

THE ETHICS POSITION OF POLICE OFFICERS
OF UBAY BOHOL

College of Technology and Allied Sciences
BOHOL ISLAND STATE UNIVERSITY
Zamora, Bilar, Bohol

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June 2022

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**A Thesis
Presented to the Faculty of the
College of Technology and Allied Sciences
BOHOL ISLAND STATE UNIVERSITY
Zamora, Bilar, Bohol**

**In Partial Fulfillment of the
Requirements for the Degree of Bachelor of
Science in Office Administration**

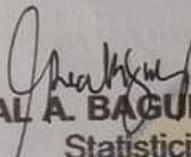
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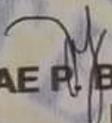
June 2022

APPROVAL SHEET

This thesis entitled "THE ETHICS POSITION OF POLICE OFFICERS OF UBAY BOHOL" prepared and submitted by **Cristy R. Butlig, Leizel Bigcas, Aura A. Bulaga and Iris A. Bulaga** in partial fulfilment of the requirements for the degree Bachelor of Science in Office Administration has been examined and recommended for acceptance and approval for oral defense.

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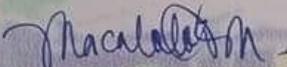

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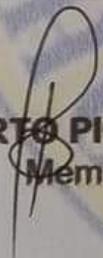

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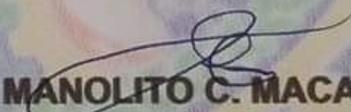

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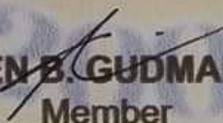
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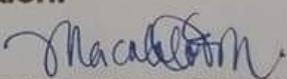

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ABSTRACT

The main objective of this study was to determine the ethics position of police officers of Ubay Bohol. Specifically, the study sought to answer the demographic profile of the personnel, the ethical ideology based on two dimensions: idealism and relativism and if there were predictor of ethical ideologies across the profile variables of the respondents. This research utilized the descriptive method to elicit responses on aspects pertinent to the study. The main tool in gathering the data was through the used of questionnaires. The research respondents were the employed 35 police officers of Ubay Bohol. The researchers deployed the primary used of Forsyth's Ethics Position Questionnaire that established the ethics position of the respondents based on the following dimensions: idealism and relativism. In the conduct of the study, the researchers secured a letter of permission for the Municipal Mayor and permit from the chief of Police. The result revealed that among the variables, only age can predict the ethical ideology of the respondents. In the degree of ethical ideology, the results showed that all of the respondents are situationist. It has been found by the researchers how people differ in their ethical ideologies and how it affects their decision-making process. This gives us insight into why people react differently in different situations and what to expect of them in different scenarios. It helps in understanding human nature in better way and will act as an important tool in controlling the organization.

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Chapter 1

THE PROBLEM AND ITS SCOPE

Rationale

Ethics position is the link between the moral values and moral behavior. The ethical behavior in the workplace is expected to be influenced by individual differences in moral judgment, which further depends upon the ethical position (idealism and relativism) of individual. It is interesting to explore how individuals' ethical positions will influence their ethical judgments and affect the various aspect of organizational outcomes.

Ethics is essential because it defines what is wrong and right and it can affect how people make decisions and lead their lives. When considering to the importance of ethics in Law Enforcement, ethics is extremely important because the public puts their trust into law enforcement agencies to be able to perform their jobs in a responsible, ethical and effective way. This is essential to effective crime control and policing communities. Ethics play a huge role in a police officer's line of work. Since police are given such a high degree of trust and authority, it can unfortunately be very easy for an officer to fall into some unethical acts.

In addition, every individual has a different level of idealism and relativism that creates differences in their perception of ethics and thus their ethical behavior in an organization. Idealism refers to the extent to which one considers that ethical behavior will lead only to positive results, while relativism refers to the

degree to which individual also do not base their personal moral philosophies on universal ethical rules (Forsyth, 1980; MacNab et al., 2011).

The police officers of Ubay Bohol have their own knowledge of their ethics position, it will be easier to evaluate their actions. Thus, can render good service to the community effectively. This study is relevant to the course Bachelor of Science in Office Administration (BSOA) as they can be a future educator in public sector. When it comes to public sector, strong ethics are very essential as it helps them well-informed and ready to face all the ethical dilemmas and give them the knowledge to act ethically. In facing challenges within the organization, it is important to know how to handle any situations and how to maximize the efforts as part of the team and also how to serve as leaders when the need arises to further the goals they share with their communities.

The researchers know that there are ethical issues might involve like officer's off-duty life, upholding the law and your rights, using necessary force, acting impartially and profiling. This prompted the researchers to conduct a study on ethics position of police officers of Ubay, Bohol. The results of this study will serve as bases for recommendation.

