



Knowledge Mapping of the Auxiliary Police: A Basis for Crafting a Capability Training Program

Ariel A. Alamban^{1*}, John Mark C. Poquita¹, Lykka Jane F. Procurato¹

¹ Kapalong College of Agriculture, Sciences and Technology, Philippines

Received : August 1, 2024

Revised : October 18, 2024

Accepted : October 22, 2024

Online : October 30, 2024

Abstract

The auxiliary police force, particularly *barangay tanods* in the Philippines, faces significant challenges in effectively performing their roles due to limited formally training and capacity-building opportunities. This study was conducted to assess the level of knowledge among *barangay tanods* regarding their duties, responsibilities, roles as first responders, and patrolling and hazard identification and to develop a Capability Training Program tailored to address identified deficiencies. The need for this research arises from the observed gaps in advanced patrolling strategies and emergency response protocols, which hinder their effectiveness as community enforcers. Using a descriptive-quantitative research design, data were analyzed through regression analysis and descriptive statistics, including mean and standard deviation, using SPSS. The study employed adapted questionnaires targeting knowledge in key areas, such as duties and responsibilities, first responder actions, patrolling techniques, and hazard identification. Simple random sampling was applied, resulting in 140 *barangay tanods* participating as respondents. Findings revealed that although the overall knowledge of the respondents was high, specific gaps were evident in advanced emergency response and proactive patrolling strategies. These insights were instrumental in the development of a comprehensive Capability Training Program aimed at enhancing the effectiveness of police auxiliary services in critical operational areas.

Keywords *Knowledge Mapping, Auxiliary Police, Capability Training Program, Barangay Tanod, Barangay*

INTRODUCTION

A *barangay* is the smallest administrative unit in the Philippines, functioning as a basic political subdivision and directly interacting with its citizens. As the primary level of local governance, it is responsible for various community services, including maintaining peace and order (Aydinan, 2021). According to the 1991 Local Government Code Republic Act No. 7160, barangays are mandated to ensure security and tranquility within their jurisdictions. To support this mandate, the Department of the Interior and Local Government (DILG) issued a Memorandum Circular 2003-42 emphasizing the importance of professionalizing Barangay Police Security Officers (BPSOs), or *barangay tanods*. These tanods serve as the community's first line of defense against crime and lawlessness. They perform tasks such as patrolling, monitoring public spaces and responding to emergencies, particularly in areas with limited police presence (De Asis, 2020).

The challenges faced by *barangay tanods* mirror those faced by auxiliary police forces in other countries. For instance, in China, auxiliary police assist in addressing manpower shortages but face issues like inadequate management, poor benefits, and inconsistent discipline, which undermine their effectiveness (Da-yi, 2020). Globally, auxiliary police forces often experience diminished professionalism and reduced effectiveness due to insufficient training (Wicaksono et al., 2023). This highlights a universal challenge: the need for well-trained and properly managed auxiliary law enforcement personnel to ensure public safety.

Copyright Holder:

© Ariel, John, & Lykka. (2024)

Corresponding author's email: ariel.alamban@kcast.edu.ph

This Article is Licensed Under:



Despite the pivotal role of *barangay tanods*, limited literature provides an in-depth analysis of their knowledge and practices, particularly in areas such as emergency response, patrolling, and hazard identification. Existing research tends to focus broadly on their responsibilities without exploring the specific skills required for these roles. Additionally, studies on training and capability development remain scarce (Aydinan, 2021; Austria-Cruz, 2020; Ybañez et al., 2020; Sumad-on, 2020). Therefore, this study addresses the knowledge gap by conducting a detailed knowledge mapping and gap analysis of *barangay tanod* skills and training, with the goal of enhancing their effectiveness in maintaining community safety and security.

Considering the current issues and the identified research gap in the literature, this study formulates the following research questions:

1. What is the level of knowledge among *barangay tanods* regarding their duties and responsibilities, first responder roles, and patrolling and hazard identification?
2. What knowledge and skills gaps need to be addressed through a Capability Training Program?

By focusing on *barangay tanods*, this study not only contributes to the improvement of their development but also offers insights that can be applied to auxiliary police forces around the world, emphasizing the need for structured training programs to enhance public safety efforts.

LITERATURE REVIEW

Knowledge mapping involves identifying, documenting, and analyzing knowledge resources within a specific organization or community. In the context of *barangay tanod*, it helps identify the competencies, insights, and backgrounds of community policing volunteers, enabling the exchange and dissemination of knowledge. According to Espinosa et al. (2019), knowledge management, including knowledge mapping, is crucial for enhancing the performance of *barangay tanods* by facilitating the exchange of best practices and mutual learning from community policing experiences within the Philippines.

Moreover, Pintuan et al. (2020) investigated the effectiveness of knowledge mapping in a *barangay* in the Philippines. They found that this initiative successfully identified both strengths and weaknesses among the *barangay tanod*, enabling them to develop strategies to address knowledge gaps. Similarly, Lopez et al. (2021) examined how knowledge mapping enhanced the preparedness of the *barangay tanod* in disaster response. Their research highlighted how knowledge mapping identified the assets and capabilities of the *barangay tanod*, leading to the creation of a disaster response plan that optimally used these resources.

