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RESEARCH ARTICLE

THE SIGNIFICANCE OF CERTIFIED SECURITY PROFESSIONAL (CSP) CERTIFICATION PROGRAM IN HARNESSING LEADERSHIP CAPABILITIES IN THE FIELD OF INDUSTRIAL SECURITY

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Manuscript Info	*Abstract*
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This study is a qualitative research using a descriptive analysis approach to analyze the importance of acquiring the Certified Security Professional (CSP) Certification Program in harnessing leadership capabilities among security professionals in the field of industrial security management. It was participated by purposively selected five (5) security professionals who are CSP holder – participants. Thematic analysis was used to interpret and analyzed the gathered data. The study revealed that CSP Certification program adds value to the leadership potentials among security professionals. It provides knowledge, guiding principles and standards in industrial security management. CSP title is advantageous and gives an edge to aspiring security professionals. It contributes credibility to former military/police and government officers as they seek opportunities in the corporate world. As educators, CSP Certification program serves as continuing professional education that shapes educational leadership.

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Introduction:-

It is our job as social beings to contribute back to society and make it a better place for the future generation. A man who is untrained cannot be completely aware of his obligations. A well-educated person is conscious of both his personal and social duties. Proper education educates a person to think beyond his or her own personal interests and also equips him with the ability to contribute back to society.

Education broadens a person's perspective and viewpoint on life. Education allows one to experiment with new ideas. On the other hand, without education, one will be unable to build the world because without ideas, there is no creativity, and without creativity, there is no national development. It is the most significant factor in one's own, society's, and nation's evolution.

Education is a ticket to a variety of job options. The higher a person's education, the greater his or her opportunities. Education provides people with the opportunity not only to have solid occupations in life, but also to advance in the sectors they have chosen. As a result, education enables people to improve their socioeconomic level. As a result, they are able to get more knowledge, boost their self-esteem, or establish strong credibility.

Furthermore, education should be an ongoing process. It is not limited to the four walls of the classroom. Graduation is not the end, but rather the beginning of reality. Contrary to popular assumption, graduating college and receiving a

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diploma is not the end of education. One must continue to pursue educational improvements. This is especially vital if one wishes to advance in one's work. Enrolling in graduate school, taking short courses, passing licensing examinations, attending enhancement trainings and research-related seminars, and, most significantly, certification programs are examples of advancements. Having these improvements enhances eligibilities, allowing people to develop leadership skills and, as a result, adopt leadership jobs. As a result, advanced education is essential for advancement and assuming an officer level position.

Globalization has altered the structure and pace of corporate life; the saturation of traditional markets is leading companies to more risky places; the shift to a knowledge economy is eroding the importance of 'place' in the business world; new business practices such as offshoring challenge companies to manage at a distance; and new forms of accountability, such as corporate governance and corporate social responsibility, place additional pressure on companies to match the expectations of their stakeholders (Marinčič, 2015).

Simultaneously, security vulnerabilities have grown increasingly complicated. Many dangers, including as terrorism, organized crime, and information security, are asymmetric and networked, making management more challenging. There is also a clearer understanding of the relationship between a company's risk portfolio and its business practices. Certain sorts of activity can strengthen or weaken an organization's "license to operate," and in some situations, this can create hazards that would not exist otherwise. As a result, security now commands a higher profile in the business sector than it did five years ago. Companies are seeking for new ways to manage these risks, and the security department's portfolio has expanded to encompass shared responsibility for things like reputation, corporate governance and regulation, corporate social responsibility, and information assurance.

When it comes to security management, there is a rising acknowledgment of the importance of "the human aspect." Many security professionals, according to experts, are often taught to respond to security events and emergencies in ways that fail to account for the human dynamics of such situations, such as the impact of emotions, perceptions, and terror on people's conduct. Emotional intelligence is essential for effective alignment, but the human aspect of security and risk management is sometimes eclipsed by a focus on technical security skills (ASIS International, 2021).