Literature Background

In order to gain sufficient bases for this study, the researchers considered various theories that support the study:

The Ethics Position Theory (EPT) maintains that individuals' personal moral philosophies influence their judgments, actions, and emotions in ethically intense situations. The theory, when describing these moral viewpoints, stresses two dimensions: idealism which concerns for benign outcomes and relativism which skepticism which regards to inviolate or objective moral principles (Forsyth et al, 2008). Ethics Position Theory also posits four dimensions: situationists, subjectivist, absolutists and exceptionists. Situationists means individuals are highly relativistic and highly idealistic; they feel that people should strive to produce the best consequences possible, but that moral rules cannot be applied across all situations. Subjectivist is like situationists, reject moral rules, but they recognize that negative consequences are sometimes avoidable. Absolutists are also idealistic; they approve of actions that yield many positive, desirable consequences. Exceptionists also endorse the value of moral principles, but their low idealism prompts them to pragmatically balance the positive consequences of an action against the negative consequences of an action.

In order to gain relevant bases for this study, the researchers consider various legal bases to strengthen the importance of the study:

Republic Act No. 6713 also known as "Code of Conduct and Ethical Standards for Public Officials and Employees". (Section 2), Declaration of Policy,

It is the policy of the State to promote a high standard of ethics in public service. Public officials and employees shall at all times be accountable to the people and shall discharge their duties with utmost responsibility, integrity, competence and loyalty, act with patriotism and justice, lead modest lives, and uphold public interest over personal interest.

The following researches were very helpful in having a better knowledge and understanding to our study:

The method used in ethics is human reason and is based on human experiences. Through the use of rational faculty of man, the basic principles of ethics are derived from ordinary experience and applied to the multiplicity of human acts which can be performed. Ethics does not result in a set of specific rules for human behavior, but in general principles to be applied in practical situations (EPH Research Staff, 2005).

Ethics can be considered in a variety of ways: as a set of ethical codes, as a decision-making model, or as a set of ideal principles. For example, many ethical codes rest on the following principles: respect for autonomy, non-maleficence, beneficence, justice, fidelity and veracity. The difficulty with any set of ethics based on principles is that principles can "collide" as an ethical dilemma (Altmaier, 2008).

Pedro, Jose (2009) examined the attitudes of Portuguese chartered accountants with respect to questions of ethical nature that can arise in their professional activity. Based on the idealism and relativism levels of respondents,

they were classified into one of four groups, representing different ethical ideologies (absolutism, exceptionism, subjectivism and situationism). The result indicated that age was the major determinant of relativism. Contrary to previous research, older respondents revealed themselves significantly stricter judgments; against expectations.

Vij et al. (2010) conducted study to explore the ethical orientation of managers of insurance industry in India. The study tested the validity and reliability of Ethical Position Questionnaire (EPQ) in the Indian context. In this study, it was found that as managers grow older, they place less emphasis on self interest and exhibit a greater concern for the welfare of others. It implied that ethical behaviour of insurance managers improves with age and maturity.

Parsons (2008) expresses her questions on the role of ethical set of laws: are these guidelines for the minimum standard of acceptable behavior below which a practitioner could presumably be censured by the organization, or are they merely a set of articulated ideals towards which we, as members of that organization, ought to strive, presumably falling short from time to time? But she suggested that sound ethical approaches can be deployed. An example approach is what many people refer to as rule-based ethics. This approach to making decisions suggests that being ethical is a matter of accepting that as individual human beings we have a duty to do certain things.

On the other hand, ethical principles provide frame work for moral character development. This is manifested through the Integrative Ethical

Education model. This model according to Narvaez (2006) outlines an intentional, holistic, comprehensive, empirically derived approach to moral character education (Narvaez, 2006).

The following relevant studies are presented as bases for the conduct of this study:

In the study done in Singapore by Chye (2004) entitled, "Organizational Ethics and Employee Satisfaction" which examined the relationship between organizational ethics and organizational outcomes based on justice theory and re-cognitive and dissonance theory. The results obtained from decision trees indicate that organizational leaders can use organizational ethics as a means to generate favorable organizational outcomes. Further the results indicate there is significant and positive links between ethical behavior and career success within the organization and job satisfaction also the findings reveal that there is association between ethics and organizational commitment. Implication of the findings is that management support for ethical behavior and the association between ethical behavior and career success can be influenced by top managers in the organizations. The above implication of the findings is that organizational ethics can be expected to be associated with organizational performance.

