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Security Practices and its Correlates to Incident Command System on Safety Procedures

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Abstract
This paper sheds light to the crucial role being played by army officers not just in the site of interest which is Philippines but also in almost all countries taking into consideration security practices and Incident Command System on safety procedures. In effect, as to the significant difference in the assessment of the respondents on the internal security practices of the Philippine Army considering variables of the present study where *p values* are generally higher than the level of significance, has resulted to the acceptance of the *null hypothesis* of no significant difference. This presupposes that intervening variables move in a somewhat the same direction but different magnitude. In the context of the current academic piece, this implies that respondents are performing satisfactorily their functions in acquiescence to the commanding authority and is compliant with ICS. After careful scrutiny of data, researchers recommend that Philippine Army shall issue relevant policies for authorization of its personnel to visit other offices nationwide. On operational security, the PA's treasury office or finance office shall be secured properly by security personnel or military police. For future researches, relevant studies may be conducted to a widened scope to improve the internal security practices of the PA exploring other relevant variables and its compliance to the security management system. As for international security standards, benchmarking on safety practices and procedures among allied countries be cultivated and reinforced to ameliorate its treaty and ensure its international resiliency against potential threat both natural and man-made.

Keywords: Incident Command System, Philippine Army, Resiliency, Safety Procedures, Security Practices

1. Introduction

The Armed Forces of the Philippines (AFP) have been performing numerous tasks over the past few decades despite scarce equipment and resources to make their mandate at least at par with the international standards. In effect, the AFP has been mandated to support internal security operations against terrorism and Islamic and Communist rebels apart from its crucial role of safeguarding and defending the national ground against foreign intimidations. The military has likewise been on the front line of government rescue and relief efforts after natural catastrophes and other crises had transpired in the country. These national military mandates had actually got its principles through the 1994 UN Human Development Report that highlights human security. Since then, it has drawn more and more interest from theorists, decision-makers, and, to a lesser extent, voters. The UNDP's Human Security Framework (**Jolly et al. 2006**) and a report for the UN Center for Regional Development (**Mani, 2002**) summarize the influence of human security on UN policy. This influence took three forms: the idea that the primacy of citizens' human rights not only obliges the state to protect them but that sometimes they be protected from state authority; the notion that the destitute situation of many people around the world necessitates decisive development efforts on the part of states (**Thakur, 2010**); and the realization that human security is too important and too complex an obligation to be left to national governments in isolation without the support of civil society. From these international paradigms, researchers would like contribute to the body of knowledge specifically along human security and safety policies.