With this, this research aims to document the importance of acquiring the Certified Security Professional (CSP) Certification Program in harnessing leadership capabilities among security professionals in the field of industrial security management.

Corporate Security and Security Management
Corporate security identifies and effectively mitigates or manages any developments that may affect a corporation's resilience and continuous survival at an early stage. It is a corporate function that controls and manages the close coordination of all firm functions associated with security, continuity, and safety (Anthony, 2006).

Since the turn of the twentieth century, security management has changed. To keep up with a plethora of potential dangers, today's security managers should regularly adapt. They must be able to spot security flaws in an organization's network that could lead to a data breach, as well as facility flaws that thieves or vandals could exploit. In addition, these professionals must create a strategy to protect a company's personnel and assets in the case of a natural disaster, such as a wildfire, tornado, or flood (Anthony, 2006).

Aspiring security managers must begin by honing the skills and knowledge required for success. An advanced degree might give graduates a competitive advantage when looking for positions in this fast-paced industry.

In today's corporate context, the security department's effect is proportional to its ability to persuade individuals and teams throughout the organization to collaborate and cooperate. This means that communication between security experts and non-specialists is critical. Managers of corporate security identify and mitigate potential dangers to an organization. The Chief Security Officer (CSO) is the company's top executive in charge of security. The CSO is the business executive in charge of developing, implementing, and managing the organization's corporate security vision, strategy, and programs. They direct staff in identifying, developing, implementing, and maintaining security processes across the organization to reduce risks, respond to incidents, and limit exposure to liability in all areas of financial, physical, and personal risk; establish appropriate intellectual property standards and risk controls; and

direct the establishment and implementation of data security policies and procedures. For security to be aligned with the business, security managers must understand the business and how they contribute towards its objectives.

The Philippine Society for Industrial Security (PSIS) and the Certified Security Professional (CSP) Certification Program

The Philippine Society for Industrial Security (PSIS) is the country's largest security professional group. Its members defend people, property, information, and assets in a variety of private and public sectors. PSIS members are management specialists who develop security policies and procedures for banks, aerospace facilities, communication networks, hotels, educational institutions, hospitals, shopping malls, local and foreign firms, and a wide range of other businesses. The association includes security administrators from the nation's top corporations (http://psis.org.ph/).

PSIS has grown in size and played an important role in improving professionalism in the field of security since its inception as a professional membership society on December 17, 1982. The national network of the Society is organized at the local and regional levels. PSIS supports the Certified Security Professional (CSP) Review Program in order to develop the security profession. A CSP accreditation candidate must meet educational and experience requirements, as well as pass a written examination. To be eligible for CSP re-certification, a member must participate in educational and other professional development activities (http://psis.org.ph/).

PSIS has established more than enough standing committees to keep members up to date on the newest advancements in security practice and technology, as well as to further integrate specialist knowledge and abilities. One committee is responsible for specialized responsibilities such as physical security, disaster planning, crime prevention, and fire protection, as well as safety, drug abuse, terrorism, computer security, fraud, and white collar crime (http://psis.org.ph/).

PSIS does not represent the special interests of any one organization because it is a professional membership society rather than a trade association. PSIS, on the other hand, works to advance the interests of the security profession as a whole. The Society performs an educative role in the legislative process by informing legislators of the professional's perspective on security-related topics. It also keeps members up to date by monitoring the operations of regulatory agencies (http://psis.org.ph/).

The members of PSIS are of different categories. Some are entrepreneurs and corporate executives who are in managing and ensuring the protection of assets and proprietary right of their respective companies or organizations; Security Directors and Managers, private Agency Operators and Executives, as well as Security officers who have demonstrated their potential for advancement in the field of industrial security; Government employees or officers charged with implementing security and/or security-related measures and/or policies in government owned or controlled corporations; those who want to earn a title as CSP; and most especially those who are interested in pursuing a career in industrial Security or are currently engaged as security practitioners, who wish to further enhance their professional competence (http://psis.org.ph/).

