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*NANT PERSONALITY TRAIT, JOB SATISFACTION AND
WORK PERFORMANCE OF POLICE OFFICERS
IN DISTRICT II, CAVITE*

Thesis

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**DOMINANT PERSONALITY TRAIT, JOB SATISFACTION AND
WORK PERFORMANCE OF POLICE OFFICERS
IN DISTRICT II, CAVITE**

Undergraduate Thesis
Submitted to the Faculty of the
Cavite State University
Indang, Cavite

In partial fulfillment of the
requirements for the degree of
Bachelor of Science in Psychology



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ABSTRACT

ALVAREZ, MARICAR F. “Dominant Personality Trait, Job Satisfaction and Work Performance of Police Officers in District II, Cavite”. Undergraduate Thesis. Bachelor of Science Major in Psychology. Cavite State University, Indang, Cavite. S.Y. 2008-2009. Ms. Vivian D. Rogando

The study aimed to determine the dominant personality trait, job satisfaction and work performance of police officers in District II, Cavite.

Specifically, it aimed to (1) determine the demographic profile of the respondents in terms of age, gender, civil status, educational attainment, position/rank and years of experience of the respondents. (2) determine the dominant personality trait of the police officers. (3) determine the level of job satisfaction of the respondents. (4) determine the work performance of the police officers based on the Individual Performance Evaluation Rating. (5) determine the work performance of the respondents based on personality traits. (6) determine the significant relationship between the dominant personality trait and job satisfaction of the respondents. (7) determine the significant relationship between the dominant personality trait and work performance of the respondents. (8) determine the significant relationship between the job satisfaction and work performance of the respondents.

Descriptive- correlational was used in the study. It was conducted and administered among 114 male and 11 female police officers in District II, Cavite namely: Carmona, Dasmarinas, General Trias, GMA, Trece Martirez City and Tanza. Frequency count, mean, standard deviation, percentage, Slovin, Chi-square test and Spearman ranked were used as statistical treatment in the study.

The International Personality Pool Item by Dr. John A. Johnson and Job Satisfaction Test by Fedegarao as used by Bulugagao, 2007 were used as the instrument to find out the dominant personality trait and job satisfaction level of the police officers. Work performance, however, the Individual Performance Evaluation Rating was given by the certain stations.

The study was conducted in District II, Cavite from November 2008- January 2009. The study revealed that dominant personality trait which is extraversion has nothing to do with the job satisfaction and work performance of police officers. Job satisfaction however, has a significant relationship with the work performance of the police officers.

Police officers are encouraged to continue their studies in order to be promoted to a higher rank, since majority of them were Police Officer 1. National Police Commission is recommended to provide specific programs to develop and uplift the personality of the existing police officers. There should also have an upgrading of salary and fringe benefits so that police officers can be motivated to improve their satisfaction and performance on their job.

Continuous and proper training on ethics and integrity standards should be always given emphasized for all policemen especially those who are handling higher rank position.

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DOMINANT PERSONALITY TRAIT, JOB SATISFACTION AND WORK PERFORMANCE OF POLICE OFFICERS IN DISTRICT II, CAVITE

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INTRODUCTION

In order to have a better and clearer understanding of the future of Philippine Law Enforcer, especially the Police Officers in District II, Cavite, one must recognize the reality that the tasks that confront the Police Officers are basically huge and require an enormous responsibility. But the supreme need of the times -then, now and tomorrow – remains unaltered. It remains to be the erudition of man to live together in safety and harmony. Police Officers must assure everyone that this need is addressed.

However, there are lots of controversies involving the Police Officers. The Philippine National Police (PNP) was buffeted by charges of massive corruption and criminality among the countries top Police Officer.

One of the controversies involving policemen is the so called “HULIDAP” operation of rouge policemen, especially those hitting the gambling collectors.