2. Philippine Army's Adopted Command System

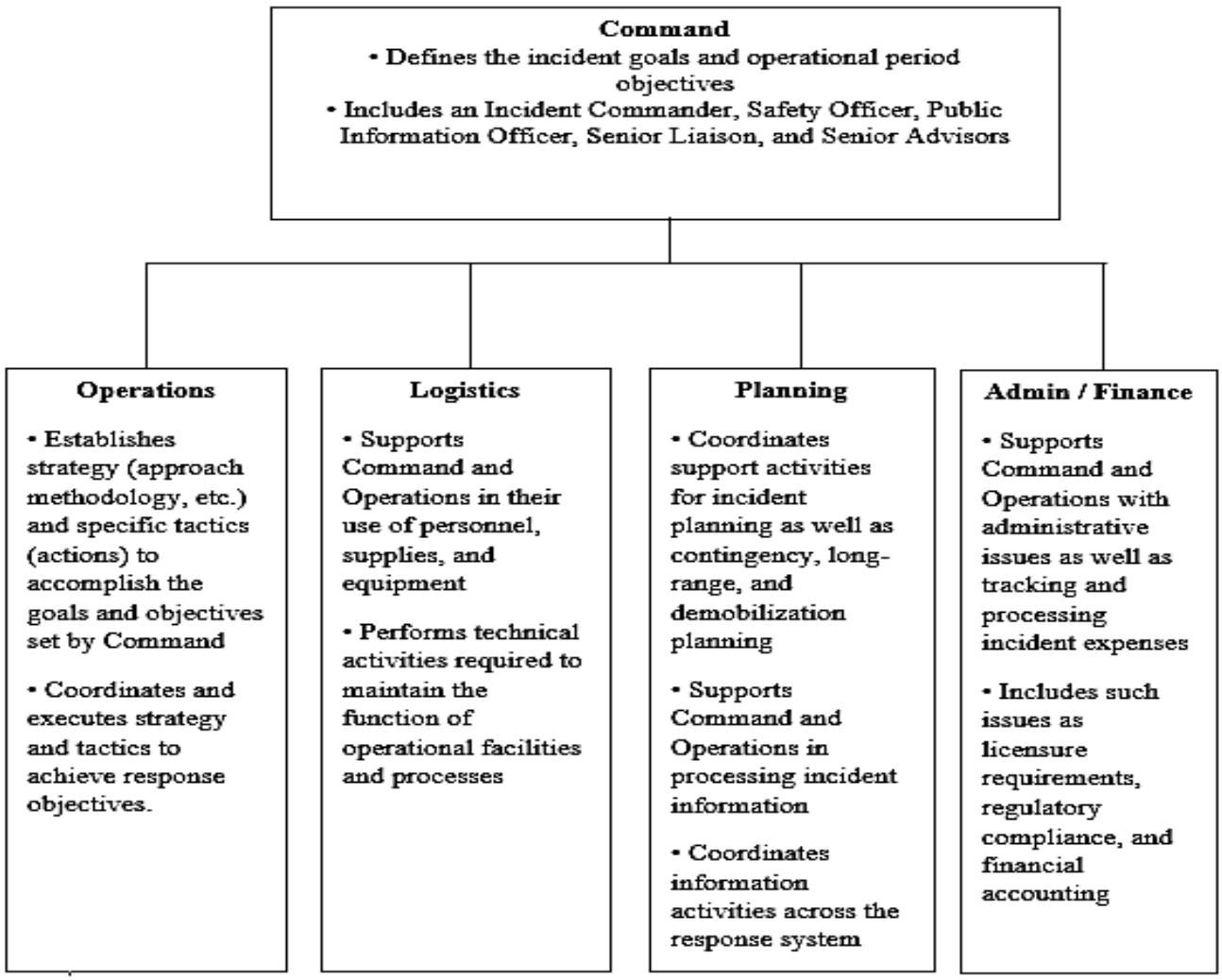

Figure 1: Incident Command System

2.1 Incident Command System

The Incident Command System (ICS) is a standardized methodology to the command, control, and management of on-scene occurrence organization, offering a shared hierarchy where employees from numerous administrations can be operative. ICS is mixture of techniques, personnel, facilities, paraphernalia, and communications functioning within a common managerial structure, designed to help in the supervision of on-scene assets during occurrences. It is utilized for all varieties of incidents and is appropriate to small, as well as large and multifaceted, incidents including premeditated events (**Chang, 2017**).

2.2 Operations

All organizations should purposively set a strategy to achieve its objectives. This strategy must have actually been periodically evaluated and adjusted to ensure its responsiveness and relevance to the target recipients. This may be undertaken by continuously being cognizant of the ever-changing status quo. In fact, an increased in Volatility, Uncertainty, Complexity, Ambiguity, (VUCA) in certain operating environment can either impend or generate opportunities for the association. To obtain the best possible upshot, the organization has to subject its policy to a process of assessment to pinpoint trials and prospects. For the Philippine Army, the Strategy Execution Management Process (SEMP) offers guidance on its strategic execution.

2.3 Logistics

The Army Support Command (ASCOM) offers practical, unified, and unrelenting quality logistics support facilities to the Philippine Army major unit necessities specifically firepower, transportation, organizational, and upkeep of equipment in support of the realization of the Army's primary mandates.

2.4 Planning

The Chief of Staff of the Armed Forces of the Philippines (CSAFP) is deemed the highest military officer in the Armed Forces. He instructs all its elements—The Philippine Air Force, Army, and, Navy. He is directly accountable to the President of the Philippines who is then the Commander-in-Chief of the Armed Forces. The President of the Philippines exercises his power over the Armed Forces of the Philippines (AFP) as Commander-in-Chief in view of the principle of the sovereignty of civilian authority over the military, to reinforce this dynamic constitutional principle which is a vital requirement of democracy. This authority is enshrined in Article VII, Section 18 of the 1987 Constitution of the Philippines. Conversely, the Secretary of National Defense (SND), as an alter ego of the President, leads the Department of National Defense, and exercises "executive supervision" over the AFP, and oversees the National Defense program of the country. His role is chiefly in the jurisdiction of policy-making. Be that as it may, the SND is not authorized to give operational commands to the armed forces, and is not part of the chain of command. This is because, as Commander-in-Chief, the President exercises his authority over the armed forces is unswervingly through the Chief of Staff of the AFP. As the uppermost military officer in the armed forces that answers exclusively to the President, the Chief of Staff is only second to the President in the chain of command. Thus, the Chief of Staff executes the commands directly given by the President to the Armed Forces in relation to military operations. He is answerable for planning, developing, and executing the national defense program recommended by the Secretary of National Defense.