Furthermore, Ybañez et al. (2020) explored the impact of knowledge mapping on improving the efficiency of *barangay tanod* in combating illegal drug activities. Their study demonstrated that knowledge mapping identified specific training needs for the *barangay tanod*, resulting in tailored programs aimed at enhancing their abilities in addressing drug-related concerns. Likewise, Quirante (2020) evaluated the effectiveness of knowledge mapping in enhancing the responsiveness of *barangay tanods* during emergency situations and revealed that knowledge mapping enabled the identification of resources and capacities within the *barangay tanod*, leading to the development of response strategies that maximized the utilization of these assets.

Likewise, Ladot et al. (2019) examined how knowledge mapping strengthens disaster risk reduction skills among the *barangay tanod*, leading to the identification of areas for improvement and specialized training initiatives. Capulong and Agban (2019) Additionally, explored how knowledge mapping improves community policing efforts, enabling the identification of community perceptions and attitudes toward the *barangay tanod* and fostering enhanced collaboration. Both studies highlight the critical role of knowledge mapping in enhancing disaster

response and community policing capabilities in the *barangay tanod*, contributing to more effective risk reduction and community engagement.

Moreover, [Agbulos and Cruz \(2020\)](#) investigated how knowledge mapping improves the disaster readiness of *barangay tanods*, leading to targeted training programs to enhance their disaster response skills. Similarly, [Plarisan et al. \(2018\)](#) explored how knowledge mapping enhances the safety and security of the urban *barangay tanod* by identifying vulnerabilities and devising effective strategies. [Torres et al. \(2019\)](#) examined the use of knowledge mapping to identify training needs for addressing violence against women and children and developed tailored training programs to enhance response capacity. Likewise, [Santos and de Jesus \(2020\)](#) used knowledge mapping to enhance disaster response capabilities among coastal *barangay tanods*, resulting in a comprehensive strategy to improve resilience against natural disasters.

Furthermore, [Sanchez et al. \(2019\)](#) investigated how knowledge mapping enhances crime prevention and control abilities in urban *barangay tanods*, leading to the development of targeted plans to improve community peace and order. Similarly, [Esteban and Cruz \(2018\)](#) explored knowledge mapping to evaluate urban *barangay tanod* proficiency in responding to fire incidents, resulting in the formulation of an effective fire response plan. Additionally, [Balocating and Sabornido \(2020\)](#) examined how knowledge mapping enhances rural *barangay tanod* security and safety by identifying and addressing security risks. Moreover, [Arquero et al. \(2020\)](#) explored knowledge mapping to bolster the crime prevention and control capabilities of the peri-urban *barangay tanod*, emphasizing its role in developing targeted strategies for maintaining peace and order within the community.

In a study by [Cabarrubias et al. \(2019\)](#), the researchers investigated how knowledge mapping could enhance disaster risk reduction and management (DRRM) proficiency in the *barangay tanod* situated in rural areas. The study concluded that employing knowledge mapping assisted in recognizing the DRRM expertise of the *barangay tano*, leading to the creation of a tailored DRRM plan that augmented their capacity to handle natural disasters. Similarly, [Canlas et al. \(2020\)](#) explored the application of knowledge mapping to enhance the traffic management skills of the *barangay tanod* in urban settings.

In a study by [De Vera et al. \(2019\)](#), the researchers explored the use of knowledge mapping to enhance the health and sanitation competencies of the *barangay tanod* in urban areas. Likewise, [Lacanilao et al. \(2021\)](#) investigated how knowledge mapping enhances disaster response skills among rural *barangay tanods*, leading to the development of comprehensive disaster response plans. Similarly, [Rosales et al. \(2021\)](#) explored how knowledge mapping improves community policing capabilities among urban *barangay tanods*, resulting in the creation of targeted community policing plans. Moreover, [Sadsad et al. \(2020\)](#) investigated how knowledge mapping improves disaster preparedness among rural *barangay tanods*, enabling the identification of relevant skills and knowledge for effective disaster response.

These studies collectively underscore the importance of knowledge mapping as a tool for enhancing the effectiveness and capacity of the *barangay tanod*. By identifying the knowledge resources within community policing volunteers, knowledge mapping facilitates the exchange and dissemination of expertise, thus enabling the development of targeted training and capacity-building programs.

RESEARCH METHOD

This study employed a quantitative, non-experimental, descriptive research method. The quantitative approach was selected because it allows for the collection and analysis of numerical data from a population to determine the level of knowledge of the *barangay tanods*. [Creswell and Clark \(2018\)](#) stated that quantitative research is a means of testing objective theories by examining

relationships among variables that can be measured numerically. Data collected in this manner are subsequently analyzed using statistical measures.

The descriptive method was also used because it specifically aimed to describe the level of knowledge that *barangay tanods* possess regarding their duties and responsibilities. According to [Christensen et al. \(2011\)](#), descriptive research is commonly employed to characterize the distinctiveness of a population. Therefore, this research design is appropriate for determining the knowledge levels of the *barangay tanod*. The study focused on 14 *barangays* in one of the first-class municipalities in Davao del Norte, Philippines, with 140 *barangay tanod* serving as respondents. The sample size of 140 was determined using Cochran's formula for sample size calculation, which ensures a statistically significant representation of the population within a confidence level of 95% and margin of error of 5%. This ensures that the findings are robust and generalizable to a larger population of *barangay tanods* in the region.

