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A Prediction Model on Personal Perspective in Relation to Self-Efficacy and Work Values of Corrections Officers

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ABSTRACT

The purpose of this study was to determine a model from the personal perspective of correctional officers in Davao Prison and Penal Colony Region XI as influenced by self-efficacy and work values. The instrument used in this study was a customized survey questionnaire but modified to contextualize the regional settings applied to 299 Correction Officers using a stratified sampling technique. Data collection was an electronic survey via google forms. Means and Pearson r were used as statistical tools. The results show very high levels of self-efficacy, work values, and personal perspectives. It also showed a significant correlation between self-efficacy, work values, and personal perspectives. In addition, all variables had a significant impact on individual perspectives. Of the variables, self-efficacy has the greatest impact on an individual's perspective.

Keywords: criminal justice, quantitative, non-experimental study design, self-efficacy, work values, personal perspective, Philippines

INTRODUCTION

Correctional officers have the part to administer and oversee prisoners. These professionals are moreover called jail guards, prison guards, or corrections officers. They're mindful of keeping up the order in detainment offices and keeping detainees secure. As a jail guard, you will be required to halt battles between prisoners, review their cells, survey their mail, and secure your colleagues from detainee attacks (Trounson, Pfeifer, & Critchley, 2016). Motivation is one of the indicators of personal perspective. Problems arise as to how to sustain the corrections officer's motivation for organizational reform. Thus, prison officers need to be equipped with the ability to accept organizational change to ensure the change process can run well and the objectives of the organization can be fulfilled (Lubis, Asmawi & Tunas, 2018).

Given that everyone has a unique viewpoint on the world and addresses problems in life, it is important to comprehend personal perspective to understand human behavior (Aytac, Aca & Dursun, 2015). Further, anything we see, or feel isn't necessarily the same because it truly is. It is because what we hear is not what is truly said, but what we perceive as being said. Hence, it is through perception, we can discover out why one person finds a work fulfilling whereas another one may not be fulfilled with it. Similarly, personal perception is very important for the manager/supervisor who needs to maintain strategic distance to avoid making mistakes in

managing people and events in the workplace. The problem is compounded by the fact that different people see the same situation in unexpected ways. To get along with subordinates, managers need to validate their perceptions. To successfully deal with subordinates, supervisors need to legitimately capture subordinates' perceptions (Fiske and Taylor, 2013).

There have been studies exploring how work values and self-efficacy affect individual viewpoints. It has been established that intrinsic motivation plays a significant role in this relationship, acting as a partial mediator between occupational self-efficacy and work performance (Etin & Aşkun, 2018). A person's work behavior and job choice are also determined by their values at work. In other words, an individual's behavior at work, including job performance, is influenced by their work values (Chuang & Li , 2002; Liao, Lu, Huang & Chiang, 2012; Liu, Huang & Dai, 2006). Self-efficacy is important because it is defined as "confidence in one's capacity to establish and perform the course of accomplishment essential to achieve a specified outcome." It is the idea that someone can control the success or failure of actions to achieve a goal (French, 2015).

It is in the above context that the researchers want to determine the impact of self-efficacy and work values on corrections officers' personal perspectives. As such, they are concerned that beneficiaries may view this research as a valuable tool for finding possible solutions to related problems. Through extensive readings of various kinds of literature, the researcher found out significant evidence about the influence of self - efficacy and work values on personal effectiveness among correction officers (Choudhary, 2016; Hao et al., 2015; Osabiya, 2015; Pravamayee, 2014; Shaban et al., 2017). However, most of these studies are bivariate. The present study is multivariate with two independent variables, namely, self-efficacy and work values, and personal perspective as the dependent variable. Thus, the need to conduct the study.

