



De La Salle University – Dasmariñas
GRADUATE PROGRAM

**FORMATORS CHARACTERISTICS IN RELIGIOUS FORMATION
HOUSES IN LAS PIÑAS CITY: BASIS FOR CAPABILITY
ENHANCEMENT PROGRAM**

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ABSTRACT

Name of the Institution: De La Salle University-Dasmariñas
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Title: **Formators' Characteristics in Religious Formation Houses In Las Piñas City: Basis For Capability Enhancement Program**
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STATEMENT OF THE PROBLEM:

The purpose of this research was to analyze the formators' characteristics in religious formation houses in Las Piñas City, basis for capability enhancement program.

Specifically, this study answered the following questions:

1. What is the profile of the formators in terms of;
 - 1.1. Age
 - 1.2. Citizenship
 - 1.3. Educational attainment
 - 1.4. Years in religious life
2. What is the profile of the formatees in terms of;



- 2.1. Age
 - 2.2. Citizenship
 - 2.3. Stages of initial formation
3. What are formators' characteristics based on the assessment of formators/formatees considering:
- 3.1. Vatican II in terms of;
 - 3.1.1. Intellectual attitudes
 - 3.1.2. Spirituality
 - 3.1.3. Emotional attitudes
 - 3.1.4. Personal attitudes
 - 3.2. Personality characteristics according to Alberione in terms of;
 - 3.2.1. Intellectual aspect
 - 3.2.2. Volitional aspect
 - 3.2.3. Affective aspect
 - 3.2.4. Somatic aspect
4. Are there significant differences on preferences of the formators/formatees as regard to the formators' characteristics?
- 4.1. Vatican II
 - 4.1.1. Intellectual attitudes
 - 4.1.2. Spirituality
 - 4.1.3. Emotional attitudes
 - 4.1.4. Personal attitudes



4.2. Alberione

4.2.1. Intellectual aspect

4.2.2. Volitional aspect

4.2.3. Affective aspect

4.2.4. Somatic aspect

5. Are there significant differences in the formators' characteristics when the formators are grouped according to age, citizenship, educational attainment and years spend in religious life?

6. Are there significant differences in the formators' characteristics when the formatees are grouped according to age, citizenship and stages of initial formation?

7. What capability enhancement program can be proposed based on the results of the study?

SCOPE AND COVERAGE:

The main focus of the study was to analyze the formators' characteristics preferred by the formators/formatees as a basis for capability enhancement program. The subject population included the 10 or 100% of formators and 66 or 100% of formatees in seven formation houses in Las Piñas City. The association of age, citizenship and level of initial formation of formatees in relation to their preferences on formators' characteristics was covered.

To measure the preferences on formators' characteristics of the



formators/formatees, a self-made questionnaire was used. It identified the common intrinsic and extrinsic formators' characteristics according to Vatican II and personality according to Alberione.

METHODOLOGY:

The descriptive method of research was used in this study. To get the needed data, the researcher used a validated self-made questionnaire for formators' characteristics.

In this study, the following statistical measures were utilized: frequency count, percentage, mean, analysis of variance and t-test.

MAJOR FINDINGS:

The following findings were drawn from the study.

1. Profiles of Formators in terms of:

1.1. Age

Out of 10 formators, in term of age, 3 or 30 per cent were 40 years old and below, 4 or 40 per cent of them were 41-50 years old and only 3 or 30 per cent were 51 years old and above.

1.2. Citizenship

Eight or 80 per cent of the formators were Filipinas and only 2 or 20 percent were Italians.

1.3. Educational attainment

Two or 20 per cent of the formators were College level, 5 or 50 per cent of them were College graduate, 1 or 10 per cent had MA units and



only 2 or 20 per cent of the formators had Master's degree.

1.4. Years in religious life

Seven or 70 per cent of the formators had 15-20 years in religious life and only 3 or 30 per cent had 21 years and above in religious life.

2. Profile of formatees in terms of:

2.1. Age

Out of 66 formatees, in term of age, 18 or 27.30 percent of the formatees were 16-21 years old, thirty-two or 48.5 percent of them were 21-25 years old, fifteen or 22.7 percent of the formatees were 26-30 years old and only 1 or 1.5 percent of them were 31 years and above.