2.5 Administration and Finance

The Administration Department delivers logistical assistance to the whole organization. In doing this, it provides working areas for all workforce and office equipment essential to the workplace. It likewise ascertains accessibility of stationeries and other office materials. It ensures a hygienic and orderly office atmosphere. It also systematizes the delivery of documents and items as demanded by particular personnel / office. Financial management necessitates limiting expenses and commitments (including operating expenses, debt, and payroll). All day-to-day transactional accounting is handled by the finance functions. This involve managing government reports as well as tracking every transaction.

3. Research Hypotheses

- The assessment of participants on internal security practices and compliance to the incident management system of the Philippine Army does not vary.
- There is no significant difference in the assessment of the respondents on the level of compliance of Philippine Army internal security practices to security management system in terms of Planning; Operations; Logistics; and Administration and Finance
- There is no significant relationship between the Internal Security Practices of the Philippine Army and their level of compliance to security management system.

4. Objectives of the Study

The scarcity of studies along security functions and command system of army not just in the Philippines but primarily worldwide (**Samaras et. al. 2019**) is the perceived gap that the current study hopes to fill by providing philosophical findings grounded on the hereunder aim and questions.

- Assess the internal security practices and compliance to the incident management system of the Philippine Army with the end view of providing recommendations for development of its Safety Policies.
- Is there is significant difference in the assessment of the respondents on the level of compliance of Philippine

Army internal security practices?

- Is there a significant relationship between the Internal Security Practices of the Philippine Army and their level of compliance to security management system?
- Based on the results of the study, what recommendations can be proposed for development of the Philippine Army's safety policies?

5. Research Methodology

This quest for philosophical findings exploited the advantages as well as applicability of descriptive design and survey research methodology to collect the data (**Estremera & Estremera, 2018**) so as determine the assessment of the respondents on the Philippine Army's internal security practices and its compliance to security management system. As accentuated by **Estremera (2017),** descriptive research is designed at casting light on current issues or problems through a process of data collection that allows them to describe the situation more entirely than what was thinkable without employing this method. In the same vein**, Estremera (2018)** delineates quantitative research as a technique of research that depends on measuring variables using a numerical scheme, analyzing these measurements using any of a variety of statistical models, and recording relationships and associations of the explored variables. The chief aim of gathering these quantitative data is to comprehend, define, and forecast the nature of a phenomenon, predominantly through the development of models and theories (**Estremera & Gilbas, 2022**). Quantitative research procedures include experiments and surveys (**Estremera, 2019**). Hence, this research design sufficed the conduct of the study and determine the PA's internal security practices and its compliance to security management system. The researchers also utilized the evaluation survey research design. **Estremera & Gonzales (2021)** expounded that evaluation research study is a "process used to conclude and identify the purpose of the survey research and consequently, the primary purpose is to answer questions about variables of interest to the researcher.

5.1 Population, Sample and Sampling Techniques

The respondents of this study were the personnel of the Philippine Army. There were 50 participants for this current academic piece comprising the operations personnel as well as the technical personnel. Due to time constraints associated to the upsurge of COVID-19 cases, the researchers deemed purposive sampling technique. It is a non-probability sampling technique without identifying the exact number of population taking into consideration the validity and reliability aspects of the endeavor. The respondents had been instructed to merely put a tick (/) mark on the space provided for the number which corresponds to their specific choices. In this study, all the participants were Philippine Army personnel assigned in the actual operations or those technical personnel who are the security and safety personnel as well as other personnel who are actually performing technical functions. To determine the qualifications of the participants of this study, the researchers came-up with the following as inclusion criteria viz: (i) only those personnel of Philippine Army assigned in operations; (ii) and the technical personnel who are performing functions related to safety and security and personnel with at least five (5) years of service in the PA. Complying with the inclusion criteria, the researchers had been able to include a total of 55 respondents.