The main objective of the study is to find out the model of self-efficacy and work values on personal perspective among corrections officers, moreover; the study has the following specific objectives: 1.) To describe the level of self-efficacy among corrections officers in terms of: Job satisfaction, Job performance and Self-concept; 2.) To describe the level of influence on work values among corrections officers in terms of: Work attitude, Work environment and Leadership style**;** 3.) To determine the level of personal perspective among corrections officer in terms of: Personality**,** Psychological empowerment and Motivation**;** 4.) To determine the significance of the relationship between self-efficacy, work values and personal perspective among corrections officer; 4.) To determine what domains in self-efficacy and work values significantly influence the personal perspective among corrections officers.

REVIEW OF RELATED LITERATURE

Self – efficacy (SE)

Self-efficacy is the mechanism for describing and predicting one's thoughts, feelings, and behaviors, and for organizing and implementing courses of action to achieve set goals. It doesn't really matter what skills and abilities people have. It is believed that it is important that an individual believes that they can do whatever they do through the skills and capabilities they possess. The way people feel, think and act may change through self-efficacy. In general, self-efficacy serves as a self-regulatory function by providing individuals with the capability to

influence their own intellectual processes and manners, thereby changing their atmosphere (Jaiswal, & Dhar, 2015).

Furthermore, how people feel, think, motivate, and act is determined by self-efficacy. It is believed that human motivation, happiness, and personal achievement is determined also by self-efficacy. This is because when faced with adversity, people have little incentive to act or persevere unless they believe their actions will bring the results they deserve (Lee & Mao, 2016). Much empirical evidence supports Bandura's claim that beliefs in self-efficacy influence nearly every aspect of people's lives, including productive thinking, self-destructive thinking, and doubt. The productive thinking, self-destructive thinking, and doubt of a person is believed that the self-efficacy influenced that is Bandura's claims. It also includes how optimistic a person is, how motivated they are, how they deal with stress and depression in their lives, and the choices they make in life. Bandura's theory identifies four main characteristics of human agency: intentionality, foresight, self-reactivity, and introspection (Blasco, Guijarro & de-Lema, 2018).

Work Values (WV)

Work values are a set of enduring beliefs about work. This reflects personal needs, type of work, or personal environmental preferences. It can also direct an individual's professional behavior and direct their goals and career decisions. Work values can influence recruitment and retention rates, and affect willingness to work with integrity (Huang, 2015). It is suggested that most people consider whether an organization's image and values align with themselves when choosing a job. When they match, it is an improvement for personal and organizational development. If not, say yes, and ensure ownership of the desired work value is considered in the hiring process (Mashlah, 2015).

Relatively speaking, work values determine what is important to an employee and what they want to achieve at work. Previous research has focused on general values rather than specific job contexts. In addition, more attention was paid to the consistency of the employee's general values with the values favored by the organization (Lin et al., 2015). It was stated that educators and HR professionals need to be careful about whether they want to consider motivation in ways that relate to student and staff decisions and performance. Values reflect the diverse goals that motivate people to work, reflected in both the extrinsic value of work (work results) and the intrinsic value of work (what people seek in their work activities). Work contexts and their conditions are generally important to most people in any culture, and to understand what drives people to work, examine which work values are paramount. Worth it. For this reason, knowing what work values are prioritized is invaluable to an organization (Guo, Eccles, Sortheix, & Salmela-Aro, 2018).

Personal Perspective (PP)

A personal perspective involves seeing one's work as meaningful if the work is self-contained and brings personal benefits to the employee. Giving meaning to your life, giving a sense of growth, and achieving important goals are examples of good personal perspective. Correspondence between your personal projects and the most important aspects of your self can predict a sense of purpose in the life experienced (Puchalska-Kamińska, Czerw, & Roczniewska, 2019).

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Moreover, the importance of work in the world's perspective is to the extent that one believes one's work has a positive impact on others. Work orientation is a concept that means that people who see their job as their vocation are more likely to experience external motivations for their work. These beliefs are also supported by research showing that selflessness and focus on others contribute to long-term well-being (Connor et al., 2015)

METHODOLOGY

This study used a quantitative research design is used in this study, non-experimental study design using correlation methods. Studies that do not change the independent variables are called non-experimental studies. Researchers conducting non-experimental studies only to evaluate naturally occurring variables rather than biasing independent variables in the laboratory or in the real world (Cook and Cook, 2008).