In the paper done in Nigeria by Kehinde (2010) entitled, "Effects of Ethical Behaviors on Organization Operations", the researcher describes how many modern organizations are today faced with numerous challenges such as illegal and unethical business practices in a number of business transactions. He

explains how Code of ethics may affect the conducts of employees when they are properly set and adhered. Findings revealed that ethical behavior has effects on the operations of an organization and that good ethical behavior has a positive correlation with organizational outcomes. Suitable policy recommendations were offered which decision makers in business organizations and government functionaries will find highly useful. This paper reflects the theme of this study on the facts that it explores the ethical conducts of employees and their consequences on the performance of an organization.

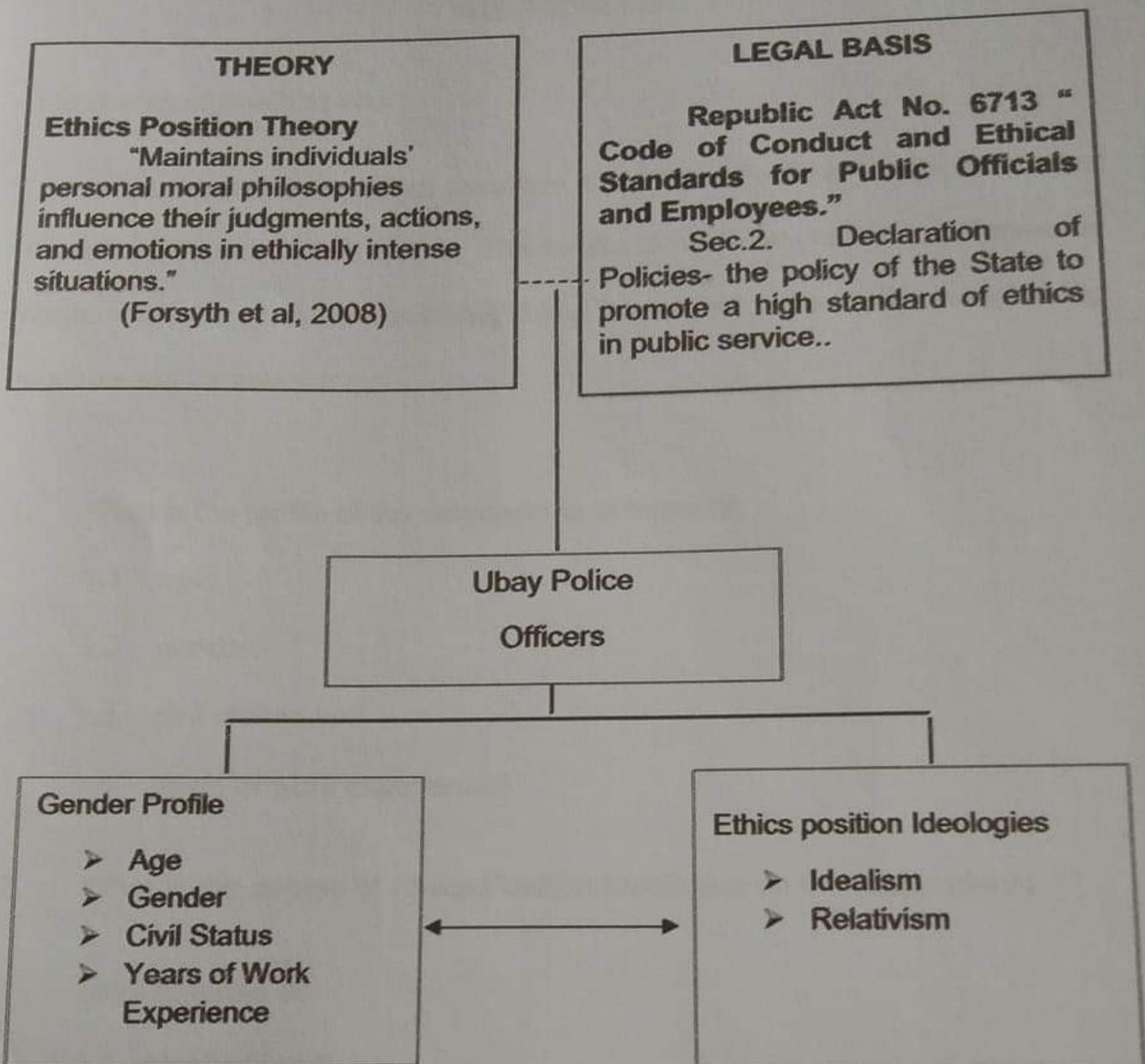


Figure 1. Conceptual and Theoretical Framework of the Study

THE PROBLEM

Statement of the Problem

This research aimed to ascertain the Ethics Position Ideologies of the Personnel of Ubay Police Station. The results of which would serve as bases for remediation. To attain a clearer insight into the subject under study, the following inquiries are formulated:

1. What is the profile of the respondents in terms of:
 - 1.1 age;
 - 1.2 gender;
 - 1.3 civil status; and
 - 1.4 years of work experience?

