

Professional Development Program and Organizational Efficiency in Bureau of Fire Protection Management in Quezon City

Jaferson P. Guade

Bureau of Fire Protection

DOI: <https://doi.org/10.47772/IJRISS.2026.100700923>

Received: 27 July 2026; Accepted: 01 August 2026; Published: 17 August 2026

ABSTRACT

This study examined the relationship between the Professional Development Program (PDP) and organizational efficiency within the Bureau of Fire Protection (BFP) Management in Quezon City. The objective was to assess the effectiveness of PDP in enhancing personnel competencies and its impact on organizational performance, serving as the basis for a proposed intervention plan. Using a descriptive quantitative research design, data were collected through a validated survey questionnaire administered to 250 respondents, comprising District Fire Marshals, Sub-Station Commanders, and Firemen. Sampling techniques included purposive sampling for leadership positions and simple random sampling for frontline personnel. Results revealed that the PDP was highly evident overall (composite weighted mean = 4.25), with participant engagement and learning rated the highest (4.36). Significant differences were found among respondent groups across all dimensions of PDP (F-values ranging from 35.9091 to 283.0465, $p < .05$). Organizational efficiency was likewise rated highly efficient (composite weighted mean = 4.32). Correlation analysis demonstrated a strong positive relationship between PDP and organizational efficiency ($R = .868$, $R^2 = .753-.754$), with service delivery and participant engagement emerging as the strongest predictors. Challenges encountered were minimal (mean = 2.32), underscoring the program's manageability and acceptance. The proposed intervention plan emphasizes continuous training, mentoring, and standardized procedures to strengthen leadership, decision-making, and operational readiness. Findings conclude that PDP significantly enhances organizational efficiency by improving workforce capability, resource utilization, and service delivery, thereby reinforcing the BFP's mandate to protect lives and property.

Keywords: Professional Development Program, Organizational Efficiency, Bureau of Fire Protection, Training, Public Safety

INTRODUCTION

Professional development is a cornerstone of organizational efficiency in public safety institutions. In the Bureau of Fire Protection (BFP), the complexity of urban risks necessitates continuous training that integrates theory with practice, fosters resilience, and sustains operational readiness. Local and foreign literature converge on the importance of structured training, emotional intelligence, and resource optimization in strengthening both individual competencies and collective organizational performance. This study investigates the Professional Development Program (PDP) of the BFP in Quezon City, assessing its delivery, engagement, impact, and cost-effectiveness, and examining its correlation with organizational efficiency.

METHODOLOGY

A descriptive quantitative research design was employed to systematically assess the PDP and organizational efficiency. The population consisted of 495 BFP personnel, with a sample of 250 respondents: 2 District Fire Marshals, 34 Sub-Station Commanders, and 214 Firemen. Purposive sampling was used for leadership positions, while simple random sampling was applied to frontline personnel. Data were gathered using a researcher-constructed, validated survey questionnaire covering four PDP dimensions (delivery/design, engagement/learning, job performance impact, cost-effectiveness) and four organizational efficiency dimensions (resource management, service delivery, internal processes, organizational culture). Statistical analyses included weighted means, ANOVA, correlation, and regression.

RESULTS

Professional Development Program: Overall highly evident (mean = 4.25). Participant engagement and learning ranked highest (4.36), while program delivery/design and job performance impact were evident (4.17).

Significant Differences: ANOVA revealed statistically significant differences among respondent groups across all PDP dimensions (F-values > critical values, $p < .05$).

Organizational Efficiency: Rated highly efficient (mean = 4.32), with service delivery and internal processes as strong predictors.

Correlation: Strong positive relationship between PDP and organizational efficiency ($R = .868$, $R^2 = .753-.754$).

Challenges: Minimal problems encountered (mean = 2.32).

Intervention Plan: Proposed continuous training, mentoring, standardized procedures, and improved feedback mechanisms.

DISCUSSION

Findings affirm that PDP is a critical driver of organizational efficiency in the BFP. High ratings for participant engagement highlight the importance of integrating soft skills, resilience, and motivation into training. Significant differences among respondent groups suggest varied perspectives shaped by organizational roles, underscoring the need for differentiated training approaches. The strong correlation between PDP and organizational efficiency validates the hypothesis that professional development enhances service delivery, resource management, and organizational culture. Cost-effectiveness further strengthens sustainability, as training investments yield long-term operational gains. Minimal challenges and high acceptability of the intervention plan indicate readiness for implementation and scalability to other districts.

CONCLUSION

The study concludes that the Professional Development Program of the BFP in Quezon City is well-structured, effective, and positively correlated with organizational efficiency. By enhancing participant engagement, job performance, and cost-effectiveness, PDP strengthens operational readiness and service delivery. The proposed intervention plan offers a strategic pathway to institutionalize continuous training and mentoring, thereby sustaining efficiency and public trust.

ACKNOWLEDGMENTS

The researcher extends gratitude to the Bureau of Fire Protection–Quezon City Fire District personnel for their participation, the thesis adviser and panel of experts for their guidance, and the academic community for their support in validating and refining the research instrument.

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