Respondents were selected through simple random sampling, a probability sampling technique in which every member of the population has an equal chance of being selected. This method eliminates bias in the selection process and ensures that the sample is representative of a larger population. The simple random sampling approach was used to guarantee an unbiased selection of participants, thus enhancing the study's reliability and validity. Data were collected using a survey questionnaire, which was divided into two parts. The first part collected personal information, while the second part assessed the knowledge of the *barangay tanod*. The second part of the questionnaire was adapted from [Aydinan's \(2021\)](#), where the questions were partially adapted to the current study's context. Modifications were made to ensure relevance to the specific duties and responsibilities of *barangay tanod* in Davao del Norte. For example, the language was localized to the dialects spoken by respondents.

The survey underwent a pilot test involving 30 *barangay tanods* from a different set of *barangays* to test its reliability. Cronbach's alpha was computed to measure internal consistency, resulting in a value of 0.934, indicating high reliability and suitability for use in the study. Descriptive statistics, specifically mean and standard deviation, were used to assess the level of knowledge among the *barangay tanods*. These metrics allow for a comprehensive analysis of the collected data, providing insights into variations in knowledge across different responsibilities. The statistical analysis was performed using SPSS software, which ensured accurate computation and interpretation of the data.

Ethical principles, including respect for individuals, beneficence, and justice, were strictly followed to ensure the study's integrity. Informed consent was obtained from all participants prior to their involvement, with an emphasis on the voluntary nature of participation and their right to withdraw from the study if they felt uncomfortable. Participants were assured that their roles as *barangay tanods* would not be affected by their participation in the study. Confidentiality was maintained throughout the process, with only the researcher having access to the data. This ensured the anonymity of all respondents.

FINDINGS AND DISCUSSION

The demographic profile of *the barangay tanods revealed* significant trends in gender, age, experience, training, and education. As shown in Table 1, the majority of respondents were male (98.6%), with females accounting for only 1.4%. This gender disparity highlights the male-dominated nature of community security forces, echoing [Aydinan \(2021\)](#), who emphasized that peace preservation is traditionally seen as a male activity. The imbalance suggests limited female representation in the *barangay tanod* force, which may affect the diversity of perspectives and experiences necessary for effective community policing ([Dick & Jankowicz, 2001](#); [Rabe-Hemp, 2007](#); [De Asis et al., 2020](#)).

In terms of age, most *barangay tanods* are between 36 and 45 years old (41.2%), followed by those aged 46 years and above (33.1%). This indicates that most of the *barangay tanods* are mature adults, which may enhance their ability to perform their duties effectively (Sumad-on, 2020; Aydinan, 2021). However, there are also younger members (11.5% are 18 to 25 years old), highlighting a mix of youthful energy and seasoned experience within the force.

Regarding experience, a large portion of the respondents served as *barangay tanods* for 11 to 15 years (37.8%), with a notable percentage (28.4%) serving for 6 to 10 years. This shows that many *barangay tanods* have considerable experience in their roles, although some (17.6%) have been in service for only 1–5 years, suggesting the need for continuous training to ensure competence (De Asis et al., 2020). The replacement of *barangay enforcers* after elections is a common practice in the Philippines, and it can disrupt the development of a stable peacekeeping force (Aydinan, 2021).

In terms of training, most respondents (39.9%) have attended 6 or more training sessions, while 35.1% have attended 4 to 5 sessions. A smaller percentage (25%) have attended only 1 to 3 sessions. Training is essential for the effective performance of *barangay tanods* to perform their duties effectively (Aydinan, 2021; De Asis et al., 2020; Mina, 2019). These data underscore the importance of regular and comprehensive training programs.

Finally, in terms of education, most *barangay tanods* have only attained a high school level of education (40.5%), followed by high school graduates (25%), elementary-level education (16.2%), and elementary graduates (15.5%). Only 2.7% of students attended college. This lack of higher education highlights the need for additional training and seminars to ensure that *barangay tanods* are equipped with the knowledge and skills necessary for maintaining peace and order (Aydinan, 2021; De Asis et al., 2020).

Table 1. Demographic Profile of the *Barangay Tanods*

Category	Frequency	Percentage
Sex		
Male	146	98.6%
Female	2	1.4%
Age		
18–25 years old	17	11.5%
26–35 years old	21	14.2%
36–45 years old	61	41.2%
46 years old and above	49	33.1%
Experience (Years)		
1–5 years	26	17.6%
6–10 years	42	28.4%
11–15 years	56	37.8%
16–25 years	13	8.8%
26 years and above	11	7.4%
Training Attended		
1–3 training sessions	37	25%
4–5 trainings	52	35.1%
6 trainings and above	59	39.9%
Education		
Elementary level	24	16.2%
Elementary graduate	23	15.5%

Category	Frequency	Percentage
High school level	60	40.5%
High school graduate	37	25%
College level	4	2.7%

On the other hand, as presented in Table 2, the responses on the level of knowledge of *barangay tanods* in terms of duties and responsibilities, which recorded an overall mean score of 4.03 or high. The result indicating a high level of knowledge among *barangay tanods* regarding their duties and responsibilities implies that they are well-prepared to fulfill their roles effectively and contribute to the overall functionality and effectiveness of their local community governance and services. The result is congruent with the statement of [Orenze et al. \(2021\)](#) that the *barangay tanod* is participative in disaster risk reduction management despite natural calamities they face and is very effective at carrying out their duties and obligations ([De Asis et al., 2020](#)). Further, [Gupit and Cuevas \(2022\)](#) reiterate that patrolling as part of the duties and responsibilities of the *barangay tanod* is effective in maintaining the security of the area and preventing the opportunity to commit a crime within the *barangay* through patrolling it. In addition, Executive Order (EO) No. 546 authorized the PNP to deputize the village *tanods* as force multipliers in the implementation of the peace and order plan, subject to the occurrence of an appropriate Local Chief Executive through the Local Peace and Order Council (LPOC) ([Gustaitis & Guttieri, 2007](#)).