2. What is the degree of Ethics Position Ideologies do the respondents have in terms of:
 - 2.1 idealism; and
 - 2.2 relativism

3. Is the profile variables a predictor of the ethical ideologies of the respondents?

Null Hypothesis

The profile variables was not a predictor of the ethical ideologies of the respondents.

Significance of the Study

The researchers believe that this study would be beneficial to the following entities:

Police Personnel. The police personnel in the area would greatly benefit from this study as it might provide them some insights on how their ethical position affects in the workplace.

PNP Management. The study would help the management improve their moral philosophy on or off duty. Members of the police force could be able to initiate development programs involving the image of the police taking into consideration of the future recommendation of this study which might help them in improving the policing system they had implemented.

Local Government Unit. The government officials might draft a policy development program in improving the ethical position of every employee by taking into consideration of the further results of the study.

Bohol Island State University (BISU). The result of this study would be a great help to all BISUANS as it could be a basis for the student to get further information about their future studies.

Management. Management on a certain institution might also benefit from this study as this gives them some insights in planning and in enhancing positive conducts in the workplace. Recognizing moral ideologies in the workplace would mirror a morally upright human resource managers and effective virtue-laden

employees. In addition, the study would provide managers with certain bases for improving its clienteles' moral wellbeing.

Community. The community would be indirectly benefited from this research. The researcher believes that a quality education and strengthened moral consciousness in both private and government institutions might result in a quality graduate, quality manpower, and responsible citizenry. Therefore, any form of improvements in the private and government institutions would ultimately benefit the community as a whole.

Future Researchers. From the results of the study, future researchers would be given insights regarding the value of moral education, values formation and human relation. Furthermore, it might serve as basis for more in-depth research.

RESEARCH METHODOLOGY

Design

This research utilized the descriptive method to elicit responses on aspects pertinent to the study. The main tool in the gathering of data is through the use of questionnaires. A simple statistical tool was used to ascertain the ethics position. The profile variables include are: age, gender, civil status and years of work experience.

Environment and Participants

Municipality of Ubay is a first-class municipality in the province of Bohol. According to the 2020 census, it has a population of 81,799 people. The Police Station of Ubay is located at Fatima, Ubay, Bohol.

The research respondents were the 35 police officers of Ubay Police Station. Complete enumeration was employed.

Instrument

In the conduct of descriptive survey, the researchers deployed the primary use of Forsyth's Ethics Position Questionnaire. The Ethics Position Questionnaire (EPQ) established the ethics position of the respondents based on the following dimensions: Idealism and Relativism.

Donelson R. Forsyth developed the Ethics Position Questionnaire (EPQ) to assess personal moral philosophy. It asks individual to indicate their

acceptance of items that vary in terms of relativism and idealism. The first ten items out of twenty items of EPQ measures the idealism of the respondents. While item eleven to twenty measures the relativism personality trait of the respondents.

Procedure

In the conduct of the study, the researchers secured a letter of permission for the Municipal Mayor of Ubay and a permit from the chief of Police. The questionnaire was personally fielded by the researchers to the respondents. After a certain period, the researchers retrieved the answered questionnaires.

Statistical Treatment

In gathering the data of this study, to describe the degree of ethical position based on two dimensions of the respondents, the weighted mean was used.

$$M_w = \frac{\sum fx}{n}$$

Where:

M_w = is the weighted mean

\sum = is the Summation Symbol

f = is the frequency

x = number of rating response

n = is the total number of cases

The profile of the police officers were summarized using percentages which was computed as follows:

$$p = \frac{f}{n}, \quad f = \text{frequency counts}$$

Where :

P= percentage

f= frequency of the responses

n= number of Cases

Moreover, multiple regression formula was used to determine the predictor of the Police Personnel across their profile variables.

$$r = \frac{\sum XY - \frac{(\sum X)(\sum Y)}{n}}{\sqrt{(\sum X^2 - \frac{(\sum X)^2}{n})(\sum Y^2 - \frac{(\sum Y)^2}{n})}}$$

DEFINITION OF TERMS

Absolutist. They prove of actions that yield many positive, desirable consequences.

Ethics. Ethics refers to the branch of philosophy that deals with the study of morality. It is a philosophical study of human acts.

Ethics Position. This refers to the link between the moral values and moral behavior. In this study, Ethics Position refers to the personal ethics belief of the respondents based on the two dimensions: Idealism and Relativism.

Idealism. Refers to the extent to which one considers that ethical behavior will lead only to positive results.

Relativism. Refers to the degree to which individual also do not base their personal moral philosophies on universal ethical rules.