2.2. Citizenship

Fifty-five or 83 percent of the formatees were Filipinas and only 11 or 17 percent were Indonesians.

2.3. Stages of initial formation

Twenty-eight or 42 percent of the formatees were aspirants, 22 or 33 percent of them were postulants and only 16 or 24 percent of the formatees were novice.

3. As to formators characteristics based on the assessment of formators/formatees considering:

3.1. Vatican II in terms of:

3.1.1. Intellectual attitudes

With regard to the assessment of formators/formatees considering



intellectual attitudes, the 10 formators strongly agree on all 10 items under intellectual attitudes.

However, items 5 and 6: “Shares experiences with the members to serve as model and inspiration” and “Has enough knowledge regarding the spirituality, apostolate and charism”, were ranked 1.5 with the mean score of 4.90, item 1: “Knows the rules and regulations and by laws of the congregation”, was ranked third with the mean score of 4.80, while items 10: “Is wise, prudent, constant, pious, caring, ever inspired towards optimism”, was the lowest ranked with the mean score of 4.30 an score of 4.60 (Strongly Agree).

The sixty-six formatees had the same assessment with the formators, since they strongly agree on the 10 items, however they differ in the ranking.

Item 1: “Knows the rules and regulations and by laws of the congregation”, was ranked first by the formatees with the mean score of 4.79, item 6: “Has enough knowledge regarding the spirituality, apostolate and charism”, was ranked second by the formatees with the mean score of 4.62, item 5: “Shares experiences with the members to serve as model and inspiration”, was ranked third with the mean score of 4.59, while item 4: “Judges correctly, fairly and politely”, was ranked tenth with the main score 4.27.

The findings revealed that the formators and formatees strongly



agree on all the ten items under intellectual attitudes but with differences on the items when ranked.

3.1.2. Spirituality

Based on the assessment of the formators/formatees considering spirituality, the formators ranked first item 18: "Lives the charism of founder/foundress", with the mean score of 4.90 (Strongly Agree), while formatees ranked it as third with the mean score of 4.56 (strongly agree).

Item 14: "Teaches catechisms according to the teachings of the church", was ranked second by the formators and formatees with the mean score of 4.81 (Strongly Agree) and 4.68 (strongly agree) respectively.

Item 16: "Considers prayers the food of the soul", was ranked third by the formators with the mean score 4.80 (Strongly Agree), but ranked 1.5 by the formatees with the mean score of 4.68 (strongly agree).

The formators ranked last item 12: "Moves closer to Christ through meditation", with the mean score of 4.58, while the formatees ranked last item 19: "Unites formatees in full communion and in apostolic, religious and consecrated life", with the mean score of 4.32 (Strongly Agree).

The findings revealed that the formators and formatees strongly agree that spirituality is one of the formators characteristics.

3.1.3. Emotional attitudes

Based on the assessment of the formators/formatees considering spirituality, the formators first preference in terms of emotional attitudes



was item 30: “Has the love to be with the community and responsible for community needs and functions”, with the mean score 4.90 (Strongly Agree), while the formatees first preference was item 25: “Shows total submission to the will of God”, with the mean score of 4.56 (Strongly Agree).

Formators second preference was item 27: “Treats co-sisters with patience and understanding regardless of race and culture”, while formatees was item 24: “Live the gospel value”, with the mean score of 4.53 (Strongly Agree).

The third preference of the formators were items 24 and 26: “Live the gospel value; and “Practices fraternal love in dealing with colleagues”, with the mean score 4.70 (Strongly Agree), while the formatees third preference were items 27 and 30: “Treats co-sisters with patience and understanding regardless of race and culture”, and “Has love to be with the community needs and functions”, were ranked 3.5 with the mean value of 4.52 (Strongly Agree).

3.1.4. Personal attitudes

Based on the assessment of the formators/formatees considering personal attitudes, reflects that both the formators and formatees ranked first item 3: “Practices poverty, simplicity, and frugality in everyday way of life”.



Formators ranked second, Item 39: “Fashions in the heart of the formatees the inner attitudes of Jesus”, with the mean score of 4.79 (Strongly agree), but this was ranked the eight by the formatees.