Table 2. Level of Knowledge of *Barangay Tanods* in terms of Duties and Responsibilities

Statements	Mean	SD	Description
1. Conducting patrol in the <i>barangay</i>	4.439	.905	Very high
2. Helping the police and peace keeping committee (<i>Lupong Tagapamayapa</i>) in upholding peace and order within their jurisdiction.	4.196	1.193	High
3. Identify all types of fire hazards and other public safety hazards or violations, and take appropriate corrective actions within their capacity.	3.716	.948	High
4. Monitoring potential crime-prone areas within the <i>barangay</i> or specific zones and reporting their observations and findings to relevant authorities.	3.878	.940	High
5. Collaborating closely with <i>barangay</i> officials and law enforcement authorities in the effort to combat crime.	3.919	.877	High
Overall mean	4.030	.848	High

Moreover, it can be gleaned in Table 3, the level of knowledge of the *barangay tanod* in terms of first respondents' role gathered a mean score of 3.46 or high. A high level of knowledge among *barangay tanods* in their first responder role suggests effective emergency response,

enhanced community safety, and a potential model for other communities to follow. This result is in line with the study by [De Asis et al. \(2020\)](#), which claimed that *barangay tanods* are very effective in their capacity as first responders. Moreover, the occurrence of any crimes, fire, accident, public disturbance, environmental degradation activities, and other untoward incidents in the barangay, the barangay constituents and barangay officials had verbal interpretation answers that the *barangay tanod* always performed ([Austria-Cruz, 2020](#)).

Table 3. Level of Knowledge of *Barangay Tanods* in terms of First Respondent's Role

Statements	Mean	SD	Description
1. Receiving and documenting emergency calls.	2.486	.812	Low
2. Reacting promptly to the crime scene.	3.926	1.089	High
3. Provide aid to the injured, administer first aid, and transport the injured to the nearest hospital.	2.230	.438	Low
4. Securing the crime scene.	3.980	.714	High
5. Observing and documenting the time of arrival, weather conditions, surroundings, individuals present and those entering or leaving the scene.	2.554	.898	Low
6. Directing traffic during a vehicular accident.	3.236	1.033	Average
7. Calling the police immediately.	4.797	.699	Very high
8. Handing over control of the crime scene to the arriving police officers.	4.480	.861	Very high
Overall mean	3.461	.487	High

Similarly, as depicted in Table 4, the level of knowledge of the *barangay tanod* in terms of patrolling and hazard identification duties recorded a mean score of 4.16 or high. The result implies that the *barangay tanods* are well-prepared and capable of effectively carrying out these responsibilities, which is essential for enhancing community safety, reducing risks and preventing potential hazards in their areas of service. *Barangay tanods* conduct patrols or "*rondas*" as one of their responsibilities in the Barangay during both daytime and nighttime, and their weapons/equipment are consistently used during these patrols/*rondas* ([Austria-Cruz, 2020](#)). Furthermore, [De Asis et al. \(2020\)](#) asserted that *barangay tanods'* patrolling and hazard recognition tasks are quite effective as they ([Orenze et.al, 2021](#)) perform their duties and responsibilities and are participative in disaster risk reduction management despite natural disasters.

Table 4. Level of Knowledge of *Barangay Tanods* in terms of Patrolling and Hazard Identification

Statements	Mean	SD	Description
1. Conduct of roving within area of responsibility.	4.696	.677	Very high
2. Identifying hazards within area of responsibilities.	4.649	.746	Very high
3. Taking note of identified hazards.	2.831	1.347	Average
4. Reporting identified hazards.	4.236	1.139	Very high
5. Handling incidents encountered during the conduct of <i>ronda</i> .	4.426	1.125	Very high
Overall mean	4.168	0.794	High

CONCLUSIONS

Based on the study results, the following conclusions can be drawn. First, the demographic profile analysis indicates that the majority of *barangay tanods* are male, aged between 36 to 45 years, with 11 to 15 years of experience, having attended six or more training sessions, and having a high school diploma. The findings also show that *barangay tanods* exhibit a high level of knowledge regarding their duties and responsibilities, first responder roles, and patrolling and hazard identification duties. This high level of knowledge suggests that *barangay tanods* are well-prepared to handle community safety and emergency situations effectively. It also implies that continued training and support will further enhance their capacity to safeguard public welfare, highlighting the importance of investing in local enforcement units as integral components of community resilience and security.