Ethics Position Questionnaire (EPQ). Is an instrument developed by Donelson R. Forsyth. The instrument is introduced as a means of classifying the respondents based on their ethical orientation.

Ethics Position Theory. Also posits that among the two ideologies, idealism and relativism, four dimensions can be drawn: Situationists, Subjectivists, Absolutists and Exceptionists.

Exceptionists. Endorse the value of moral principles but their low idealism prompts them to pragmatically balance the positive consequences.

Situationists. People should strive to produce the best consequences possible but that moral rules cannot be applied across all situations.

Subjectivists. Reject moral rules but recognize that negative consequences are sometimes avoidable.

Respondents. Police officers from Ubay Bohol.

CHAPTER 2

PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

This chapter encloses the presentation, analysis and interpretation of data gathered and collected from the retrieved questionnaire.

The data of the study were taken from the results on the inquiry that was made to determine the profile of the respondents in terms of (age, gender, civil status, years of work experience), the degree of ethics position ideologies in terms of idealism and relativisms and to determine if there is a significant relationship between the ethical ideologies and the profile variables of the respondents.

Table 1 presents the profile of the respondents in terms of age, gender, civil status and years of work experience in Ubay Bohol.

Age: Count of personnel revealed that 8 or 22.9% of their age is ranged from 41-45 years old. 1 or 2.9% of them are in the age bracket of 51-55 years old.

Civil Status: The study revealed that there are 19 or 54.3% respondents who are married. 16 or 45.7% are single.

Gender: The result presented that there are 24 or 68.6% respondents who are male and 11 or 31.4% of them are females.

Years of Work Experience: The study revealed that there are 13 or 37.1% respondents had 6-10 years of work experienced. 3 or 8.6% was 16-20 years of work experienced.

Table 1
Profile of the Respondents
N= 35

Respondents Profile	Frequency	Percentage
Age		
21-25 years old	5	14.3
26-30 years old	7	20.0
31-35 years old	4	11.4
36-40 years old	4	17.1
41-45 years old	6	22.9
46-50 years old	8	11.4
51-55 years old	4	2.9
Total	35	100
Civil Status		
Single	16	45.7
Married	19	54.3
Total	35	100
Gender		
Female	11	31.4
Male	24	68.6
Total	35	100
Years of Work Experience		
1-5 years	12	34.3
6-10 years	13	37.1
11-15 years	7	20.0
16-20 years	3	8.6
Total	35	100

Table 2 showed the idealism score of the respondents have an overall weighted mean of 7.73. The item "The dignity and welfare of the people should be the most important concern in any society" has the highest weighted mean score of 8.57 described as largely agree. While item "It is never necessary to sacrifice the welfare of others" has the lowest weighted mean score of 6.66 described as moderately agree.

Table 2
Ethical Ideology of the Respondents in terms of Idealism
N=35

Statements	Weighted Mean	Verbal Interpretation
1. People should make certain that their actions never intentionally harm another even to a small degree.	7.40	Completely Agree
2. Risks to another should never be tolerated, respective of how small the risks might be.	7.86	Completely Agree
3. The existence of potential harm to others is always wrong, irrespective of the benefits to be gained.	7.29	Completely Agree
4. One should never psychologically or physically harm another person.	8.26	Largely Agree
5. One should not perform an action which might in any way threaten the dignity and welfare of another individual.	8.37	Largely Agree
6. If an action could harm an innocent another, then it should not be done.	8.34	Largely Agree
7. Deciding whether or not to perform an act by balancing the positive consequences of the act against the negative consequences of the act is immoral.	6.86	Moderately Agree
8. The dignity and welfare of the people should be the most important concern in any society.	8.57	Largely Agree
9. It is never necessary to sacrifice the welfare of others.	6.66	Moderately Agree
10. Moral behaviors are actions that closely match ideals of the most "perfect" action.	7.71	Completely Agree
Total Weighted Mean	7.73	Completely Agree

Legend:

9 - 8.13-9.00	Largely Agree	4 - 3.68-5.46	Slightly Disagree
8 - 7.24-8.12	Completely Agree	3 - 2.78-3.67	Moderately Disagree
7 - 6.35-7.23	Moderately Agree	2 - 1.89-2.77	Completely Disagree
6 - 5.46-6.34	Slightly Agree	1 - 1.00-1.88	Largely Disagree
5 - 4.57-5.45	Neither Agree nor Disagree		

Table 3 showed the relativism score of respondents have an overall weighted mean of 7.53. The item "Whether a lie is judged to be moral or immoral depends upon the circumstances surrounding the action" has the highest weighted mean score of 8.29 described as largely agree.