Formatees ranked second, item 35: “Exhibits cleanliness and purity of mind”, with the mean value of 4.53 (Strongly agree), but this was ranked sixth by the formators.

On the other hand, item 36: “Obeys superiors according to rules and regulations set by the congregation”, was ranked third by the formators and formatees.

3.2. Personality characteristics by Alberione in terms of:

3.2.1 Intellectual aspect

Based on the assessment of the formators/formatees considering intellectual aspect, the formators and formatees strongly agree that intellectual aspect is one of the characteristics that formators should possess.

The respondents are one on their second choice which is item 6: “Communicates ideas with sense/worth”, and third choice is item 10: “Achieves formation objectives to the maximum degree possible for the particular activity within a reasonable period of time”.

They differ only on their first choice, for the formators first choice was item 9: “Uses specific criteria based on community constitution for the



accurate evaluation of individual formatees”, which was the seventh choice of formatees. Item 5: “Demonstrate alertness confidence, and preparedness in the task assigned”, was the first choice of the formatees but for formators it was their seventh choice.

3.2.2. Volitional aspect

Based on the assessment of the formators/formatees considering volitional aspect, formators ranked first item 12: “Perseveres in the service of God or in vocation”, with the mean score of 4.89 (Strongly agree).

Items 11,13, 18, 19 and 20 : “Has capacity for self-denial”, “ Is well-motivated to one’s vocation as servant of the Lord”, “Accepts the will of God living it without doubt”, “Provides permissive and simulating atmosphere that encourages formatees to raise questions”, “Likewise suggest alternative solutions to problems”, and “Helps formatees develop self-discipline in and through the formation process”, ranked fourth 2.5 with the mean scores of 4.67 (Strongly agree) .

While item 16: “Has that strong will in facing anxieties, frustrations and sufferings”, was ranked tenth and have the mean score of 4.33 (Strongly agree).

Likewise the formatees also ranked first item 12: “Perseveres in the service of God or in vocation” with the mean score of 4.68 (Strongly agree).

The formatees ranked second item 15: “Is committed with the evangelical vows made with the Lord”, with the mean score of 4.64



(Strongly agree).

Moreover, items 14 and 20: “Is selfless in the service of others”, and “Helps formatees develop self-discipline in and through the formation process”, were ranked 3.5 with the mean score of 4.56 (Strongly agree).

The overall mean score of the formators was 4.59 (Strongly agree) and formatees was 4.49 (Strongly agree).

The finding shows that the first preference of both formators/formatees in terms of volitional aspect was item 12: “Perseveres in the service of God or in vocation”.

3.2.3. Affective aspect

Based on the assessment of the formators/formatees considering affective aspect, the assessment of the formators/formatees on the formators' characteristics in terms of affective aspect, the formators ranked first item 23: “Is trustful toward members in the congregation”, with the mean score of 4.89 (Strongly agree). Item 28: “Sets the example in the Christian and religious consecrated behavior to formatees, community and people”, was ranked second by the formators. Furthermore, items 21 and 25: “Is honest and sincere in dealing with others”, and “Is humble with ones position and potential”, were ranked 3.5 with the mean score of 4.77 (Strongly agree).

Item 26: “Shows interest in formatees needs and problems and helps to meet them”, were ranked tenth with the mean score of 4.33



(Strongly agree). The overall mean score of formators was 4.64 (Strongly agree).

On the other hand formatees ranked first item 26: “Shows interest in formatee’s need and problems and helps meet them”, with the mean score of 4.53 (Strongly agree). Item 28: “Sets the example in the Christian and religious consecrated behavior to formatees, community and people”, was ranked second and have a mean score of 4.52 (Strongly agree). Formatees ranked third item 27: “Observes the community constitution and other pertinent rules and regulations”, with the mean score of 4.51 (Strongly agree).

Furthermore items 25, 29 and 30: “Is humble with ones position and potential”, “Shows faith, hope, honesty, integrity and charity in all his activities”, and “Shows evidence of emotional, intellectual, social, and spiritual growth and development”, were ranked lowest by the formatees. The overall mean score of formatees was 4.47 (Strongly agree).

