

LEADERSHIP SKILLS OF THE CHAIRMAN IN BARANGAY 126 CALOOCAN CITY: AN ASSESSMENT

Aldrin Manalansan, Angelo Mateo, Rolando Navarro, Noannille Samson

Department: College of Public Administration and Criminology
Course: Criminology

INTRODUCTION

As part of the Barangay Justice System, a Barangay Chairman, along with the rest of the Barangay Council have the right to perform official government duties and execute minor judicial powers as prescribed by the law. On top of the said list is the implementation and enforcement of ordinances within the barangay. Like congressmen and senators, a Barangay Chairman can also regulate rules and decrees, to be followed within the community assigned only. Part of a Barangay Chairman's responsibility, as stated is to lead the Lupon ng Tagapamayapa' and maintain order community such as settling trivial disputes in the between neighbors and prompting patrols of Barangay TANODS to ensure the safety and security of the people.

The administration of annual sports leagues such as Palarong Barangay and providing assistance to the members of the Sangguniang

Kabataan are correspondingly portion of their obligations as elected public officials. Also included in the list of the obligations of the Barangay Chairman are the preparation of annual executive and supplemental budgets of the barangay, the negotiation and signing of contracts, and the supervision of barangay assemblies. Punong Barangays are leaders of the basic political unit, hence, they should set an example to the people by complying well with their obligations.

Effective leadership is characterized by attention on the welfare of the citizens. Lipham (2004) and his colleagues have developed a four factor theory of leadership. The first is structured leadership. It indicates taking immediate action on important issues, delegating task to subordinates, stressing organizational goals and monitoring implementation of decisions. This leadership

behavior indicates that the leader lets the subordinates know what is expected of them, provides specific guidelines concerning what is to be done and how to do it, sets performance standards, schedules and coordinates work.

The second is facilitative leadership. This is a leadership style where the barangay chairmen will obtain and provide required resources, minimize bureaucratic work, offering suggestions for solving problems and scheduling of activities. A facilitative leader sets challenging goals for subordinates, emphasizes excellence in performance and shows confidence in subordinate's ability standards of performance. to achieve high

The third type of leadership role is support. This means the leader encourages other's efforts, demonstrates friendliness and collegiality, trusting others with delegated responsibility and enhancing staff morale. A supportive leader is friendly, approachable, and concerned with the needs, status and well being of subordinates. He/she treats them as equals and frequently goes out of his way to make their work environment pleasant and enjoyable.

The fourth leadership role is participative. It indicates that the leader seeks decisional input and advice, working actively with

individuals and groups, involving others in decision making and maintaining willingness to modify preconceived positions. A participative leader consults with subordinates concerning work related matters, solicits their opinions and frequently attempts to use subordinate's ideas in making decisions. Leadership then serves as a balancing act between self and others. An effective leader recognizes his or her personality and how operational factors or daily tasks affect his or her relationship with others.

STATEMENT OF THE PROBLEM

This study aims to determine the leadership skills of The Chairman of Barangay 126 San Jose, Caloocan City as perceived by themselves, their subordinates and constituents.

More specifically, it sought to answer the following questions:

1. What is the profile of the respondents in terms of the following:

1.1 age,

1.2 sex,

1.3 civil status,

1.4 educational Attainment

1.5 annual Income, and

1.6 Number of training/seminars attended?

2. What is the level of assessment of the leadership's skills of The Chairman as perceived by themselves, by their subordinates and constituents in the following variables:

- a. Human relation skills;
- b. Technical skills;
- c. Administrative skills;
- d. Institutional skills;

3. Is there a significant difference in the assessment on leadership of the Chairman as perceived by themselves, and by their subordinates and constituents on the above mentioned variables?

METHODOLOGY

The study was utilized the the descriptive and correlation methods in research. Descriptive includes present facts and current condition concerning the nature of a group of persons, a number of objects or a class or events. In other words, descriptive research gives meaning to the quality and standing of facts that are going on. On the other hand, correlation method designed to determine the extent of which different variables are related to each

other in the population of interest.

The respondents was the Punong Barangay and their subordinates in Barangay 126 San Jose, Caloocan City who will answer the questionnaire regarding the Leadership Skills of Punong Barangay.