A quantitative non-experimental study design was used in this study, which was roughly interrogated using a correlation method. A correlation strategy can be a non-experimental design in which an analyst analyzes the relationship between two or more variables in a characteristic setting without manipulation.

In correlation studies, researchers check the quality of associations between variables by selecting how changes in one variable relate to changes in other variables. First, correlation studies have free and dependent factors, but independent variable effects are observed in dependent variables without controlling for independent variables (Curtis, Comiskey & Dempsey, 2016).

The study was conducted among the Correction Officers in Davao Penal Farm Dapecol Tanglaw, Davao del Norte. The second largest and southernmost main island in the Philippines is Mindanao. Davao del Norte is one of part of Mindanao. It is in the Davao region of Mindanao. The provincial capital is Tagum city. Davao del Norte also includes Samar Island, south of Davao Gulf. Davao del Norte is also known as the “Banana Capital of the Philippines”.

Respondents in this study were corrections officers from the Davao Prison and the Tanglaw Braulio E. Dujali Penal Colony in Davao del Norte. The total number of surveys completed reached 299. This is the maximum number of samples required for correlation analysis using the Pearson correlation score, which is 299 at the 0.05 significance level (Moinester and Gottfried, 2014).

The first independent variable, self-efficacy, was measured using questions adapted from Adeeko (2017). It contained three indicators namely: job performance, job satisfaction and self-concept. On the second independent variable, work values the instrument used was adapted from Liao (2012). It has three indicators, namely: : work attitude, work environment and leadership style. Finally, a standardized instrument adapted from (Choudhary, 2016) about the dependent variable personal perspective it has three domains namely: personal identity, psychological empowerment, and motivation.

RESULTS AND DISCUSSION

Level of Self-efficacy of the Corrections Officers in Davao Prison and Penal Colony in Davao del Norte

Table 1 reflects the levels of self-efficacy exhibited by Davao Prison and Penal Colony law enforcement officers. The mean overall score was 4.28 with a standard deviation of 0.705, which was described as very high. This means that expectations of self-efficacy were always observed by correctional officers.

In particular, the mean scores of the indicators of self-efficacy were revealed as follows: job satisfaction recorded a mean rating of 4.39 or very high; self-concept obtained a mean rating of 4.26 or very high; and Job performance reaped a mean r6ating of 4.19 or high. This also meant that the self-efficacy was always observed by the Corrections Officers.

Table 1 Level of Self-efficacy of the Corrections Officers in Davao Prison and Penal Colony in Davao del Norte

Items	SD	Mean	D.E.
Self-efficacy	0.696	4.39	Very High
Job performance	0.833	4.19	High
Self-concept	0.587	4.26	Very High
Overall	**0.705**	**4.28**	**Very High**

Level of Work Values of the Corrections Officers in Davao Prison and Penal Colony in Davao del Norte

Depicted in Table 2 is the level of work values of Corrections Officers in Davao Prison and Penal Colony. The overall mean rating is 4.47 with a standard deviation of 0.623 described as very high which meant that the work values was always observed by the Corrections Officers. Also, this indicated that the Corrections Officers had very high level of work values.

Table 2 Level of Work Values of the Corrections Officers in Davao Prison and Penal Colony in Davao del Norte

Items	SD	Mean	D.E.
Work attitude	0.625	4.57	Very High
Work environment	0.600	4.53	Very High
Leadership style	0.644	4.32	Very High
Overall	**0.623**	**4.47**	**Very High**

The mean score of the indicators of aspect of work values were revealed as follows: work attitude received a mean rating of 4.57 or very high; work environment garnered a mean rating of 4.53 or very high; and leadership style gained a mean rating of 4.32 or very high.