The findings revealed that formators first preference on formators’ characteristics was item 23: “Is trustful toward members in the congregation”. While formatees first preference was item 26: “Shows interest in formatees need and problems and helps to meet them”.

3.2.4. Somatic aspect

Based on the assessment of formators/formatees considering somatic aspect, items 35: “Has the ability to listen and to comfort the



afflicted", with the mean score of 4.88 and 4.53 (Strongly agree) was ranked second.

Item 37: "Displays capacity to perform the requirements of the congregation", with the mean score of 4.87 and 4.52 (Strongly agree) was ranked third.

Item 31: "Has the charisma of the holy spirit", with the mean score of 4.33 and 4.39 (Strongly agree) was ranked ninth.

Lastly, item 32: "Is physically and mentally healthy", with the mean score of 4.22 and 4.38 (Strongly agree) was ranked tenth.

The finding shows that the out of ten items/statements, the respondents have the same ranking on four items/statements.

The summary based on the assessment of the formators/formatees considering Vatican II and Alberione, the computed average mean score of the formators was 4.65 (Strongly agree), while the computed average mean score of formatees was 4.45 (Strongly agree) indicated that the formators/formatees both strongly agree on formators' characteristics.

4. The Preferences of Formators/Formatees as regard to Formators' Characteristics;

4.1. Vatican II

4.1.1. Intellectual attitudes

With regard to the preferences of formators/formatees in intellectual attitudes, the formators mean rating of 4.61 and a standard deviation of



0.29 tested against formatees main rating of 5.51 and a standard deviation of 0.48 with a computed t-value of 0.64 with the probability of 0.52 was found not significant at 0.05 level of significance. Hence, the null hypothesis of no significant differences on preferences on formators' characteristics was accepted.

The finding revealed that the preferences on intellectual attitudes on the formators' characteristics of formators did not differ from the preferences of the formatees

4.1.2. Spirituality

Based on the comparison of the preferences on the formators' characteristics of the formators/ formatees as to spirituality, the formators mean rating of 4.75 and a standard deviation of 0.24 tested against formatees mean rating of 4.49 and a standard deviation of 0.52 with a computed t-value of 1.51 with the probability of 0.37 was found not significant at 0.05 level of significant. Hence, the null hypothesis of no significant differences on preferences on formators' characteristics was accepted.

The finding revealed that the preferences on spirituality on the formators' characteristics of the formators did not differ from the preferences of the formatees.

4.1.3 Emotional attitudes

With regard to the comparison of the preferences on the formators'



characteristics of the formators/formatees as to emotional attitudes. The formators mean ratings of 4.60 and a standard deviation of 0.27 tested against formatees mean rating of 4.42 and a standard deviation of 0.53, with a computed t-value of 1.04 with the probability of 0.30 was not significant at 0.05 level of significance. Hence, the null hypothesis of no significant differences on preferences on the formators' characteristics was accepted.

The finding revealed that the preferences on emotional attitudes on the formators' characteristics of the formators did not differ from the preferences of the formatees.

4.1.4. Personal attitudes

With regard to the comparison of the preferences on the formators' characteristics of the formators/ formatees as to personal attitudes, the formators mean rating of 4.64 and a standard deviation of 0.31, tested against formatees mean rating of 4.47 and a standard deviation of 0.55 with a computed t-value of 0.96 with the probability of 0.34 was not significant at 0.05 level of significance. Hence, the null hypothesis of no significant differences on preferences on the formators' characteristics was accepted.

The finding revealed that the preferences on personal attitudes on the formators' characteristics of the formators did not differ from the preferences of the formatees.



Overall Comparison on Formators' Characteristics as to Vatican II

In the comparison of the preferences on the formators' characteristics of the formators/ formatees according to Vatican II. the formators mean rating of 4.65 and a standard deviation of 0.21 tested against formatees mean rating of 4.47 and a standard deviation of 0.47 with a computed t-value of 1.18 with the probability of 0.24 was found not significant at 0.05 level of significance. Hence, the null hypothesis of no significant differences on preferences on the formators' characteristics was accepted.