Table 3
Ethical Ideology of the Respondents in terms of Relativism
N=35

Statements	Weighted Mean	Verbal Interpretation
11. There are no ethical principles that are so important that they should be a part of any code of ethics.	7.40	Completely Agree
12. What is ethical varies from one situation and society to another.	7.86	Completely Agree
13. Moral's standards should be seen as being individualistic; what one person consider to be moral maybe judged to be immoral by another person.	7.29	Completely Agree
14. Different types of morality cannot be compared "rightness".	8.26	Largely Agree
15. Question of what is ethical to everyone can never be resolved since what is moral or immoral is up to individual.	8.37	Largely Agree
16. Moral standards are simply personal rules that indicate how a person should behave, and are not be applied in making judgments of others.	8.34	Largely Agree
17. Ethical consideration in interpersonal relations are so complex that individual should be allowed to formulate their own individual codes.	6.86	Moderately Agree
18. Rigidly codifying an ethical position that prevents certain types of actions could stand in the way of better human relation and adjustment.	8.57	Largely Agree
19. No rule concerning lying can be formulated; whether a lie is permissible or not permissible totally depends upon the situations.	6.66	Moderately Agree
20. Whether a lie is judged to be moral or immoral depends upon the circumstance's surroundings the action.	7.71	Completely Agree
Total Weighted Mean	7.73	Completely Agree

Legend:

9 - 8.13-9.00	Largely Agree	4 - 3.68-5.46	Slightly Disagree
8 - 7.24-8.12	Completely Agree	3 - 2.78-3.67	Moderately Disagree
7 - 6.35-7.23	Moderately Agree	2 - 1.89-2.77	Completely Disagree
6 - 5.46-6.34	Slightly Agree	1 - 1.00-1.88	Largely Disagree
5 - 4.57-5.45	Neither Agree nor Disagree		

Table 4 illustrates that all of the respondents are 100% situationists (high idealism, high relativism) which means they feel that people should strive to produce the best consequences possible, but that moral rules cannot be applied across all situations.

Table 4
Ethics Position Classification based on the Two Dimensions: Idealism and Relativism

	Low Relativism	High Relativism
High Idealism	Absolutists (none)	Situationists 35 respondents (100%)
Low Idealism	Exceptionists (none)	Subjectivists (none)

Table 5 illustrated the result of regression analysis of ethical ideologies with demographic profile as a predictor comprising age, sex, civil status, and years of work experience. The p values of .004, .548, .386, .182 for age, sex, civil status and years of work experience respectively. It showed that sex, civil status and years of work experience have greater value compared to age where is lesser than the significant level of 0.05. It stated that among the mentioned profile, only age emerged as a predictor of the Ethical Ideologies, given that the p-value of 0.004 which is lesser than 0.05. Thus, the null hypothesis was rejected.

Table 5
Ethical Ideologies and Profile Variables

Predictors	Unstandardized Coefficients		T	P-value
	B	Std. Error		
Constant				
Age	9.194	.754	12.201	.000
Sex	-.067	.012	-3.112	.004
Civil Status	.154	.254	.608	.548
	.072	.082	.879	.386
Years of Work Experience	.053	.039	1.367	.182

However, according to Pedro, Jose (2009) examined the attitudes of Portuguese chartered accountants with respect to questions of ethical nature that can arise in their professional activity. Based on the idealism and relativism levels of respondents, they were classified into one of four groups, representing different ethical ideologies (absolutists, exceptionists, subjectivists, and situationists). The results indicated that age was the major determinant of relativism. Contrary to previous research, older respondents revealed themselves significantly more relativistic than younger ones.

Chapter 3

SUMMARY OF FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS

This chapter presents the summary of findings, conclusions, and recommendations of the study.

Summary of Findings

The main objective of this study was to determine the ethics position in terms of idealism and relativism of Police Officers of Ubay Bohol.

It further aimed to answer the following problems: the degree of ethics position ideologies does the respondents have in terms of idealism and relativism. Particularly, the researchers aimed to determine if there was a significant relationship between ethical ideologies and the profile variables of the respondents. The study made use of descriptive type of questionnaire to gather data. The subjects of this study were the 35 police officers of Ubay Bohol.

After the analysis of the study, the researchers came up with the following findings:

The following findings were based on the data obtained from the survey of demographic profile of the police personnel. Using the gathered data on 35 police personnel, the findings showed that out of 35 respondents, age 41-45 got the highest frequency while 51-55 got the lowest. The findings revealed that there were more males than females, it was also found out that most of the respondents had a 16-20 of work experienced.

Results revealed that the score of respondents in terms of idealism have an overall weighted mean of 7.73 describes as completely agree and in relativism have an overall weighted mean of 7.53 described as completely agree. It also found out that the respondents are more idealistic in terms of ethical ideologies.