The Certified Security Professional (CSP) Certification Program encourages professionals to continuetheir security education and professional growth. Its goal is to provide an overview of the breadth of industrial security in connection to business principles, functional problems, technical concerns, relevant regulations, and associated disciplines. It equips and enhances participants' competency, knowledge, abilities, and attitude in protective services. The program disseminates the most recent concepts and practices in the context of industrial advancements and technologies. Overall, it strives to contribute to the advancement of industrial security practices in support of national growth (http://psis.org.ph/).

There are eligibility requirements and conditions for pursuing this program. Applicants must have a Bachelor's Degree or a College Graduate with one (1) year of security experience in a responsible charge, or a High School Graduate/College level with nine (9) years of security experience, three (3) of which must be in a responsible charge position. The program of instruction is organized into two sections: security considerations and industrial security management. Physical Security, Personnel Security, and the Protection of Sensitive Information are topics covered in the Aspects of Security, whereas Industrial Security Management covers Guard Force Management, Emergency Planning, Substance Abuse, Investigations, Risk Analysis & Security Survey, Security Management, Executive Protection, and Loss Prevention.Following the sessions, individuals must pass an assessment before presenting and

defending their security management survey. The program will conclude with a graduation ceremony and the awarding of awards. The CSP title is valid for three years, and participants can re-certify by collecting credit points. Attending security-related activities such as membership meetings, advanced security management courses, and PSIS conventions can earn you these points (http://psis.org.ph/).

Objective Of The Study:-
This study aimed to document the significance of Certified Security Professional (CSP) Certification Program in harnessing leadership capabilities in the field of industrial security.

Theoretical Frameworks
For this study, the researcher applies four theories. Social Constructivism is the first learning theory. The following two ideas about career formation are Career Development Theory and Super's Theory, with the last theory being Behavioral Leadership Theory. Participants in this study are considered as having two distinct roles: learner, practitioner, and leader.The learning style used in the Certified Security Professional (CSP) program is based on a social constructivism approach, in which a person actively learns because he or she already has work experience. Following completion of this program, a person is seen to achieve vocational maturity, which drives him/her to seek out better job options, as indicated by Super's idea. Similarly, the Career Development theory discusses how a person develops a sense of betterment about himself/herself, his/her occupation, and educational options, and how this is driven by a person's professional ambition and progress, which creates a career trajectory. Finally, according to the Behavioral Theory of Leadership, effective leadership is the consequence of several learned skills.

Social Constructivism
This learning theory will be broken down into four parts. The first is its perspective on knowledge. Knowledge, according to this view, is constructed within social contexts through interactions with a knowledge community(Hofmann & Asmundson, 2017). The lectures in the CSP Program are based on worldwide standards and are anchored in actual social circumstances. The PSIS, as the organization, is part of the knowledge community, as are other CSP participants, who are made up of professionals from various security agencies and corporations. The second point of view is about education. Students' integration into a knowledge community entails collaborative assimilation and accommodation of new material(Hofmann & Asmundson, 2017). Participants in the CSP are perceived to be active learners. In addition to the lectures, the CSP program allows participants to contribute their experiences and views. The third point of view is concerned with motivation.Learners' learning objectives and motivations are influenced by the rewards supplied by the knowledge community (Hofmann & Asmundson, 2017). Completing the certification program adds to their credentials, and the contacts made among the participants may lead to opportunities. Finally, the implications for teaching see collaborative learning as being directed and guided by the teacher, while the learners are actively engaged since they share their professional experiences. Similarly, collaborative collaboration is encouraged, as evidenced by the security survey defense (Hofmann & Asmundson, 2017).

Super's Theory
Donald Super impacted the idea that when planning your career, it is necessary to create a sense of self and recognize that you evolve through time (Kosine& Lewis, 2008). One of Donald Super's most significant contributions to career development has been his emphasis on the necessity of self-concept development (Kosine& Lewis, 2008). According to Super, self-concept evolves over time and is shaped by experience. As a result, career development is a lifelong process. Super contends that an individual's vocational inclinations and competencies, as well as his or her living circumstances, evolve over time and experience. Super coined the term "vocational maturity," which may or may not match to chronological age: people cycle through each of these phases as they advance in their careers (Kosine& Lewis, 2008).