The finding revealed that the preferences on Vatican II on the formators' characteristics of the formators did not differ from the preferences of the formatees.

4.2. Alberione

4.2.1. Intellectual aspect

In the comparison of the preferences on the formators' characteristics of the formators/ formatees as to intellectual aspect, the formators mean rating of 4.53 and a standard deviation of 0.36 tested against formatees mean rating of 4.28 and a standard deviation of 0.55 with a computed t-value of 0.96 with the probability of 0.33 was found not significant at 0.05 level of significance. Hence, the null hypothesis of there is no significant differences on preferences on the formators' characteristics was accepted.



The finding revealed that the preferences on intellectual aspect on formators' characteristics of the formators did not differ from the preferences of the formatees.

4.2.1. Volitional aspect

In the comparison of the preferences on the formators' characteristics of the formators/ formatees as to volitional aspect, the formators mean rating of 4.58 and a standard deviation of 0.27 tested against 66 formatees mean rating of 4.49 and a standard deviation of 0.43 with a computed t-value of 0.64 with the probability of 0.52 was found not significant at 0.05 level of significance. Hence, the null hypothesis of no significant differences on preferences on the formators' characteristics was accepted.

The finding revealed that the preferences on volitional aspect on formators' characteristics of the formators did not differ from the preferences of the formatees.

4.2.2. Affective aspect

In the comparison of the preferences on the formators' characteristics of the formators/ formatees as to affective aspect, the formators mean rating of 4.64 and a standard deviation of 0.34 tested against formatees mean rating of 4.47 and a standard deviation of 0.48 with a computed t-value of 1.02 with the probability of 0.31 was found not significant at 0.05 level of significance. Hence, the null hypothesis of no



computed t-value of 1.13 with the probability of 0.26 was not significant at 0.05 level of significance. Hence, the null hypothesis of no significant differences on preferences on the formators' characteristics was accepted.

The finding revealed that the preferences on Alberione on formators' characteristics of the formators did not differ from the preferences of the formatees.

5. The Differences on the Formators' Characteristics when Formators are Grouped According to Age, Citizenship, Educational Attainment and Years in Religious Life,

5.1. Vatican II

5.1.1. Age

In the comparison of the formators' characteristics of the formators according to Vatican II. As to age of the formators, the computed F-ratio of 3.06 with the probability of 0.11 using 3 and 7 degrees of freedom was found not significant at 0.05 level of significance. Hence, the null hypothesis of the no significant differences in the formators' characteristics was accepted.

The findings revealed that age of the formators did not differ on formators' characteristics. Young and old formators were the same in preferences in formators' characteristics.

5.1.2. Citizenship

As to the comparison of the formators' characteristics of the



formators to citizenship, there were 8 Filipina formators with a mean rating of 5.58 and a standard deviation of 0.18. Only 2 formators were Italians and with a mean of 4.91 and a standard deviation of 0.09 and with a computed t-value of -2.44 with the probability of 0.04 was found significant at 0.05 level of significance. Hence, the null hypothesis that there are no significant differences in the formators' characteristics was rejected.

5.1.3. Educational attainment

As to the comparison of the formators' characteristics of the formators as to educational attainment, there were 7 formators were belong to the bracket of college and college graduate and have a mean of 4.59 and a standard deviation of 0.18, while 3 formators have earned MA units and MA graduate and have a mean of 4.80 and a standard deviation of 0.24 a computed t-value of 1.584 with the probability of 0.152 was found not significant at 0.05 level of significance. Hence, the null hypothesis of the no significant differences in the formators' characteristics was accepted. College level or MA graduate formators did not differ in preferences on formators' characteristics.

5.1.4. Years in religious life

In the comparison of the formators' characteristics of the formators as to year spend in religious life, there were 7 formators who spent religious life in the community for 15-20 years and with a mean rating of 4.46 and a standard deviation of 0.22, while 3 formators spent religious life in the



community for 21 years and with a mean of 4.88 and a standard deviation of 0.09 with a computed t-value of 3.12 with the probability of 0.02 was found significant at 0.05 level of significance. Hence, the null hypothesis that there were no significant differences in the formators' characteristics was rejected.