As to the predictor of ethical ideologies across profile variables of the respondents, the findings showed that age was the predictor of ethical ideologies. The descriptive statistics revealed that young personnel had highest ethical ideologies than old personnel.

Conclusions

Therefore, it was concluded that the age of the respondents was the predictor of ethical ideologies. It has been found by researchers how people differ in their ethical ideologies and how it affects their decision-making process. This gives insight into why people react differently in different situations and what to expect of them in different scenarios. It helps in understanding human nature in better way and will act as an important tool in controlling the organization.

Recommendations

After a review of the analysis and interpretation of the study, the researchers came up with the following recommendations.

1. The police personnel should maintain good ethics to avoid misconduct in the workplace.

2. The police personnel shall not limit their effectiveness in administrating their organization.
3. The police personnel should build strong relationship towards others.

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October 22, 2021

MARIETTA C. MACALOLOT, Ph. D
Campus Director
Bohol Island State University
Bilar Campus

Dear Madam,

Greetings!

The undersigned Bachelor of Science in Office Administration 4th year students of Bohol Island State University - Bilar Campus will be conducting a research study entitled "The Ethics Position of Police Officers of Ubay Bohol" as per requirements to our course.

We are hoping for your consideration in granting our request.

Thank you!

Very respectfully yours,

CRISTY BUTLIG
Student Researcher

LEIZEL BIGCAS
Student Researcher

AURA BULAGA
Student Researcher

IRIS BULAGA
Student Researcher

Recommending Approval:

ARLEN B. GUDMALIN, Ph.D.
Dean

Noted by:

Approved by:

RENANTE M. AVERGONZADO, Ed.D.
Thesis Adviser

MARIETTA C. MACALOLOT, Ph. D
Campus Director



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October 22, 2021

PMaj RUFO B. POTANE
 Head of Police
 Ubay, Bohol, Philippines

Sir,

Greetings to your good Office!

The undersigned Bachelor of Science in Office Administration 4th year students of Bohol Island State University - Bilar Campus will be conducting a research study entitled "The Ethics Position of Police Officers of Ubay Bohol" as per requirements to our course.

In this regard, we would like to ask permission from your office to conduct our study and gathering of information needed for the study.

We are hoping for your favorable response and be part in our educational completion and success.

Thank you!

Very respectfully yours,

CRISTY BUTLIG
 Student Researcher

LEIZEL BIGCAS
 Student Researcher

AURA BULAGA
 Student Researcher

IRIS BULAGA
 Student Researcher

Noted:

Approved:

RENANTE M. AVERGONZADO, Ed. D
 Thesis Adviser

PMaj RUFO B. POTANE
 Head of Police

APPENDIX B**Instrument****Questionnaire****THE ETHICS POSITION OF POLICE OFFICERS OF UBAY BOHOL**

Dear Respondents:

Good Day!

We are conducting a study about the "The Ethics Position of Police Officers of Ubay Bohol". In relation to this, we would like to ask your cooperation in answering the questions honestly and truthfully. Your answer will be treated confidentially.

Thank you so much.

Truly yours,

The Researchers

Directions: Please answer the following questions by checking the space provided that best described your answer.

I. RESPONDENT'S DEMOGRAPHIC PROFILE

Name (optional):

Age:

Gender:

Female Male

Civil Status:

Single Married Separated

Years of work experience: _____

APPENDIX C

RAW DATA

Respondents	Age	Sex	Civil Status	Years of work experience	Q 1	Q 2	Q 3	Q 4	Q 5	Q 6	Q 7	Q 8	Q 9	Q 10	Q 11	Q 12	Q 13	Q 14	Q 15	Q 16	Q 17	Q 18	Q 19	Q 20	
1	30	2	1	2	9	8	9	9	8	9	8	9	8	9	9	9	8	9	8	9	9	9	9	8	
2	25	1	1	4	8	8	9	9	8	8	9	8	9	9	9	9	8	8	8	9	8	9	8	8	
3	28	2	1	4	8	8	6	9	8	8	5	9	5	6	6	6	7	6	6	9	7	7	7	6	9
4	22	2	1	3	8	9	9	8	8	9	9	9	8	9	9	8	8	9	9	9	9	9	8	9	9
5	25	2	1	3	5	8	5	8	9	9	5	9	5	8	5	6	5	5	5	5	8	8	8	8	8
6	24	1	1	3	8	7	8	8	8	8	9	8	8	8	9	8	8	9	9	9	9	8	8	9	9
7	31	1	2	7	6	8	8	5	8	7	8	8	7	8	8	7	8	7	7	7	7	8	8	7	8
8	23	2	1	6	8	8	9	9	9	8	8	8	9	9	9	8	8	8	9	9	9	9	8	8	9
9	30	2	1	5	8	8	6	9	8	8	5	9	5	6	6	6	7	6	6	9	7	7	7	6	9
10	28	2	2	5	9	9	9	9	9	9	9	9	9	8	9	9	8	8	9	9	9	9	8	8	8
11	26	2	2	5	8	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9
12	34	1	2	10	9	9	8	8	9	9	8	8	8	8	7	8	7	8	8	8	8	8	8	8	8
13	32	2	2	10	7	6	8	8	6	7	8	8	6	6	7	8	9	9	9	9	8	8	8	8	8
14	27	2	2	4	8	8	9	9	9	9	8	8	8	9	9	9	9	9	9	9	8	8	8	8	8
15	29	2	1	4	7	6	7	9	9	9	6	9	5	7	7	8	7	7	6	6	6	7	6	6	7

