

EFFECTIVENESS OF PARTICIPATIVE SCHOOL MANAGEMENT  
AT DE LA SALLE UNIVERSITY-AGUINALDO,  
SY 1987 - 1993 : AN ASSESSMENT

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By  
Amando F. Tenorio

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A B S T R A C T

Title: Effectiveness of Participative School Management  
at De La Salle University-Aguinaldo, SY 1987-  
1993: An Assessment

Author: Amando F. Tenorio

Adviser: Mrs. Aurora Rillo-Santos

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Summary

This study was primarily undertaken to assess the effectiveness of Participative School Management at De La Salle University-Aguinaldo from 1987 to 1993.

Specifically, it sought answers to the following questions:

1. What is the institutional profile of the school before and after the implementation of Participative Management in terms of the following:

- a. educational qualifications of administrators and faculty;
- b. status of administrators and faculty;
- c. enrollment; and
- d. academic performance of graduating students?

2. Are there significant increases in the

institutional profile after the implementation of Participative Management in terms of the following:

- a. educational qualifications of administrators and faculty;
- b. status of administrators and faculty;
- c. enrollment; and
- d. academic performance of graduating students?

3. To what extent was the concept of Participative Management adopted at DLSU-Aguinaldo that involved the administrators and faculty?

The following basic assumptions were used in this study:

1. Participative Management Approach needs to be introduced in order to improve existing conditions.
2. The effectiveness of the concept would be meaningful when it involves change of attitudes, performance, and outputs.
3. The general goals and objectives of the institution could be achieved through the cooperation of the deans, chairpersons/coordinators, the faculty, and the students at large.

#### Methodology

The descriptive-documentary analytic method of research was utilized for this study. The design made use

of the documented records in the Registrar's Office, the Personnel Department, the Admissions Office, and the Annual Reports of the Executive Vice President from 1987 to 1993.

The study involved the administrators and the faculty members of the institution, as well as the graduating students. The different courses offered before and after the take over were included.

The following statistical tools were used in this study: frequency count, percentage, mean, chi-square test of proportions, and the t-test for testing two independent samples.

### Findings

After the careful interpretation of the data gathered, the following were the findings of the study:

1. The administrators and faculty members have improved educational qualifications after the implementation of Participative Management. Many were doctoral degree holders and master's degree holders. There were a number of those whose doctoral and master's degrees were in progress.

2. Majority of the administrators and faculty members were full-time. Only a small percentage of the work force was occupied by the part-timers.



3. There was a very big increase in the enrollment after the take over of De La Salle University. The former enrollment of 1,815 rose to 4,718 in 1993. With the highest increase in enrollment was the College of Business Administration.

4. There were significant increases in the GPA's of the Nursing and Midwifery students, while there were significant decreases in the GPA's of the Biology and Physical Therapy students.

5. The administrators and faculty members were very much involved in the administration and management of the institution through the different committees that were formed as part of Participative Management.

### Conclusions

After the careful analysis of the findings of the study, the following conclusions were drawn:

1. The increase in the number of faculty members who pursued and are pursuing their master's and doctoral degrees is a healthy sign of professional improvement.

2. The institutional incentives of tuition grants, recognition, promotion in rank, status, and salary have influenced the faculty members to pursue further studies.

3. The increase in full-time teachers over the part-timers has made the institution at par with the DECS

requirements.

4. Despite increases in tuition fees, students have sought enrollment at De La Salle University-Aguinaldo because of the prestige of the graduates in the board examinations and employment demands.

5. The involvement of administrators and faculty members in the different activities and programs instituted through Participative Management as practiced at De La Salle University-Aguinaldo is very effective in effecting the planned change and in the attainment of the set goals and objectives.

#### Recommendations

In the light of the findings and conclusions drawn, the following recommendations are offered:

1. While the study involved only some aspects of the Social System, further researchers are enjoined to undertake studies on the other aspects.

2. Faculty members who had procrastinated in their pursuit of their master's degree are encouraged to finish what they started. They have more to gain and nothing to lose both for themselves and the institution.

3. Colleges with small enrollment should be taken cared of by the Admission personnel in their recruitment and career talks.

4. Faculty members in colleges with big enrollment should exert more effort in their teaching so that the educational outputs for the said courses would keep up with their records in board and licensure examinations.

5. To maintain the prestige of the different colleges in board and licensure examinations, review classes should be initiated in the campus.

6. While it is obvious that faculty members are involved in policy making in their respective colleges, there should be rotation of membership.

7. While different incentives and recognition are given to full-time faculty, deserving part-timers should not be exempt from recognition. Participative Management recognizes the worth and talents of people under them, irrespective of age, status and sex.

8. Other administrators of the different schools, colleges and universities could try the Participative Management style in their own organizations for it is an effective agent of change, improvement, and the achievement of the goals set forth.