Filipinas and Italians differ in preferences on the formators' characteristics as to years in religious life.

5.2. Alberione

5.2.1. Age

In the comparison of the formators' characteristics of the formators according to Alberione in terms of age, the computed F-ratio of 5.61 with the probability of 0.04 using 3 and 7 degrees of freedom was found not significant. The null hypothesis of no significant differences in the formators' characteristics was rejected.

Young and old formators were not the same in preferences on formators' characteristics.

5.2.2. Citizenship

In the comparison of the formators' characteristics of the formators as to citizenship, there were 8 Filipina formators have a mean rating of 4.51 and standard deviation of 0.24 and the 2 Italian formator have a mean rating of 4.91 and a standard deviation of 0.09 with a computed t-value of -2.28 with the probability of 0.06 was found not significant at 0.05 level of



significance. Hence, the null hypothesis of the no significant differences in the formators' characteristics was accepted.

Filipina or Italian formators did not differ in preferences on formators' characteristics.

5.2.3. Educational attainment

The comparison of the formators' characteristics of the formator as to educational attainment, there were 7 formators were belong to the bracket of college and college graduate and have a mean of 4.50 and a standard deviation of 0.268, while 3 formators have earned MA units and MA graduate and have a mean of 4.79 and a standard deviation of 0.188 with a computed t-value of 1.666 with the probability of 0.140 was found not significant at 0.05 level of significance. Hence, the null hypothesis of the no significant differences in the formators' characteristics was accepted.

College level or MA graduate formators did not differ in preferences on formators' characteristics.

5.2.4. Years in religious life

The comparison of the formators' characteristics of the formators as to year spend in religious life, there were 7 formators spend religious life in the community for 15-20 years and have a mean rating of 4.46 and a standard deviation of 0.22, while 3 formators spend religious life in the community for 21 years and have a mean of 4.88 and a standard deviation of 0.09 with a computed t-value of 3.11 with the probability of 0.02 was



found highly significant at 0.05 level of significance.

Hence, the null hypothesis that there are no significant differences in the formators' characteristics was rejected.

6. The Differences in the Formators' Characteristics when Formatees are Grouped According to Age, Citizenship, and Stages of Initial Formation

6.1. Vatican II

6.1.1. Age

As to the comparison of the formators' characteristics of the formatees according to age, the computed F-ratio of 3.18 with the probability of 0.05 using 3 and 63 degrees of freedom was found significant at 0.05 level of significance. Hence, the null hypothesis of the no significant differences in the formators' characteristics was rejected.

Young and old formatees differ in preferences on formators' characteristics.

6.1.2. Citizenship

The comparison of the formators' characteristics of the formatees as to citizenship, there were 55 Filipina formatees have a mean rating of 4.44 and a standard deviation of 0.50 and the 11 Indonesian formatees have a mean rating of 4.66 and a standard deviation of 0.21 with a computed t-value of 1.46 with the probability of 0.15 was found not significant at 0.05 level of significance. Hence, the null hypothesis of no significant differences in the formators' characteristics was accepted.



Filipina or Indonesian formatees differ in preferences on formators' characteristics.

6.1.3. Stages of Initial Formation

As to the comparison of the formators' characteristics of the formatees according to stages of initial formation, the computed F-ratio of 3.22 with the probability of 0.05 using 3 and 63 degrees of freedom was found significant at 0.05 level of significance. Hence, the null hypothesis of no significant differences in the formators' characteristics was rejected.

Aspirant, postulant and novice formatees differ in preferences on formators' characteristics.

6.2. Vatican II

6.2.1. Age

As to the comparison of the formators' characteristics of the formatees according to age, the computed F-ratio of 3.24 with the probability of 0.05 using 3 and 63 degrees of freedom was significant at 0.05 level of significance. Hence, the null hypothesis of no significant differences in the formators' characteristics was rejected.

Young and old formatees differ in preferences on formators' characteristics.

6.2.2. Citizenship

As to the comparison of the formators' characteristics of the formatees as to citizenship, there were 55 Filipina formatees with a mean of



4.43 and a standard deviation of 0.44 and the 11 Indonesian formatees with a mean of 4.45 and a standard deviation of 0.35 with a computed t-value of 0.16 with the probability of 0.87 was not significant at 0.05 level of significance. Hence, the null hypothesis of no significant differences in the formators' characteristics was accepted.