The researcher used the questionnaire for the gathering of data needed. The questionnaire was design by the researcher himself based on Mann's Mix Theory of Leadership Standard Questionnaire and the researcher's observation and actual experiences as a local government operations officer.

The questionnaire is in two sets. The first set is for the respondents Punong Barangay which aims to gather information on their profile such as sex, age, civil status, educational attainment, occupation, annual income, length of leadership skills. The second set was used to gather on the leadership skills of Punong Barangay as perceived by the subordinates.

DATA GATHERING PROCEDURE

The administration of the questionnaire was done personally by the researchers before the respondent answers the questionnaire, who were made to understand that their answers will be treated to the standards of

ethics on research. Hence, their answers will be treated confidentially for credible and reliable research.

Statistical Treatment of Data

For more accurate interpretation and analysis of data, the statistical method was used.

Percentage Technique. The itemized summation of the percentage of the frequency of respondents of each questionnaire based on arithmetical percentage of the frequency distribution to the total number of response. It was also used with respect to demographic profile of the respondents. For specific problem number (1) one, formula of:

$$P\text{-}f/n \times 100\%$$

Where:

p = percentage

f = frequency

s = number of respondents

Weighted Mean. This is a measure of central tendency use to determine the average of general perception of the respondents of the study. The weighted mean makes use of the set of weighted points scale in order to transform qualitative data into quantitative measure for the responses of the

items selected from the scale of 5-1, going higher points to the least.

For specific problem no.2 weighted mean in use;

Where:

$$\bar{x} = \sum W \times x / \sum W$$

x = refers for the values in distribution

n = number of observation or item

Scale	Range	Verbal Interpretation
5	4.20-5.00	Very satisfactory
4	3.40-4.19	Satisfactory
3	2.60-3.39	Fairly Satisfactory
2	1.80-2.59	Unsatisfactory
1	1.60-1.79	Very Unsatisfactory

PRESENTATION, ANALYSIS, AND INTERPRETATION OF DATA

TABLE 2: Summary Table in the Assessment of Respondents in the Leadership Skills of Punong Barangay

Criteria	Chairman		Subordinates		Total	
	WM	VI	WM	VI	WM	VI
1. Human Relation Skills						
2. Technical skills	4.4	4.67	0.3	0.0198	1.07	1.96
3. Administrative Skills	5	4.7	0	0.0172	1.63	1.96
4. Institutional Skills	4.6	4.57	0.3	0.0029	0.37	1.96
	4.0	4.7	0	0.1455	3.182	1.96
Composite Mean	4.52	4.66	0.1792	0.0038	0.65	1.96

The following were the summary of the assessments made by the two groups respondents on the Leadership skills of the chairman in Barangay 126 Caloocan city: as to the Human Relation Skills, a mean of 4.67 interpreted as Very interpreted as Very Satisfactory; and as to Institutional Skill, a mean of 4.7 and interpreted as Very Satisfactory.

On the whole, the impression of both groups of respondents' leadership skill of chairman were noted to have Satisfactory on the components under the six criteria presented as observed by the obtained overall mean of 0.65.

The findings revealed that the Chairman and the subordinate have different views on the human relations skills, technical skills, administrative skills, and institutional skills on the leadership skills of the Chairman.

CONCLUSIONS

On the basis of the findings, the following are the conclusions of the study,

1. The Chairman of barangay in 126 in Caloocan City are functioning very satisfactorily as leaders in their respective barangays.

2. Leadership skills of the Chairman in barangay 126 as perceived by them differs significantly from the perception of their subordinates.

3. There is no significant difference between the assessment of the two groups of respondents on the Leadership skills of the chairman in barangay 126 in Caloocan City.

RECOMMENDATIONS

Based on the foregoing findings and conclusion the following are recommended:

1. More training and seminars on leadership should be conducted by concerned authorities in coordination with the Local Government Academy to enhance the leadership capabilities of the chairman in barangay 126.

2. Findings of the study should be made part of the basis of Department of Interior and Local Government in formulating training modules to upgrade the leadership qualities of the Barangay leaders, giving more emphasis on the subordinate's perception.

3. Further studies should be conducted to have a more in depth performance evaluation of the barangay chairman and other barangay officials in areas not covered in the study.