

## **ABSTRACT**

**Title: The Efficiency and Effectiveness of the National Service Training Program: Basis of a Proposed Reserve Force Manpower Development in the Philippine Army.**

**Researcher: COLONEL DIONISIO C ABAD PA (GSC) Ret.**

**Degree Conferred: Doctor of Philosophy,  
Major in Development Administration**

**Type of Document: Dissertation**

**School: Philippine Christian University**

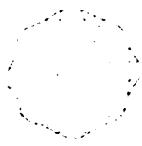
**Year: 2009**

**Adviser: Dr. Nestor N. Pilar**

**Nr. of Pages: ii to 215**

This study assessed the efficiency and effectiveness of the National Service Training Program as a tool in the reserve force manpower development in the Philippine Army. The National Service Training Program made the Reserve Officer Training Corps (ROTC) optional for tertiary level students as it gave the enrollees two other components to choose from, such as the Literacy Training Service (LTS) and the Civic Welfare Training Service (CWTS). It is foreseen that this may jeopardize the country's reserved force development and will lessen our capability to mobilize the reservists in the event of national crisis or during emergency situation.

The respondents were made to evaluate the NSTP as a single program to determine its efficiency and effectiveness as this is what is being looked into the Statement of the Problem in Chapter I. It was evaluated in five (5) categories such as mission, personnel, training, logistics and facilities. As evaluated, it identified some problems why the program cannot fully support the reserve force manpower development of the Philippine Army.



**Mission** – Taken as a whole, the implementation of the mission seems to be good. However looking into the three (3) criteria such as; to provide civic consciousness among the youth, develops physical, moral, spiritual, social well being and to develop patriotism and nationalism, the mission is not implemented properly. This is what the civil and defense establishment has likewise perceived.

**Personnel** - The respondents from tertiary level students agreed that cadets are being fully supervised and military personnel also have the potential of teaching. Likewise, all respondent has similar observations along this criteria. This is primarily due to the continues training of military personnel handling the ROTC component of the NSTP, hence, they recommended that it be maintained. Nevertheless, all respondents found out that there is deficiency in the qualification of NSTP coordinators for reasons that they are not qualified to handle said courses because they lacked technical knowledge.

**Training** - The provision of training aids and materials seemed to have been met however, per observations of respondents shows that this system have chance to deteriorate overtime and they recommended that this will be included in the Annual Procurement Program by TESDA and PA to forestall the timely delivery and issuance of training aids and materials. On the provision of training ground and offices for NSTP students, said requirements are seen to be significant as there are temporary rooms for all NSTP students however, training grounds is not fully implemented per the respondents observations because there is no adequate ground space to accommodate ROTC Cadets.

**Logistics** – The respondents tend to agree that provision of logistics to NSTP students have met the necessary requirements as observed. The general implication that the provision of vehicles with fuel including supplies, materials and equipment were met that henceforth, it is imperative that these logistics be maintained and even enhanced.

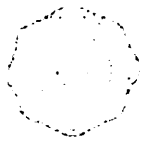


Facilities – Facilities are seen by the respondents as being provided adequately by the schools. There are facilities of the schools that can be used to administer the operational needs of the students along the three (3) components of NSTP however, it is only being used as a temporary basis as there are no funds yet being provided by PA and TESDA for the construction of buildings for exclusive use of students in the implementation of NSTP activities.

Conclusion- The evaluation of NSTP program as a whole rendered positive results in some major areas of NSTP like logistics and facilities as seen in the contingency model. However, there are deficiencies that are identified in the implementation of its mission, personnel and training. There has been a significant deterioration of enrollees particularly in the ROTC component causing the reduction of Reservists which is very noticeable in its five (5) years of implementation. However, its present implication is not totally alarming. This artificial attrition needs to be addressed in order that the production of reservists through NSTP program can be sustained. A plan of action is being undertaken to address the identified deficiencies.

Recommendation – the following are recommended to enhance the implementation of NSTP program.

1. Conduct advocacy from among the graduating class of secondary level students so that they will be oriented on the mission of NSTP and to be given insights as to what component of NSTP will they choose prior to their enrollment in the tertiary level.
2. Officers and Enlisted Personnel groomed to be assigned as Commandants and instructors for ROTC components and those teacher to be assigned in LTS and CWTS component should be trained through schoolings and seminars.
3. NSTP students should be provided with adequate training grounds in the conduct of hands-on and other practical exercises on dismounted drill, ground navigation and drills and ceremonies.



4. Facilities should be provided to NSTP students in order to have a permanent building within the school campus for exclusive use of students.

5. Inclusion of fund support in the Annual Procurement Program of DND, AFP as subsidy for the procurement of uniforms of students enrolled in the ROTC component.

6. The Program of Instruction of the three (3) NSTP components should be integrated into one course in order that all students can be utilized as reservists in the event of war and likewise, all graduates of said course can be utilized during disasters, natural calamities and for national development.