Filipina or Indonesian formatees did not differ in preferences on formators' characteristics.

6.2.3. Stages of Initial Formation

As to the comparison of the formators' characteristics of the formatees according to stages of initial formation, the computed F-ratio of 3.352 with the probability of 0.04 using 3 and 63 degrees of freedom was significant at 0.05 level of significance. Hence, the null hypothesis of the no significant differences in the formators' characteristics was rejected.

Aspirant, postulant and novice formatees differ in preferences on formators' characteristics.

7. A proposed capability enhancement program for formators had been formulated based from the findings of the study.

Conclusions

From the findings of the study, the following conclusions were drawn:

1. Most formators were in the middle age category (41-50 years old); majority were Filipina; a college graduate; and with 15-20 years in religious life.



2. Most formatees were in the early adulthood category (21-25 years old); most of them were Filipina; and majority of them were aspirants.

3. The formators' characteristics based on the assessment of the formators/formatees is shown in the following rank order considering formators in Vatican II: a) Spirituality; b) Personal attitudes; c) Intellectual attitudes; and least is d) Emotional attitudes, while in Alberione: a) Affective aspect; b) Somatic aspect; c) Volitional aspect; and least is d) Intellectual aspect. On the other hand, formatees in Vatican II: a) Intellectual attitudes; b) Spirituality; c) Personal attitudes; and least is d) Emotional attitudes, while in Alberione: a) Volitional aspect; b) Affective aspect; c) Somatic aspect; and least is d) Intellectual aspect.

4. There are no differences as to the preferences of formators/formatees on formators' characteristics. Formators/formatees preferences on formators' characteristics were the same considering Vatican II and Alberione.

5. The differences in the formators' characteristics according to:

5.1. Vatican II

Formators age and educational attainment did not differ on their preferences on formators' characteristics, while citizenship and years in religious life of formators differ from each other.

Young and old formators had the same preferences in formators' characteristics.



5.2. Alberione

Formators differ on their preferences on formators' characteristics according to their age, and years in religious life, while formators have the same preferences on formators characteristics according to their citizenship and educational attainment.

6. The Differences on the Formators' Characteristics according to:

6.1. Vatican II

Formatees have different preferences on the formators' characteristics according to age and stages of initial formation, while they have the same preferences according to citizenship.

6.2. Alberione

Formatees have different preferences according to age and the stages of initial formation, while formatees have the same preferences according to citizenship.

Young and old, aspirant, postulant and novice formatees were not the same in the preferences on formators' characteristics, while Filipina and Indonesian were the same in the preferences on formators' characteristics.

7. A proposed capability enhancement program for formators had been formulated based on the results of the study.

Recommendations

Guided by the findings and conclusions in this study, the following recommendations are hereby recommended for the capability enhancement



program for formators:

1. There is a need to really consider the formators/formatees preferences on formators' characteristics in appointing or selecting sister to be a formator in religious formation houses, especially on the formators' characteristics according to Vatican II and personality according to Alberione.

2. Formation must be responsive to the needs/preferences of the formators/formatees and formatees-centered. Formator must be a role model of living witness, being prayerful, life example, who is worthy of emulation.

3. The formators are encouraged to engage more in ongoing education, seminars and training in their field of specialization as a formator. They should serve and do their best to have new developments in their religious community and keep them living and enthusiastic in their work. They can do this by continues reading books, journals, documents; about spirituality, religious formation and related topics; attending workshops and conventions and doing what is necessary to continue growing in spirituality, personally, emotionally, morally, mentally and professionally.

4. The formators should learn how to prepare formatees in their own communities for the task of new evangelization: announcing Christ, the Good News of the Father, to all men and women and help formatee develop her own spirituality sense of personal mission, purify motivation, respond to the



signs of time and develop to be a wholesome sister who enjoys freedom and adapts well to the living condition.

5. Better training for formators for efficient discernment of vocations of formatees and formulating formation programs with clear direction and attainable objectives to be effective formators.