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Level of Personal Perspective of the Corrections Officers in Davao Prison and Penal Colony in Davao del Norte

Exhibited in Table 3 is the level personal perspective of Corrections Officers in Davao Prison and Penal Colony. It can be gleaned from the table that personal perspective obtained an overall mean of 4.31 with standard deviation of 0.694 described as very high which meant that personal perspective was always observed among Corrections Officers. This further emphasized that Corrections Officers of the Davao Prison and Penal Colony have very high personal perspective.

Table 3 Level of Personal Perspective of the Corrections Officers in Davao Prison and Penal Colony in Davao del Norte

Items	SD	Mean	D.E.
Personality	0.804	4.12	High
Psychological empowerment	0.576	4.55	Very High
Motivation	0.703	4.25	Very High
Overall	**0.694**	**4.31**	**Very High**

The mean score of the indicators of personal perspective were uncovered as follows: psychological empowerment landed a mean rating of 4.55 or very high; motivation got a mean raring of 4.25 or very high, and personality gained a mean rating of 4.12 or high; respectively.

Significance on the Relationship between Levels of Self-efficacy and Personal Perspective

Shown in Table 4 is the significant relationship between self-efficacy and personal perspective showing correlations between independent variable (IV) i.e self-efficacy, dependent variable (DCV) i.e personal perspective. The general r-value is 0.489 with p-value <0.05 obtained by the measures therefore important, leading to the rejection of the null hypothesis. Correlation shows how each variable relates to other variables. The findings showed that the self-efficacy of the Corrections Officers in Davao Prison and Penal Colony in Davao del Norte has a significant positive, strong correlation with self-efficacy.

Table 4 Significance on the Relationship between Levels of Self-efficacy and Personal Perspective

	Personal Perspective			
Self-efficacy	**Personality**	**Psychological empowerment**	**Motivation**	**Overall Personal Perspective**
Job Satisfaction	.438* 0	.472* 0	.551* 0	.487* 0
Job Performance	.547* 0	.451* 0	.436* 0	.478* 0
Self-concept	.616* 0	.525* 0	.365* 0	.502* 0
Overall Aspects of Self-efficacy	.5334* 0	.483* 0	.451* 0	.489* 0

***Significant at 0.05 significance level.**

With regards to the indicators of the independent variable self-efficacy, it was observed that when job satisfaction was correlated to the dependent variable personal perspective, the overall r-value was 0.487 with p<0.05; hence, significant. When job performance was correlated to the dependent variable personal perspective, results disclosed an overall r-value of 0.478 with p<0.05; thus significant. Finally, when self-concept was correlated to the dependent variable personal perspective, the overall r-value obtained was 0.502 with p<0.05; likewise significant. This showed that all probability values signified significant correlations.

Significance on the Relationship between Levels of Work Values and Personal Perspective

Depicted in Table 5 is the linkage between work values and personal perspective. Results disclosed an overall r- value of .520 and p-value less than 0.05 level of significance. This implied that Corrections Officers exhibit high work values significantly affects their personal perspective. Consequently, the null hypothesis of no significant relationship exists between work values and personal perspective was rejected.

Table 5 Significance on the Relationship between Levels of Self-efficacy and Personal Perspective

Work Values	Personal Perspective			
	Personality	Psychological empowerment	Motivation	Overall Personal Perspective
Work attitude	.420* 0	.513* 0	.550* 0	.494* 0
Work environment	.509* 0	.560* 0	.614* 0	.561* 0
Leadership style	.425* 0	.554* 0	.604* 0	.528* 0
Overall Aspects of Work Values	.451* 0	.542* 0	.546* 0	.520* 0

***Significant at 0.05 significance level.**

Likewise, in Table 5 it can be observed that when indicators of independent variable work attitude, work environment and leadership style were correlated to the dependent variable personal perspective, the following results can be found. When work attitude were correlated with to the dependent variable personal perspective, the overall r-value was .494 with p<0.05; hence significant. When work environment was correlated to personal perspective, the overall r-value was 0.561 with p<0.05; hence significant. Lastly, when leadership style was correlated to personal perspective, revealed the overall r-value of 0.528 with p<0.05; hence significant. Undoubtedly, all probability values showed significant correlations.

