version Date	July 12, 2021
Other documents	N/A		
Members of research team	N/A		
Study sites	Davao region		
Type of review	<input checked="" type="checkbox"/> Expedited <input type="checkbox"/> Full board	Duration of Approval From August 2021 To December 2021	Approved Meeting date: August 5, 2021
UMERC Chairperson	Signature	Date	
NORMELIZA MORALES, Ph.D.		August 6, 2021	


Investigator Responsibilities after Approval:

- Submit document amendments for UMERC approval before implementing them
- Submit SAE and SUSAR reports to the UMERC
- Submit progress report every ____ months
- Submit final report after completion of protocol procedures at the study site
- Report protocol deviation/ violation
- Comply with all relevant international and national guidelines and regulations
- Abide by the principles of good clinical practice and ethical research

**APPENDIX K
PUBLIC FORUM CERTIFICATE**



CERTIFICATE OF PRESENTATION


The University of Mindanao  presents this certificate to


JAY MHAR P. ESQUIBEL
as
PRESENTER


For presenting the study entitled
**TRAIT EMOTIONAL INTELLIGENCE, ANGER MANAGEMENT,
AND PROFESSIONALISM OF POLICE OFFICERS**
during the

3rd Professional Schools International Research Conference
with the theme *Breaking Barriers: Exploring New Frontiers through
Multi-Disciplinary Research*, held on May 30, 2023;
8:00 A.M. - 5:00 P.M.; via Zoom Meeting.

Given this 30th of May in the year 2023, Philippines:


MARIA LINDA B. ARQUIZA, EDD VP-Research and Publication


EUGENIO S. GUHAO, JR., DM PSIRC 2023 Conference Chair
Chief Academic Officer


GUILLELMO P. TORRES, JR., EDD President and CEO

CERTIFICATE OF PRESENTATION

APPENDIX L GRAMMARLY REPORT



Report: ESQUIBEL 5

ESQUIBEL 5

by Jerlyn Balones

General metrics

38,304	5,368	362	21 min 28 sec	41 min 17 sec
characters	words	sentences	reading time	speaking time

Score



This text scores better than 99% of all texts checked by Grammarly

Writing Issues

28		28
Issues left	Critical	Advanced

Plagiarism

This text hasn't been checked for plagiarism

APPENDIX M
EDITORS CERTIFICATION



Professional Schools
Ground Floor, PS Building
Matina, Davao City
Telephone: (082) 297-6115

CERTIFICATION

To Whom It May Concern:

This is to certify that the manuscript of **Jay Mhar Esquibel** entitled, “**TRAIT INTELLIGENCE, ANGER MANAGEMENT, AND PROFESSIONALISM OF POLICE OFFICERS**” has been checked and edited by the undersigned in accordance with the standard mechanics, format, spacing, and references set by the university.

This certification is issued on May 30, 2024.


JERLYN G. BALONES, PhD
Reader