6. The capability enhancement program for formators must be tried out for at least one year and revised later by the religious formation committee, superiors and formators, if necessary.

7. Further studies may be conducted involving more respondents (formators and formatees) from different religious formation houses in order to determine the significance of the present findings.

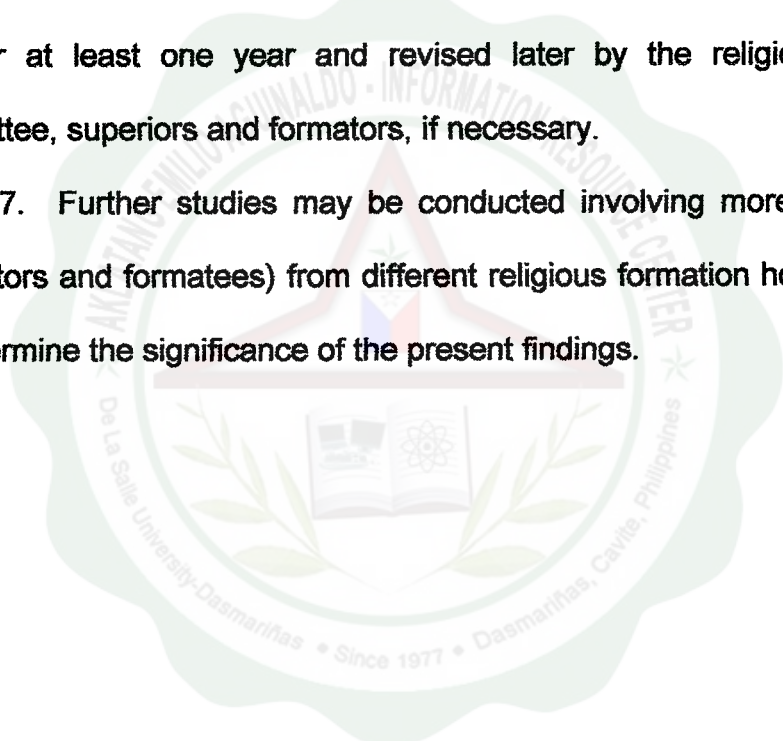




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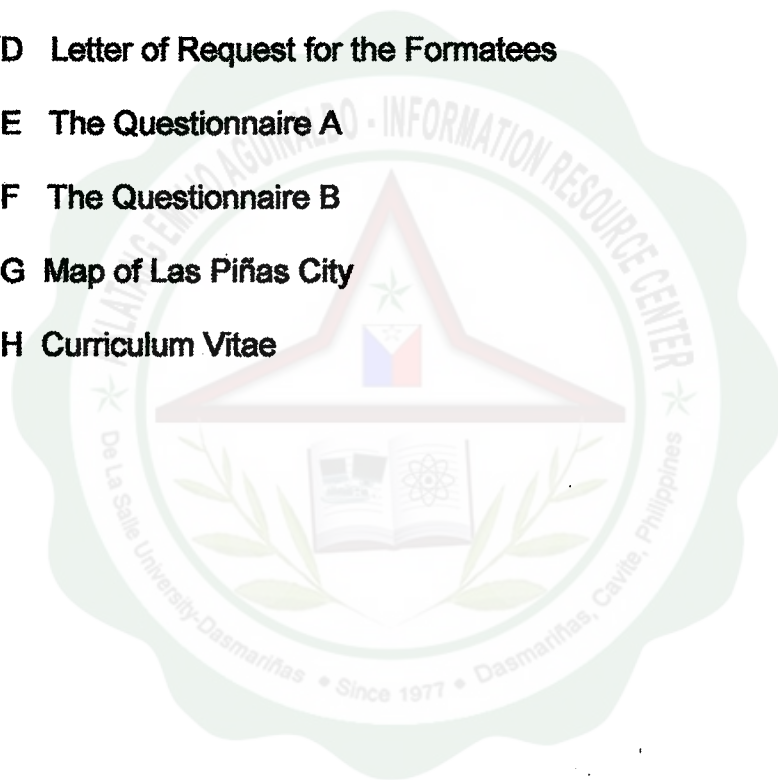
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