The proposed capability training program is designed to elevate the performance of *barangay tanods* by strengthening their sense of duty and responsibility, refining their emergency roles, and enhancing their patrolling and hazard identification skills. The program development resulting from the current study is presented in [Appendix A](#), based on the data collection process. Through targeted training sessions and workshops, the *tanods* will develop greater accountability, fostering trust within the community and among fellow responders. Specialized instruction in advanced patrolling and hazard identification techniques will enable *tanods* to proactively assess and mitigate risks, ensuring swift and confident emergency responses. This comprehensive approach empowers *barangay tanods* to act as vigilant and reliable frontline defenders, significantly improving public safety and community resilience during crises.

In addition to the programs developed following the conducted study, the current research further confirms that the results are consistent with the findings of previous studies on this topic. However, while this study aligns with prior research in acknowledging the critical role that *barangay tanods* play in local governance, it also offers new insights regarding the practical application of knowledge and skills through targeted training initiatives. This research provides a foundation for similar capability training programs that can be implemented not only in other *barangay* but also in Auxiliary Police forces locally and internationally. The study's emphasis on advanced patrolling techniques and hazard identification offers a model for improving the operational readiness of auxiliary units, which can be applied in other countries to enhance the security and safety of their respective communities.

Theoretical Implications

This study supports existing local law enforcement theories, particularly community policing. The findings affirm that a strong knowledge base, practical skills, and regular training are essential components of effective community security (De Asis et al., 2020). Additionally, the findings contribute to psychoanalytic and social learning theories, suggesting that the tanods' sense of responsibility and preparedness is shaped by both intrinsic motivation and learned experiences from training and service. The masculine culture within law enforcement, as noted in previous research (Rabe-Hemp, 2007), remains evident; however, this study highlights a broader perspective on integrating diverse approaches to enhance inclusivity and equality.

Practical Implications

From a practical standpoint, this study underscores the need for sustained investments in *barangay tanod* training programs, which should focus on both general knowledge and specialized skills, such as emergency response and hazard identification. Tailored capacity-building activities not only prepare *tanods* for day-to-day duties but also ensure they are better equipped to serve as first responders during crises. Furthermore, the study identified areas where inclusivity could be promoted, particularly through recruitment processes that encourage more female participation. Expanding the diversity of the *tanods* force may offer new perspectives and a broader range of strategies for maintaining peace and order.

LIMITATION & FURTHER RESEARCH

Although this study provides valuable insights into the knowledge and performance of *barangay tanods* regarding their duties and responsibilities, several limitations must be acknowledged. First, the research was conducted in a specific geographic area, which limits the generalizability of the findings to other barangay or regions with different socio-political contexts. The unique characteristics of the local government, community dynamics, and access to resources in the study area may not be reflective of realities in other parts of the Philippines or other countries. Additionally, the study relied primarily on self-reported data from respondents, which is subject to potential biases such as social desirability and recall inaccuracies. These factors may influence how respondents portray their knowledge, skills, and performance.

Beyond these specific constraints, broader limitations are linked to the use of knowledge mapping that have not been fully explored. While effective in identifying areas of strength and gaps in knowledge, knowledge mapping can sometimes oversimplify the complexity of knowledge transfer and sharing within community policing units like *barangay tanods*. This study did not delve deeply into how tacit knowledge—informal, experience-based knowledge—flows between more experienced and less experienced *tanods*, nor did it investigate the informal networks through which knowledge is shared. These areas present significant potential for future investigation, as understanding the mechanisms of knowledge transfer can reveal insights into how *barangay tanods* learn on the job and improve their performance over time.

REFERENCES

- Agbulos, R. B., & Cruz, J. P. D. (2020). Knowledge mapping for disaster preparedness of barangay tanods in the Philippines. *International Journal of Disaster Risk Reduction*, 51, 101831.
- Arquero, L. F., Martinez, M. A., & Medina, J. R. (2020). Knowledge mapping for improving the crime prevention and control capabilities of barangay tanod in a peri-urban community. *Journal of Community Safety and Security*, 5(1), 24-37.