5.2 Research Instrument

The main data gathering instrument used is a self-made survey questionnaire formulated by the researchers themselves subjected to content validity by the research adviser and colleagues from the Philippine Army. The survey questionnaire consists of two parts. Part I includes the profile of respondents, such as: educational attainment, years of service, position, and operational area of assignment. The levels of educational attainment solicited in the survey questionnaire were college degree, with masters units, masteral degree, with doctorate units, and doctorate degree. As regard the years of service, the researcher included, 5-10 years; 11-15 years; 16-20 years; 21-25 years; and above 25 years. There were only two positions considered, such as: operations personnel and technical personnel. On the operational area of assignment, the same were limited only to the National Capital Region (NCR), Luzon, Visayas, and Mindanao. Part II refers to the assessment of the respondents on Philippine Army's internal security practices and its compliance to security management system. On PA's internal security practices, there are only three dimensions included, namely: management security; operational security; and physical security. On the compliance of PA internal security practices to security management system, it includes planning, operations, logistics, and administration and logistics. The detailed

contents of the survey questionnaire is attached as an integral part of this paper. A 5-point Likert scale was used by the researcher as follows:

Scale	Verbal Interpretation	Extended Meaning
5	*Strongly Agree (SA)*	*Very good/Highly compliant*
4	*Agree (A)*	*Good/Compliant*
3	*Less Agree (LA)*	*Fair/Less compliant*
2	*Disagree (D)*	*Bad/Least compliant*
1	*Strongly Disagree (SD)*	*Very bad/Not compliant*

5.3 Data Gathering Procedure

The researchers sought the permission and approval of the Philippine Army leadership through the Human Resource manager. A letter was communicated by the researchers for this purpose. Likewise, a letter to the respondents was also prepared requesting them to answer the survey questionnaire. The researchers did not experience any difficulty on the gathering of data through the survey questionnaire as they had the familiarity with the Philippine Army areas of operation. Aside from the familiarity of the areas of operations, the researchers likewise had colleagues who helped them to facilitate the distribution of the survey questionnaires and the retrieval of the accomplished instruments. The researchers gave instructions to their colleagues on how to guide the participants in answering of the survey questionnaires. Participants were also apprised of their own free will not to join the academic, if any.

5.4 Statistical Treatment of Data

The data gathered in this study was statistically treated using the following: frequency and percentage, mean, *ANOVA*, and Kendall Rank Tau Coefficient. In finding answers to specific problems, the researcher used the following tools:

- **Percentage**. Computed as % = X/N, where % is the percentage and X, is the sample and N is the population. This statistical tool was used to determine frequency and percentage distribution of the profile characteristics of the respondents, namely: educational attainment, years of service, position, and area of operation.
- **Weighted mean**. It was determined by adding up all the scores and then dividing the sum of the total scores (**Fraenkel et al. 2012**). The weighted mean was used to determine the average of Philippine Army internal security practices and its compliance to incident management system.
- **Standard Deviation**. **Fraenkel et al. (2012),** defined Standard Deviation as the "most stable measure of variability; it takes into account every score in a distribution.".
- **F-test.** "An F statistic is a value you get when you run an ANOVA test or a regression analysis to find out if the means between two populations are significantly different. It's similar to a T statistic from a T-Test. A T-test will tell you if a single variable is statistically significant and an F test will tell you if a group of variables is jointly significant" (**Pugh et al. 2021**). This statistic shall be used to determine if there exists any significant difference in the cybersecurity competency level scores of groups based on their (1) age and (2) years of service in an IT-related work, where these variables are categorized in more than two groups.
- **Spearman's rank correlation coefficient.** Spearman's Rho is a non-parametric test used to measure the strength of association between two variables, where the value r = 1 means a perfect positive correlation and the value r = -1 means a perfect negative correlation. The correlation between two (2) variables reflects the degree to which the variables are related. A correlation of positive (+) means that there is a perfect linear relationship between 2 variables. It is said that correlation is significant at the 0.05 level (2-tailed). If the sig. (2-tailed) value is greater than .05, it means that there is no statistically significant correlation between two variables. That means, increases or decreases in one variable do not significantly relate to increases or decreases in your second variable. If the sig. (2-tailed) value is less than .05, it means that there is a statistically significant correlation between two variables. That means, increases or decreases in one variable do significantly relate to increases or decreases in your second variable. The qualitative interpretation of the degree of linear relationship existing is shown in the following range of values.