Super's theory is applied in this study to the participants' development of a better self-concept after obtaining the CSP title. It also underlines that job advancement in the field of security management is a lifelong process. As a result, continuing education, such as participating in certification programs, is advantageous (Kosine& Lewis, 2008).

Career Development Theory
Career development is defined as a "lifelong process of seeking, collecting, and digesting information about oneself, occupational and educational alternatives, life styles, and role options" (Hansen, 1976). In other words, career

development is the process through which people come to understand themselves in relation to the world of work and their function within it.

Participants completed the CSP Program because they want to advance their careersin security management in order to be better suited to hold a security officer position.

Career development theory investigates career trajectories in order to improve professional development, career trajectory, and overall job satisfaction. Its goal is to explain why a person might be a good fit for a particular vocation and to offer suggestions on how to go on a promising path. It also focuses on identifying typical career stages that necessitate education, mentoring, and other interventions. Understanding professional development theory can help a person determine their basic values, strengths, weaknesses, and intended route (Joseph, 2012).

Behavioral Theory of Learning
The Behavioral Theory of Leadership is used in this study. The focus of Behavioral Theory is on leaders' specific behaviors and deeds rather than their attributes or characteristics. There are various main behavioral leadership styles. (1) People-oriented leaders; (2) Task-oriented leaders; (3) Participative leaders; (4) Status-quo leaders; (5) Indifferent leaders; (6) Dictatorial leaders; (7) Country club leaders; (8) Sound leaders; (9) Opportunistic leaders; and (10) Paternalistic leaders each involve a different set of behaviors and may be more or less effective in certain work environments (Indeed Editorial Team, 2021).

According to the notion, good leadership is the outcome of several taught talents. Individuals must possess three major skills in order to lead their followers: technical, human, and intellectual abilities. Technical skills refer to a leader's understanding of a process or technique; human skills indicate the ability to communicate with others; and conceptual skills help the leader to generate ideas for operating the organization or society smoothly (Indeed Editorial Team, 2021).

Methodology:-
The qualitative descriptive approach was used to document the significance of Certified Security Professional (CSP) Certification Program in harnessing leadership capabilities in the field of industrial security. Qualitative descriptive approach is very useful when researchers want to know, regards events, who were involved, what was involved, and where did things take place (Lambert & Lambert, 2012). Likewise, Lambert & Lambert (2012) have said that the goal of qualitative descriptive studies is a comprehensive summarization, in everyday terms, of specific events experienced by individuals or groups of individuals.

The five (5) Security Officer- participants of this study are purposively selected using the following criteria: first, he/she must be a holder of Certified Security Professional (CSP); second, he/she must be a security practitioner for at least five (5) years; and third, he/she must be willing to take part on this study. As cited by Etikan (2016) and applied by Maristela &Dalugdog (2021) on their study, using the technique, the participants of the study are selected and identified individually or in group of individuals that are proficient and well-informed about the phenomenon of interest. In addition to knowledge and experience, as cited byEtikan (2016); Maristela &Dalugdog (2021), what is important is the availability and willingness of the respondents to participate in the study.

The researcher assured all participants that no information that may be used to identify them would be written on this study. The researcher also informed all participants that their participation is voluntary and if they wished to withdraw their participation in the middle of the interview they might do so, and they are all informed that their responses would be treated with confidentiality.