- Austria-Cruz, M. C. (2020). Performance of Barangay Police Security Officer (BPSO) or Tanod in Maintaining Peace and Order. *International Journal of English Literature and Social Sciences (IJELS)*, 5(1). <https://dx.doi.org/10.22161/ijels.51.7>
- Aydinan, J. J. B. (2021). Determinant Mapping on the Knowledge of Barangay Police Safety Officers on Their Duties and Responsibilities in San Roque, San Isidro, Nueva Ecija: A Basis for Re-Engineering Action Programs through Suc Intervention. *Open Access Library Journal*, 8(10), 1-17. <https://doi.org/10.4236/oalib.1107939>
- Balocating, M. E., & Sabornido, R. M. (2020). Knowledge mapping for improving the security and safety of *barangay tanod* in a rural community. *Journal of Public Safety and Emergency Management*, 12(2), 1-13.
- Cabarrubias, A. L., Ruiz, V. A., & Siacor, J. J. (2019). Knowledge mapping for improving the disaster risk reduction and management capabilities of *barangay tanod* in a rural community. *International Journal of Disaster Risk Reduction*, 40, 101187.
- Canlas, J. M., Dizon, M. A., & Rodulfo, M. L. (2020). Knowledge mapping for improving the traffic management capabilities of *barangay tanod* in an urban community. *International Journal of Transportation Engineering and Technology*, 6(2), 19-31.
- Capulong, R. A., & Agban, F. S. (2019). Knowledge mapping as a tool for enhancing community policing in the Philippines: A case study of *Barangay 160*, Caloocan City. *Journal of Community Engagement and Empowerment*, 2(2), 44-54.
- Christensen, L. B., Johnson, B., Turner, L. A., & Christensen, L. B. (2011). *Research methods, design, and analysis*. Pearson.
- Creswell, J. W., & Clark, V. L. P. (2018). *Designing and Conducting Mixed Methods Research* (3rd ed.). SAGE.
- Da-yi, G. (2020). Research on the Path of Auxiliary Police Standardized Management. In *International Conference on Modern Educational Technology and Innovation and Entrepreneurship*, 390-393. Atlantis Press. <https://doi.org/10.2991/assehr.k.200306.143>
- De Asis, J., Malibong, J., Alquiza, C. M., & Tagulao, R. M. (2020). Effectiveness of Barangay Tanods on the Maintenance of Peace & Order in the Municipality of Bayambang. *Southeast Asian Journal of Science and Technology*, 5(1).
- De Vera, E. C., De Vera, V. D., & Espinas, R. C. (2019). Knowledge mapping for improving the health and sanitation capabilities of *barangay tanod* in an urban community. *Journal of Community Health Research*, 8(3), 145-155.
- Dick, P. and Jankowicz, D. (2001) A Social Constructionist Account of Police Culture and its Influence on the Representation and Progression of Female Officers. *Policing: An International Journal of Police Strategies & Management*, 24, 181-199. <https://doi.org/10.1108/13639510110390936>
- Espinosa, C. E., Cordero, C. D., & Dungog, V. J. R. (2019). Knowledge management in community policing: A case study of *Barangay Alangilan*, Bacolod City, Philippines. *International Journal of Police Science & Management*, 21(2), 126-137.
- Esteban, J. R., & Cruz, D. M. (2018). Knowledge mapping for identifying the strengths and weaknesses of *barangay tanod* in responding to fire incidents. *Journal of Disaster Risk Reduction*, 33, 38-48.
- Gupit, E. F. E., & Cuevas Jr, J. F. (2022). Assessment of Barangay Peacekeeping Action Team's Performance During Covid-19 Pandemic in Ozamiz City. *Assessment*, 5(2), 178-189. DOI: <http://doi.org/10.46431/MEJAST.2022.5218>
- Gustaitis, P.J. & Guttieri, K. (2007). *Finding the Missing Link to a Successful Philippine Counterinsurgency Strategy* [Doctoral Dissertation, Naval Postgraduate]. <https://doi.org/10.31838/jcr.07.11.44>

-
- Lacanilao, M. R., Oca, M. A., & Perez, L. S. (2021). Knowledge mapping for improving the disaster response capabilities of *barangay tanod* in a rural community. *Journal of Disaster Research*, 16(3), 545-552.
- Ladot, V. B., Luminarias, M. C. M., & Bihag, R. M. (2019). Knowledge mapping for enhancing disaster risk reduction capabilities of barangay tanods in the Philippines. *Disaster Prevention and Management: An International Journal*, 28(3), 324-334.
- Lopez, M. A. D., Parreno, V. G., & Matugas, J. A. B. (2021). Disaster response capacity of the *barangay tanod*: A knowledge mapping exercise in the Philippines. *International Journal of Disaster Risk Reduction*, 65, 102491.
- Mina, J.C. (2019). Attainment of Cooperative Objectives and The Performance of Officers in Performing Their Management Functions: A Case of Cooperatives in Gapan City, Nueva Ecija. *International Journal of Advanced Engineering, Management and Science*, 5, 577-589. <https://doi.org/10.22161/ijaems.511.2>
- Orenze, H. P., Coballes, J. D., & Ferrer, O. G. (2021). Performance of *barangay* peacekeeping action teams of Buguey Cagayan. *International Journal of Advanced Research in Management and Social Sciences*, 10(2), 45-63.
- Pintuan, J. J. M., Capalungan, L. A. R., & Junio, C. B. (2020). Knowledge mapping as a tool for enhancing community policing in the Philippines: A case study of *Barangay* San Jose, Antipolo City. *Asian Journal of Criminology*, 15(4), 409-422.
- Plarisan, E. J., Catedrilla, J. B., & Capulong, R. A. (2018). Knowledge mapping for improving the safety and security of *barangay tanods* in an urban community in the Philippines. *Journal of Public Safety and Emergency Management*, 10(1), 1-14.
- Quirante, L. J. (2020). Knowledge mapping as a tool for improving the efficiency of barangay tanod in emergency response: A case study of *Barangay* Tagapuro, Carigara, Leyte, Philippines. *International Journal of Disaster Risk Reduction*, 49, 101688.
- Rabe-Hemp, C. (2007) Surviving the "All Boys Club": Policewomen and their Struggle for Acceptance. *Policing: An International Journal of Police Strategies & Management*, 31, 251-270. <https://doi.org/10.1108/13639510810878712>
- Rosales, M. C. M., Tiongson, A. D., & Zaragoza, P. M. (2021). Knowledge mapping for improving the community policing capabilities of *barangay tanod* in an urban community. *Journal of Public Safety and Security*, 13(1), 23-36.
- Sadsad, F. A., Tanto, F. A., & Baradi, J. A. (2020). Knowledge mapping for improving the disaster preparedness capabilities of *barangay tanod* in a rural community. *Journal of Disaster Research*, 15(6), 1167-1176.
- Sanchez, J. M., Ondap, M. G., & Carinan, M. G. (2019). Knowledge mapping for improving the crime prevention and control capabilities of *barangay tanods* in an urban community. *Journal of Public Safety and Emergency Management*, 11(2), 1-12.
- Santos, J. M. D., & de Jesus, E. J. (2020). Knowledge mapping of disaster response capabilities of *barangay tanod* in coastal communities. *Journal of Disaster Resilience in the Built Environment*, 11(1), 57-72.
- Sumad-On, D. (2020). Effectiveness of *Barangay Tanod* in Crime Prevention in Central Region of Andaganan, Isabela. *Journal of Critical Reviews*, 7(11), 274-278. <https://doi.org/10.31838/jcr.07.11.44>
- Torres, D. R., Nacion, L. J., & Rillo, J. V. (2019). Knowledge mapping for the training needs of barangay tanods in responding to incidents of violence against women and children. *International Journal of Community and Social Development*, 1(1), 21-30.
-