+ 1.00	*perfect positive (negative) correlation*
+ 0.91 - 0.99	*very high positive (negative) correlation*
+ 0.71 - 0.90	*high positive (negative) correlation*

+ 0.51 - 0.70	*moderate positive (negative) correlation*
+ 0.31 - 0.50	*low positive (negative) correlation*
+0.01 - 0.30	*negligible positive (negative) correlation*
0.00	*no correlation*

5.5 Ethical Considerations

The content of this study is an intellectual property of the researchers. All sources and reference materials were properly cited and acknowledged to circumvent the issue on plagiarism. The researchers drafted a letter to the Human Resource Manager of Philippine Army apprising the conduct of study among its personnel. Upon approval, researchers with the help of their colleagues administered the self-made questionnaire. All information gathered from the samples had been dealt with due prudence and confidentiality by observing the highest degree of secrecy and standards. In the conduct of the study, researchers reminded former staff members to actually engage the participants and provide instruction on how to fill-out the survey questionnaires. Principles of volunteerism during data gathering phase had been accentuated. In effect, respondents were provided with clear instructions on how to go about the form based on their understanding. Soon as questionnaires had been fully answered, this could presuppose that participants manifested that their participation is voluntary in nature and that confidentiality of the information shall also be maintained to adhere to anonymity ethical concern.

6. Review of Literature

Philippine Army Internal Security Practices

Section 3 of the 1987 Constitution orders the AFP to secure the sovereignty of the state and the integrity of the national territory. A less imminent threat to national security comes from disputes over the Philippines' territorial claims with neighboring countries and is improbable that they will turn into military combat. In of the foregoing premise, the Philippines may now concentrate more on ensuring internal security. This does not imply, however, that the AFP can afford to lose sight of its main goal of providing foreign defense. It works hard to build up its territorial defense know-hows to heighten its defensive operations by itself.

Human Security

Tanaka (2015) summaries the types and sources of threats to human security as circling around physical (natural disasters), living (biological disasters such as epidemics), and social systems. **Tanaka (2015)** regard human security as the right of people to live in freedom and equity, free from poverty and despair (war and displacement). He continues by appealing that these systems' interactions endanger human security. **Tanaka (2015)** likewise suggests two strategies for dealing with challenges to human security - eliminating the causes or ameliorating the effects.

Physical security

According to Memorandum Circular No. 78, s. 1964 titled, “Security of Classified Matter in Government Departments and Instrumentalities”, the term “physical security” is the safeguarding by physical means, such as guards, fire protection measures and other similar means, of information, personnel, property, utilities, facilities and installations against compromise, trespass, sabotage, pilferage, theft, espionage or any other dishonest or criminal act.

Incident Command System

The ICS is a standardized, on-scene, all-hazards incident management approach (**FEMA, 2011**) that permits for the integration of facilities, equipment, personnel, procedures, and communications operating within a common organizational structure. This allows for a coordinated response among numerous jurisdictions and functional agencies, both public and private; and establishes common processes for planning and managing resources. The ICS comprises five major components: command, operations, planning, logistics, and finance. As incidents escalate to become disasters, three additional functional staffs, a public information officer, safety officer, and liaison officer would be added to assist the Incident Commander (IC). ICS is a standardized approach to the command, control, and coordination of on-scene incident management that provides a common hierarchy within which personnel from multiple organizations can be effective. ICS specifies an organizational structure for incident management that integrates and coordinates a combination of procedures, personnel, equipment,

facilities, and communications. (US Department of Homeland Security 2017, 24)

Planning

Planning is the basis of the entire management function, without which no other phase can succeed or even be considered **(Bednar, 1982).** Effective planning is indispensable in any firm to manage any unbalanced situations and guarantee ongoing growth. In the army, military officials build backup plans and run mission rehearsal drills to be ready for any scenario that may arise. The same principle could be applied to businesses, resulting in a workforce that is aware of their responsibilities and doing their jobs well.

Operations

The operations' chief function is to conduct tactical operations to carry out the plan, develops the tactical assignments and organization, and directs all tactical resources. Its function is where the tactical fieldwork is done (**USDA, 2018**). The need to expand the operations is largely verbalized by the number of tactical resources involved and is influenced by span of control considerations. **Goldfarb (1997)**, a senior fire officer, focused on the importance of ICS structure and the doctrines it established to manage day-to-day operations. **Harrald (2006)** reported that the ICS institutes the essential discipline for orchestrating disaster response activities, but does not provide enough freedom for ICS users to improvise at the scene – which is significant when dealing with extreme events – so he suggested using an open system (similar to an organic system) to help prepare users for responding to extreme events.

Logistics

It is no great matter to change tactical plans in a hurry and send troops off in new directions. But adjusting supply plans to the altered tactical scheme is far more difficult (**Bury, 2021**). Although the notion of logistics has been there since the foundation of warfare, the word "logistics" did not become generally used until just before World War II. The development of the force's continuing readiness is undoubtedly even more vital than simply using the force for its intended purpose. The majority of the components that describe readiness across the services—personnel, equipment, and supply readiness—are directly impacted by logistics principles at the tactical level, which in the process has a direct impact on the ability of the services to meet the ongoing needs of ongoing deployments and produce the forces required for war.