The extent of Influence of Predictor Variables on Sense of Community

Reflected in Table 6 is the extent of influence of predictor variables on personal perspective of Corrections Officers. It can be extracted from the findings that the predictor variables self-efficacy and work values has a combined percent influence of 66.5% with an F ratio of 251.246. The overall r-value of 0.816 with p<0.05 revealed that all of the predictor variables were found to statistically explain the personal perspective of Corrections Officers. The table of standardized beta coefficients explained that the level of self- efficacy aspects and work values

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are attributed to the personal perspective of Corrections Officers those with p-value 0.000 beta level of significance. Of the two variables, self-efficacy has relatively great influence on Corrections Officers' personal perspective.

The B value of 0.049 indicates that for every unit level increase in self-efficacy corresponds to 0.049-unit increase in the level of personal perspective among Corrections Officers. This is followed by work values. The B value 0.048 indicates that for every unit level increase in work values to 0.048-unit increase in the level of personal perspective among Corrections Officers. These variables can explore the personal perspective of Corrections Officers. This is also suggestive that personal perspective if not itself theoretically functional in nature.

Additionally, prison officers have a degree of personal perspective influenced by two independent variables: self-efficacy and job value. Data analysis indicates that in addition to self-efficacy and job value, there are other factors that influence prison officers' personal views that are not considered in the current study. Therefore, the prediction model based on Table 6 can be derived as follows:

Y = 0.049 (SE) + 0.048 (WV) Where:
Y= Personal Perspective
SE = Self-efficacy
WV = Work Value

CONCLUSION

Based on the findings of the study, the researcher came up the following relevant conclusion.

The level of self-efficacy is very high while the self-efficacy, job performance and self-concept are all high. Results also reveal that self-efficacy, job performance and self-concept are positively correlate and have significant relationships to personal perspective. Most importantly, the two variables are the predictors and have influence personal perspective. This indicates that personal perspective of Correction Officers with personality, psychological and motivation has something to do with self-efficacy and work values.

Overall, this study conforms with social cognitive theory of Albert Bandura (1999) states that how people perceive the outcomes of their success achievements informs and changes their environments and their self-beliefs, which influence and change their subsequent performances in turn. Social cognitive theory discusses how such behavioral behaviors are acquired and retained by individuals, while also providing the basis for intervention strategies (Carillo, 2010). As Abidin (2016). stated that personality of an individual is measured by analyzing his or her natural ways of responding to the circumstances posed by life (Youshan et al., 2015).

RECOMMENDATIONS

In the light of the foregoing findings and conclusions of this study, the researcher put forward the following recommendations.

The level of self-efficacy of Corrections Officers was very high however, a job performance which is one of the indicators of self-efficacy of the Corrections Officers should raise to very

high, thus, job performance has always been a major challenge in an organizational management. The success of a company is determined by the job performance of its employees. The level of work values of Corrections Officers should maintain too very high. The Corrections Officers should maintain their good work values, thus, having good work values fosters positive attitudes among employees, makes workdays more enjoyable, and ensures that daily tasks are completed without complaint and to a higher standard.

Personality is one of the indicators of personal perspective of the Corrections Officers should raise to very high, thus personality development will help to reduce stress and conflicts. It will encourage Corrections Officers to see life in a brighter side. And will be able to face the different circumstances with a smile.

Meanwhile, results from the study also disclosed that in their capacities as separate variables, self-efficacy, and work values significantly predict personal perspective. In this connection, it is recommended that concern individuals may give proper importance and consideration in maintaining the self-efficacy, work values and personal perspective in very high level. These will help the Corrections Officers to raise more their personal perspective and become more effective in performing their tasks as Corrections Officers.

Finally, it is suggested that wide-ranging studies maybe be pursued among upcoming researchers considering the variables of this study such self-efficacy, work values and personal perspective in realm of correction sector particularly on the public institutions since very few empirical studies was conducted. Also, always conduct pilot testing to ensure the effectiveness of the survey questionnaire.

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