Thematic analysis was used to interpret and analyze the gathered data. Data organization; exploring and arranging concepts and ideas; developing overarching themes from the data; assuring data validity and reliability; seeking for possible explanations; and final report are the six steps in thematic analysis techniques. The responses of the participants were transcribed and grouped into a matrix form in the data organization. After then, the researcher looked for patterns. The researcher used codes from the participants' responses to construct a sub-theme/ Several sub-themes were combined to make a theme. Following the identification of the topics, the researcher presented and interpreted the theme. To provide even better interpretation, the researcher followed up with the participants to check that the meaning provided in the interpretation was what the person intended to convey.In this study, the top-

down approach of thematic analysis was applied. In contrast to the bottom-up strategy or data-driven approach mentioned by Maguire and Delahunt (2017), the top-down approach is driven by specific research queries.

Results And Discussion:-

General Preparations:
Three themes originated from the responses of the participants about significance of Certified Security Professional (CSP) Certification Program in harnessing leadership capabilities in the field of industrial security. These include the reasons of taking the CSP, advantages of having the CSP, and leadership style applied in industrial security. Based on the data gathered the study revealed that 5 participants who participated on this study are certified security professionals (CSP).

Reasons for taking the Certified Security Professional (CSP)
Participants have different reasons for taking the CSP. However, these reasons will lead to professional growth, linkages, and requirement in practicing profession in industrial security in the Philippines. Mike (not his real name) have mentioned that "he took the CSP because he was referred by his friend and his friend told him that CSP is a good source of linkages in the field of security investigation".

However, Nick (not his real name) have mentioned that "CSP was introduced to me by my colleagues. Nick, that's what you need if you want to be promoted you should take CSP. You will learn the knowledge, skills and attitude of a security professional.To Nick, CSP is an investment". Likewise, Seth have said that "I took the CSP because I was asked to looked for courses that is applicable for the field of security."

Mark (not his real name) have said that"I took the CSP because I heard a lot about the advantages of having a CSP title".

Meanwhile, Rick (not his real name) have mentioned that "I took the CSP as I learned from the management of SM Development Corporation (SMDC) that CSP is a requirement in industrial security".

With these responses from the five co-researchers, it can be revealed that they have different reasons for deciding to take up the Certified Security Professionals (CSP). Anyone who decide to enrolled CSP can have linkages in security professionals in the Philippines, professional growth, and requirement in practicing profession in industrial security in the Philippines.

Certified Security Professional (CSP) Review Program provides additional information with regards to the security industry, intellectual growth, increased mobility, networking, paradigm shift, and increasing job prospects (http://psis.org.ph/csp-certified-security-professional/).

Advantages of Having a Certified Security Professional (CSP)
Based on the five participants, securing a Certified Security Professional (CSP) have advantages to the industrial security or in the practice of security profession in the Philippines. One of these advantages according to Mike "when I completed all the subjects. I've proven its value in the advancement of knowledge. I improved my perception about the security industry. This led to a better approach in a corporation where I am currently employed as security practitioner. As retired military, CSP is a plus factor as it encompasses everything about security."

Nick have said that he become a managerial thinker after completing the Certified Security Professional (CSP). CSP helped him to got promoted from Operation Manager to Vice President for Operations. In addition, CSP also helped him to transfer to training institutions and become a Training Director, there he shares his security experiences to the security guards and aspiring security officers, supervisors and managers. According to Nick, security officers or managers must have a mindset like the owner of the company. Security officers/managers must help the owner of the company by providing better services in the corporation. Security officers/managers should not just be competent, but at the same time, they must be committed and loyal in serving the corporation/organization".

Rick have said that he did not see before the advantages of the CSP as he was employed first as security officers and he found out that the CSP is one of the requirements of the SM Development Corporation. Thus, he decided to take up CSP. There he observed the advantages of the CSP for the career shifters and beginners who do not have

backgrounds in security, safety, intelligence, investigation and technical security. CSP provides a very useful knowledge, and basics skills that the security professionals must have.

Mark have said that "it was beneficial to me, to my career. I was able to apply it in every aspect of security. If you study it carefully, you will see that everything that you must learned about security was on it. You will be fully equipped. You will have an edge in applying to multi-national companies. It's not only about being a CSP title holder, but as they say, you can walk the talk. If you internalize the value of the program, it will help you develop your leadership capabilities since you will learn about security management. You will learn how to manage people."