Administration and Finance

The administration and finance, accomplish all financial, administrative, and cost analysis features. It ensures that all on-duty time is documented for all personnel, and determine procurement order limits for the logistics requirements. During the past decade, a slight but consistent literature has evolved that accentuates the significance of administrative support. Yet no empirical definition exists as to the significance of administrative support nor have specific behaviors considered supportive been identified with much precision. Knowledge about the nature of administrative support has implications for administrators who desire to promote change in their own organizations and also for those who plan and conduct administrative training programs (**Fox et al. 2005**). Financial management plays an important role in the development of enterprises as well as in the development of a country's economic activity. Financial management has a special place in the management system, because of the close connection between finance and management, technology, resources, and personnel (**Hilgert et al. 2003**). Conversely, financial planning is process of formulation of goals, policies, procedures, programs and budget that refer to organization's finance function (**Hopley, 2003**).

7. Result and Discussion

7.1 Assessment of Internal Security Practices and its Compliance to Incident Management System

Table 1 : Assessment along Management Security

Management Security	WM	VI
Philippine Army's personnel assets are effectively utilized.	*4.72*	*SA*

Philippine Army's physical structures such as buildings are properly secured.	*4.64*	*SA*
Philippine Army's equipment and machines are properly maintained, inventories, and secured.	*4.66*	*SA*
Philippine Army's systems and information assets are always secured.	*4.70*	*SA*
Philippine Army issues relevant policies for the safety and security of personnel.	*4.80*	*SA*
Philippine Army issues relevant policies for the security management procedures	*4.70*	*SA*
Philippine Army issues relevant policies for threat and risk assessment.	*4.62*	*SA*
Philippine Army issues relevant policies for the categorization of assets and rate system vulnerabilities	*4.66*	*SA*
Philippine Army issues relevant policies for authorization of personnel prior to leaving their workplaces	*4.60*	*SA*
Philippine Army issues relevant policies for authorization to go to other offices nationwide.	*4.50*	*SA*
Philippine Army maintains identification of employees at all times	*4.68*	*SA*
Philippine Army issues relevant policies for health monitoring one day prior to go to their workplaces.	*4.58*	*SA*
Philippine Army issues relevant policies for wearing of face mask and face shield.	*4.68*	*SA*
Philippine Army issues relevant policies for employees not to engage in activities which conflicts to its interests	*4.62*	*SA*
Philippine Army issues relevant policies for employees not to engage in cock fight.	*4.62*	*SA*
Philippine Army issues relevant policies for time in prior to start working.	*4.68*	*SA*
Philippine Army issues relevant policies for time out after working.	*4.54*	*SA*
Philippine Army issues relevant policies to filling-up log form to those no time in and time out.	*4.56*	*SA*
Philippine Army issues relevant policies to categories documents and equipment priority for evacuation in case of emergency.	*4.66*	*SA*
composite mean	***4.64***	***SA***

Table 2 : Assessment along Operational Security

Operational Security	WM	VI
Philippine Army implements precise change management processes.	*4.62*	*SA*
Philippine Army employees are properly instructed to follow network changes.	*4.62*	*SA*
Philippine Army gives employees the minimum access necessary to perform their jobs.	*4.54*	*SA*
Philippine Army restricts access to network devices.	*4.62*	*SA*
Philippine Army implements dual control.	*4.58*	*SA*
Philippine Army's security holes and other vulnerabilities are properly analyzed.	*4.60*	*SA*
Philippine Army's level of risk associated with each vulnerability are properly appraised.	*4.68*	*SA*
Philippine Army has countermeasures in place and properly identified.	*4.70*	*SA*
Philippine Army's intelligence personnel operate in the AOR.	*4.68*	*SA*
Philippine Army implements policy on do's and don'ts in case of bomb threats.	*4.72*	*SA*
Philippine Army's slot machines are secured by supervisor for any eventualities.	*4.64*	*SA*
Phlippine Army's surveillance personnel always secure the AOR.	*4.70*	*SA*
Philippine Army's treasury office is secured by security guard.	*4.50*	*SA*
Philippine Army implements policy on frisking and inspection of belongings.	*4.62*	*SA*
Philippine Army implements policy of no bringing of firearms and deadly weapons inside its premises.	*4.58*	*SA*
Philippine Army coordinates always to national police authority in case of emergency.	*4.46*	*SA*
Philippine Army coordinates always to fire department in case of fire.	*4.74*	*SA*

