

ABSTRACT

LEVERIZA, MARINI R. 1994

BALAYO, RICARTE P. 1992. Relationship of the School Administrators Competencies to the Performance of the Faculty of DLSU-Aguinaldo, Dasmaringas, Cavite.

Objectives

General:

To investigate the relationship of the school administrators competencies to the performance of the faculty of DLSU-Aguinaldo, Dasmaringas, Cavite.

Specific: This study aimed to:

1. find out the competencies of the school administrators of DLSU-Aguinaldo according to the evaluation of the higher school officials and the peers.
2. determine the performance of the faculty of DLSU-Aguinaldo according to student's evaluation and administrator's evaluation
3. find out if the demographic factors such as educational attainment, administrative experience, teaching experience, academic ranks, ages and sex had relationships with the variate which is the administrators competencies and the criterion variables which is the faculty performance.

4. determine the relationship between the administrators competencies and the faculty performance.
5. find out the significant differences in the performance of the faculty as rated by the administrators and students when they are grouped according to educational attainment, teaching experience, academic rank, ages and sex.
6. determine the significant differences in the faculty performance when they are grouped according to administrators competencies

Methodology

Data Gathering:

Ss: 234 faculty in DLSU-Aguinaldo, Dasmariñas, Cavite and 16 school administrators consisting of deans and department heads.

Instruments: Documentary analysis of faculty and administrative performance ratings.

Data Analysis:

F-test or One-way ANOVA and t-test were the main statistical treatment used to investigate the hypothesized relationships of variables. The Sheffe' method was used to determine exactly where the differences lie after the significant F-ratio were obtained.

Results

1. The ^{middle manager} school administrators of DLSU-Aguinaldo had above average competency based on the separate evaluations of both the higher school administrators and peers.
2. The ^{rank and file employee} faculty of DLSU-Aguinaldo had above average performance based on the separate evaluations of the ^{managerial or plus} administrators and students.
3. Based on the evaluation of higher school officials, ~~the~~ ^{both female middle manager} female administrators had ^{high} higher competency, than ~~the~~ males. They had the same competency regardless of administrative experience, academic rank and educational attainment, and age.
4. According to peer evaluation the school administrators had the same competency regardless of teaching experience, academic rank, educational attainment, age and sex.
5. The evaluation of the administrators revealed that the ^{rank and file} faculty with ~~longer teaching experiences~~ performed better than their colleagues who had less teaching experience. They had the same performance regardless of educational attainment, academic rank, age, and sex.
6. The evaluation of the students revealed that performance of the faculty was the same regardless of educational

attainment, academic rank, teaching experience, age and sex.

7. Based on the ratings by administrators the faculty had the same level of performance regardless of the competencies of their administrators.

8. According to the rating by the students, the faculty had the same level of performance regardless of the administrators competencies.

Recommendations

1. The school administrators could use the result of this study in assessing the factors that contributed to effective performance of the faculty of DLSU_EAC.

2. The higher school administrators could use the result of this study as basis for giving due recognition to administrators and teachers who are showing the right work attitude in this university.

3. The result of this study could bolster the strength of the teaching force of DLSU-EAC. Those few faculty who are not performing as expected could reflect on the high level of performance of most of their colleagues.

4. The administrators could now concentrate on managing on just a few of the faculty who are not teaching on the expected level.