RESEARCHER'S BIODATA



CRISTY R. BUTLIG

PERSONAL DATA

Age	: 22
Date of Birth	: November 12, 1999
Place of Birth	: Bulilis, Ubay, Bohol
Residence	: Bulilis, Ubay, Bohol
Gender	: Female
Religion	: Roman Catholic
Citizenship	: Filipino
Civil Status	: Single
Father's Name	: Mario A. Butlig
Mother's Name	: Rita R. Butlig
Email Address	: cristybutlig111299@gmail.com

EDUCATIONAL BACKGROUND

Elementary	: Bulilis Elementary School : Bulilis, Ubay, Bohol
Junior High School	: Bulilis National High School : Bulilis, Ubay, Bohol
Senior High School	: Bulilis National High School : Bulilis, Ubay, Bohol
Tertiary	: Bohol Island State University- Bilar Campus : Zamora, Bilar, Bohol
Course	: Bachelor of Science in Office Administration

RESEARCHER'S BIODATA



LEIZEL BIGCAS

PERSONAL DATA

Age	: 23
Date of Birth	: June 06, 1999
Place of Birth	: Bayong, Pilar, Bohol
Residence	: Bayong, Pilar, Bohol
Gender	: Female
Religion	: Born Again
Citizenship	: Filipino
Civil Status	: Single
Father's Name	: Mr. Carlito A. Delapus
Mother's Name	: Mrs. Cecile Carmela B. Delapus
Email Address	: bigcasleizel07@gmail.com

EDUCATIONAL BACKGROUND

Elementary	: Bayong Elementary School : Bayong, Pilar, Bohol
Junior High School	: Pilar Technical Vocational High School : Poblacion, Pilar, Bohol
Senior High School	: Pilar Technical Vocational High School : Poblacion, Pilar, Bohol
Tertiary	: Bohol Island State University- Bilar Campus : Zamora, Bilar, Bohol
Course	: Bachelor of Science in Office Administration

RESEARCHER'S BIODATA



AURA A. BULAGA

PERSONAL DATA

Age	: 22
Date of Birth	: February 26, 1999
Place of Birth	: Bay-ang, Ubay, Bohol
Residence	: Bay-ang, Ubay, Bohol
Gender	: Female
Religion	: Roman Catholic
Citizenship	: Filipino
Civil Status	: Single
Father's Name	: Mr. Celestino E. Java
Mother's Name	: Mrs. Rebecca B. Sasan
Email Address	: aurabulaga123@gmail.com

EDUCATIONAL BACKGROUND

Elementary	: Bulilis Elementary School : Bulilis, Ubay, Bohol
Junior High School	: Camambugan National High School : Camambugan, Ubay, Bohol
Senior High School	: Camambugan National High School : Camambugan, Ubay, Bohol
Tertiary	: Bohol Island State University- Bilar Campus : Zamora, Bilar, Bohol
Course	: Bachelor of Science in Office Administration

RESEARCHER'S BIODATA



IRIS A. BULAGA

PERSONAL DATA

Age	: 22
Date of Birth	: February 26, 1999
Place of Birth	: Bay-ang, Ubay, Bohol
Residence	: Bay-ang, Ubay, Bohol
Gender	: Female
Religion	: Roman Catholic
Citizenship	: Filipino
Civil Status	: Single
Father's Name	: Mr. Celestino E. Jaya
Mother's Name	: Mrs. Rebecca B. Sasan
Email Address	: irisbulaga25@gmail.com

EDUCATIONAL BACKGROUND

Elementary	: Bay-ang Elementary School : Bay-ang, Ubay, Bohol
Junior High School	: Camambugan National High School : Camambugan, Ubay, Bohol
Senior High School	: Camambugan National High School : Camambugan, Ubay, Bohol
Tertiary	: Bohol Island State University- Bilar Campus : Zamora, Bilar, Bohol
Course	: Bachelor of Science in Office Administration