Philippine Army implements policy to all employees for continuous attending bomb threat awareness and management (BTAMS) seminar annually.	*4.68*	*SA*
Philippine Army implements policy to clear the area with the presents of EOD personnel.	*4.73*	*SA*
Philippine Army's implements policy on baggage's intended for VIP to be inspected by EOD personnel.	*4.64*	*SA*
composite mean	***4.63***	***SA***

Table 3 : Assessment along Physical Security

Physical Security	**WM**	**VI**
Philippine Army has multiple layers of security and properly applied.	*4.76*	*SA*
Philippine Army has CCTV surveillance and are available 24/7.	*4.70*	*SA*
Philippine Army's security guards are properly deployed in all critical areas.	*4.70*	*SA*
Philippine Army has roving guards who are always available and ready to respond in any eventuality.	*4.72*	*SA*
Philippine Army's access control is properly implemented.	*4.79*	*SA*
Perimeter intrusions at Philippine Army are properly detected.	*4.76*	*SA*
Philippine Army has perpetrators deterrent system which are always available 024/7.	*4.68*	*SA*
Security in depth is always observed in Philippine Army.	*4.76*	*SA*
Philippine Army's organic security personnel supervises the Military Police.	*4.76*	*SA*
Philippine Army's security personnel are employed 3 shifts duty including PSA.	*4.66*	*SA*
Entrance and exit at Philippine Army offices are secured by organic and PSA personnel.	*4.78*	*SA*
Entrance and exit of Philippine Army are manned by organic and PSA personnel.	*4.66*	*SA*
Philippine Army's security relievers are always available.	*4.60*	*SA*
Philippine Army's security firearms and ammunition are effective and sufficient.	*4.68*	*SA*
Philippine Army's security personnel are equipped with 2-way radios with spare batteries.	*4.68*	*SA*
Philippine Army's security tour of duty is always manned with team supervisor.	*4.62*	*SA*
Philippine Army's EOD personnel are always available 24/7.	*4.68*	*SA*
Philippine Army's ambulance is on standby and always available 24/7.	*4.68*	*SA*
Standby security augmentations are always available 24/7 at Philippine Army's vicinity.	*4.66*	*SA*
Philippine Army's internal security in the area is always secured 24/7.	*4.72*	*SA*
Composite Mean	***4.70***	***SA***

Preceding tables capture the respondents' assessment along PA's internal security practices in terms of management security with overall mean rating of 4.64 with verbal interpretation of strongly agree (SA). Of all the indicators, the statement "Philippine Army issues relevant policies for the safety and security of personnel." was rated as the highest [WM=4.80 (SA)]. On the other hand, statement "Philippine Army issues relevant policies for authorization to go to other offices nationwide." Was rated as the lowest [WM=4.50 (SA)]. Moreover, the respondents assessed the Philippine Army's internal security practices in terms of operational security with an overall mean rating of 4.63 with verbal interpretation of strongly agree (SA). Of all the indicators, statements "Philippine Army coordinates always to fire department in case of fire." and "Philippine Army implements policy to clear the area with the presents of EOD personnel." got the highest mean value [WM= 4.74 (SA)]. Meanwhile statement "Philippine Army coordinates always to national police authority in case of emergency." got the lowest rating [WM= 4.46 (SA)]. In the long run, the respondents assessed the Philippine Army's internal security practices in terms of physical security with an overall mean rating of 4.70 with verbal interpretation of strongly agree (SA). Of all the indicators, statements "Philippine Army's access control is properly implemented." and "Entrance and exit at Philippine Army offices are secured by organic and PSA personnel." got the highest mean value [WM= 4.78 (SA)]. On the other hand, statement "Philippine Army's security relievers are always

available." got the lowest rating [WM= 4.60 (SA)].