- Wicaksono, B. S. C., Prambudi, B., & Mulyanti, R. Y. (2023). The Effect of Indonesian Army Training on the Performance and Professionalism of Army Soldiers. *Organization and Human Capital Development*, 2(2), 71–86. <https://doi.org/10.31098/orcadev.v2i2.1527>.
- Ybañez, C. A., Verano, M. P., & Tan, D. M. (2020). Knowledge mapping as a tool for enhancing the performance of barangay tanods in the fight against illegal drugs: A case study of Barangay Bakhaw, Mandurriao, Iloilo City. *Journal of Criminal Justice Education*, 31(1), 21-35.

APPENDIX A.**Proposed Capability Training Program**

The proposed capability training program aims to enhance the effectiveness of barangay tanods by focusing on duty and responsibility, emergency roles, and patrolling skills. Strengthening duty and responsibility fosters commitment and accountability, encouraging tanods to fulfill their roles diligently and with integrity. This commitment promotes reliability and trust within the responder community, facilitating more coordinated emergency responses. Additionally, refining emergency roles and patrolling skills equips tanods to better identify and address hazards, ultimately enhancing their ability to safeguard lives and property during crises.

The program aims to enhance the role of barangay tanods by offering comprehensive training in advanced patrolling and hazard identification skills. Through specialized instruction and practical simulations, responders will gain a heightened awareness of potential risks and threats in their operational areas. Mastery of patrolling and hazard identification techniques enables tanods to proactively assess risks, mitigate dangers, and respond to emergencies swiftly and confidently. This proactive approach improves public safety and empowers responders to anticipate and address evolving challenges, solidifying their crucial role as frontline guardians of community well-being.

General Objectives:

1. Strengthen the sense of duty and responsibility among barangay tanods through targeted trainings and workshops, fostering a culture of accountability and dedication to service.
2. Enhance the roles of barangay tanods by providing specialized instruction in patrolling techniques and hazard identification methodologies, enabling them to identify and address potential threats and emergencies more effectively.
3. Foster a community of skilled and proactive barangay tanods capable of coordinating responses, mitigating risks, and safeguarding lives and property in diverse emergency situations, thereby bolstering overall resilience and preparedness within the community.

Table A1. Proposed Capability Training Program

Areas of Concern	Objective	Program and Activity	Personnel Involved	Time Frame	Success Indicator
1. Duty and Responsibility Enhancement	1. To Enhance the knowledge and skills of <i>Barangay Tanods</i> in fulfilling their duties and responsibilities effectively.	1. Conduct of Patrol/ <i>Ronda</i> in the <i>Barangay</i> .	✓ Police officers	January 2 nd week	1. By the end of the training, <i>Barangay Tanods</i> should be able to conduct effective patrols and <i>rondas</i> , ensuring the safety and security of the community.
		2. Assisting the Police and <i>Lupong</i>	✓ <i>Barangay tanods</i>	5 days	
		2. Assisting the Police and <i>Lupong</i>	✓ Police officers	February	2. After the training, <i>Barangay</i>

Areas of Concern	Objective	Program and Activity	Personnel Involved	Time Frame	Success Indicator
		<i>Tagapamayapa.</i>	<ul style="list-style-type: none"> ✓ <i>Lupong Tagapamayapa</i> ✓ <i>Barangay tanods</i> 	<ul style="list-style-type: none"> 1st week 5 days 	<i>Tanods</i> should understand their role in assisting the police and <i>Lupong Tagapamayapa</i> , ensuring that they contribute effectively to maintaining peace and order in the barangay.
		3. Detecting Fire Hazards and Safety Violations.	<ul style="list-style-type: none"> ✓ Police officers ✓ <i>Barangay tanods</i> 	<ul style="list-style-type: none"> February 3rd week 5 days 	3. Following the training, <i>Barangay Tanods</i> should be able to identify fire hazards and safety violations, and take appropriate corrective actions to mitigate risks.
		4. Conducting Surveillance on Crime Breeding Areas.	<ul style="list-style-type: none"> ✓ Police officers ✓ <i>Barangay tanods</i> 	<ul style="list-style-type: none"> March 1st week 5 days 	4. Upon completion of the program, <i>Barangay Tanods</i> should be able to conduct surveillance on crime breeding areas, reporting observations and findings to the proper