According to Seth, CSP will guide security manager. For the longest time, security is not seen as something professional. There are managers who retired without any knowledge about budget planning and Seth was a product of that circumstances. Seth was very happy for taking CSP. As it provides professional framework and paradigm. Also, the network was very nice and vast. You will establish connections with other people who, you might need help in the future. Now that Seth becomes a security manager and security director, he was aiming that all of his people will become a CSP title holders. Why, so that our professional language will become the same."

Leadership Styles Applied in Industrial Security
Mike has stated that an "authoritarian leader" is not always effective in the business sector. As a leader in a business setting, you should also be a supportive leader to meet the company's objective and vision. They (security guards/personnel) should recognize that you support them. Supporting them will help them motivate themselves to work well. Mike occasionally gives little gifts out of his pocket. If the performance is good, I will visit them personally for a job well done. After that, I gave them some snacks. For this, they will understand the significance of performing their tasks successfully.

Authoritarian leadership refers to the leadership that stresses the use of authority to control subordinates. In general, authoritarian leadership has a negative connotation in the literature; this type of leadership is negatively related to employees' attitudes, emotions and perceptions, for example, regarding organizational commitment, job satisfaction, tacit knowledge-sharing intentions, team identification, intention to stay and organizational justice (Wang, Liu & Liu, 2019).

Nick is a democratic leader who always gets the consensus of everybody, and of course, he always ensures the welfare of every member of the team. Nick developed respect instead of fear. As mentioned by Nick, they follow me not because they are afraid of me but because they respect me. In this way, his people always do what is right and fair even if he is not around.

The democratic leadership style is also called the participative style as it encourages employees to be a part of the decision making. Democratic leaders try to understand problems of their employees and work with them to identify the problem and bring solutions (Sharma & Singh, 2013). Based on the study conducted by Sharma & Singh (2013), democratic leaders have worked with their employees whenever they faced problem and brought a solution.

According to Rick, leadership is a skill. It cannot only learn from the book or elsewhere. You can develop it personally, and even if you already have that leadership skills, it is still on your attitude. But of course, CSP is useful in developing future leaders in a corporate world, but it still lies on the person to transform that lead into action.

It can be realized with the responses of the participants that authoritarian leader is not always effective in a security industry or business sector. Likewise, leadership ability is an innate characteristic. Others contend that leadership can be learned through a combination of professional development, experience, and mentoring (Channing, n.d.).

Mark utilized military leadership as military runs in his blood as retired military. Mark still applies military leadership in a corporate setting. He checks the capabilities of his people and encourages them to take CSP as he gives plus points for his people who are taking CSP Program. Mike treated his people as his children, and he is the parent. If you commit a mistake, I will scold you. If you repeated that mistake, I might get mad at you. On the other hand, if you performed well, I will appreciate it, and I will give you a commendation for a job well done.

According to Seth, the corporate world is like a military setting. Seth applied military leadership. Seth also has said that CSP will help you with the basic standards in industrial security in a corporate world. It is helpful to those who would like to start a career in the security industry.

Corporate security is like a military service. It can be understood with the responses of the participants that a military leadership is useful. Thus, retired military or police usually apply in a corporate security as they have backgrounds in security, investigation, and maintaining peace and order.

Conclusion And Recommendations:-

The Certified Security Professional (CSP) serves as the backbone of corporate security. It must be the first step for the aspiring security professionals. CSP provides sufficient knowledge for the graduates to be prepared, ready, and know the standards in security management. Moreover, CSP develops leadership skills but it is still on the individual's commitment to transform these skills into action.

The researcher would like to recommend that the CSP program must be widely known through sharing the success stories of the CSP graduates. CSP must continually stay updated and be open for improvements or revisions. Likewise, tracer study of the CSP graduates must be done by the future researcher who might be interested in conducting similar study.

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