7.2 Significant Difference of the Assessment of the Respondents on the Internal Security Practices

Table 4 : Summary of F–values Showing the Significant Difference

Variables	Computed *f*	Df	Critical *f* value (2 tail)	*P* Value	Decision	Conclusion
Management Security	.931	110	3.0718	.428	*Accept Ho*	*No significant difference*
Operational Security	.433	110	3.0718	.729	*Accept Ho*	*No significant difference*
Physical Security	1.041	110	3.0718	.378	*Accept Ho*	*No significant difference*

Sig. @ .05 level of significance

Shown in the foregoing table are variables under internal security practices of the Philippine Army. At *0.05* level of significance, there were no significant differences in the assessment of the respondents in each of the three variables of the internal security practices of the Philippine Army when the operational area of assignment of the respondents was taken as test factor, as their respective P values of 0.428, 0.729, and 0.378 were all higher than the level of significance of *0.05* which resulted to the acceptance of the null hypothesis and rejection of the alternative hypothesis in all said three variables. Empirically, researchers perceived that the operational area of assignments of the respondents, whether in the National Capital Region (NCR), Luzon, Visayas or Mindanao, had no effect in their view on the internal security practices of the Philippine Army. There is high probability that all respondents relied on their experiences as members of the Philippine Army and not on their respective operational area of assignment.

7.3 Significant relationship between the Internal Security Practices of the Philippine Army

Table 5 : Correlational Analysis on the Significant Relationship of the Assessment of the Respondents

Variables	Computed r	Degree of Relationship	*P* value	Decision
Planning	.598**	Moderate positive correlation	.000	With significant correlation
Operations	.339**	Low positive correlation	.000	With significant correlation
Logistics	.564**	Moderate positive correlation	.000	With significant correlation
Administration and Finance	.613**	Moderate positive correlation	.000	With significant correlation

. **Correlation is significant at the 0.01 level (2-tailed).

Accentuated in Table 5 is the correlational analysis on the significant relationship of the assessment of the respondents between internal security practices of the Philippine Army in terms of management security to the four variables of level of compliance to security management system, namely: planning, operations, logistics, and administration and justice. The *p values* for all the four variables as mentioned above were all *.000*. Since

the *p values* for all the four variables are individually lesser than the level of significance *@ 0.01*, hence, there is an individual significant correlation between internal security of the Philippine Army to these four variables on the level of compliance to security management system.

8. Conclusion and Recommendations

Deducing from the results has paved the way for the researchers' conclusion that respondents assessed the Internal Security Practices of the Philippine Army as *very good* taking into account the variables explored. This in turn confirms the first hypothesis that the assessment of participants on internal security practices and compliance to the incident management system of the Philippine Army does not vary. This presupposes that the status quo of security practices in the Philippines is collectively considerable and that they are executing their sworn functions as mandated. Be that as it may, on management security, Philippine Army's performance is not that satisfying. This could be due to some logistical requirements and modernity features of equipment needed for operation to at least meet international standards and be at par with modernized countries such as China and America. In fact, on operational security, the statement *Philippine Army coordinates always to fire department in case of fire* was concluded the highest indicator while the statement *Philippine Army's treasury office is secured by security guard* was inferred as the lowest sub-variable. To supplement, the physical security concern obtained the most satisfactory assessment. These could imply that Philippine Army's security relievers are always available to some extent. Moreover, as to the significant difference in the assessment of the respondents on the Internal Security Practices of the Philippine Army in all of the variables where *p values* are generally higher than the level of significance, has resulted to the acceptance of the null hypothesis of no significant difference. This presupposes that intervening variables move in a somewhat the same direction but different magnitude. In the context of the current academic piece, this implies that respondents are performing satisfactorily and is compliant with ICS on safety procedures. Notably, there was likewise a significant relationship between all the variables of the Internal Security Practices of the Philippine Army and their level of compliance to all the variables of security management system as all the P values are individually lesser than the level of significance in all of the four variables. This fact denotes that there has to be a congruency between the mandates of PA and its execution in the implementing levels to ensure that security practices and procedures are at par with the mandate and international standards of safety procedures by army officers of each country worldwide. After careful scrutiny of data, researchers recommend that PA shall issue relevant policies for authorization of its personnel to visit other offices nationwide. On operational security, the Philippine Army's treasury office or finance office shall be secured properly by security personnel or military police. Besides, on physical security, the Philippine Army's security relievers shall always be made available round the clock. In the same vein, to further enhance the level of compliance of the internal security practices of the Philippine Army, there shall be availability of escort security personnel for the transfer or movement of money from one place to another; emergency response team members shall be the first responders in case of fire; employ sufficient numbers of CCTV that are installed in different strategic locations." and "Philippine Army must have sufficient number of megaphones and shall be made available for use; and, provision of plane tickets and hotel accommodations to personnel participating in outside Metro Manila trainings and seminars has likewise been suggested. For the future researches, relevant studies may be conducted to a widened scope to improve the internal security practices of the Philippine Army and its compliance to the security management system. As for international security standards, benchmarking on safety practices and procedures among allied countries be cultivated and reinforced to defend its treaty and enhance its international resiliency.

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