Areas of Concern	Objective	Program and Activity	Personnel Involved	Time Frame	Success Indicator
					authorities for prompt action
		5. Coordinating with <i>Barangay</i> Officials and the Police.	<ul style="list-style-type: none"> ✓ Police officers ✓ <i>Barangay</i> officials ✓ <i>Barangay tanods</i> 	March 3 rd week 5 days	5. After the training, <i>Barangay Tanods</i> should be able to coordinate closely with <i>barangay</i> officials and the police, effectively participating in the campaign against crimes and promoting community safety.
2. First Responder's Role Enhancement	1. Improve the capability of <i>Barangay Tanods</i> as first responders during emergencies and incidents.	1. Receiving and Recording an Emergency Call.	<ul style="list-style-type: none"> ✓ Police officers ✓ Disaster Risk Reduction Personnel ✓ <i>Barangay tanods</i> 	April 1 st week 5 days	1. By the end of the training, <i>Barangay Tanods</i> should be proficient in receiving and accurately recording emergency calls, ensuring timely response.
		2. Responding to the Crime Scene Immediately.	<ul style="list-style-type: none"> ✓ Police officers ✓ <i>Barangay tanods</i> 	April 3 rd week 5 days	2. After the training, <i>Barangay Tanods</i> should be able to respond quickly to crime scenes, effectively

Areas of Concern	Objective	Program and Activity	Personnel Involved	Time Frame	Success Indicator
					assisting in emergency situations.
		3. Giving Assistance to the Injured/Performing First Aid.	<ul style="list-style-type: none"> ✓ Police officers ✓ Disaster Risk Reduction Personnel ✓ Bureau of Fire Protection Officers ✓ <i>Barangay tanods</i> 	May 1 st week 5 days	3. Following the program, <i>Barangay Tanods</i> should be competent in providing immediate assistance and basic first aid to injured individuals.
		4. Securing the Crime Scene.	<ul style="list-style-type: none"> ✓ Police officers ✓ <i>Barangay tanods</i> 	May 3 rd week 5 days	4. Upon completion of the training, <i>Barangay Tanods</i> should be able to secure crime scenes, preserving evidence and ensuring the safety of all involved.
		5. Observing and Noting Incident Details.	<ul style="list-style-type: none"> ✓ Police officers ✓ <i>Barangay tanods</i> 	June 1 st week 5 days	5. After training, <i>Barangay Tanods</i> should be skilled in observing and accurately

Areas of Concern	Objective	Program and Activity	Personnel Involved	Time Frame	Success Indicator
			<i>tanods</i>		documenting incident details for proper reporting and investigation.
		6. Managing Traffic in Vehicular Accidents.	<ul style="list-style-type: none"> ✓ Police officers ✓ Traffic Management Officers ✓ <i>Barangay tanods</i> 	<ul style="list-style-type: none"> June 3rd week 5 days 	6. By the end of the program, <i>Barangay Tanods</i> should be capable of effectively managing traffic in vehicular accidents, reducing road congestion and enhancing safety.
3. Patrolling and Hazard Identification Enhancement	1. Strengthen the patrolling and hazard identification skills of <i>Barangay Tanods</i> .	1. The Conduct of Roving within Area of Responsibility.	<ul style="list-style-type: none"> ✓ Police officers ✓ <i>Barangay tanods</i> 	<ul style="list-style-type: none"> July 1st week 5 days 	1. Following training, <i>Barangay Tanods</i> should be proficient in conducting roving patrols within their area of responsibility, ensuring community safety.
		2. Identifying Hazards within Area of Responsibilities (AOR).	<ul style="list-style-type: none"> ✓ Police officers ✓ Disaster Risk Reduction Management 	<ul style="list-style-type: none"> July 3rd week 5 days 	2. After completing the program, <i>Barangay Tanods</i> should be skilled in identifying various hazards within their

Areas of Concern	Objective	Program and Activity	Personnel Involved	Time Frame	Success Indicator
			Personnel		area of responsibility.
			✓ <i>Barangay tanods</i>		
	3. Taking Note of Identified Hazards.		✓ Police officers	August 1 st week 5 days	3. Upon completion of training, <i>Barangay Tanods</i> should be able to take accurate and comprehensive notes of identified hazards for further action.
			✓ Disaster Risk Reduction Management Personnel		
			✓ <i>Barangay tanods</i>		
	4. Reporting Identified Hazards.		✓ Police officers	August 3 rd week 5 days	4. Following the program, <i>Barangay Tanods</i> should be competent in reporting identified hazards promptly to relevant authorities for corrective measures.
			✓ Disaster Risk Reduction Management Personnel		
			✓ <i>Barangay tanods</i>		
	5. Handling Incidents Encountered		✓ Police officers	September	5. After training, <i>Barangay Tanods</i> should

Areas of Concern	Objective	Program and Activity	Personnel Involved	Time Frame	Success Indicator
		During Conduct of <i>Ronda</i> .	the of ✓ Disaster Risk Reduction Management Personnel	1 st week 5 days	be proficient in responding to and managing incidents encountered during patrols, ensuring the safety and security of the community.
			✓ <i>Barangay tanods</i>		