

**LEADERSHIP STYLE OF AND MEMBERS' SATISFACTION WITH  
SELECTED AGRICULTURE-BASED COOPERATIVES IN THE  
SCIENCE CITY OF MUÑOZ, NUEVA ECIJA, PHILIPPINES**

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## **BIOGRAPHICAL SKETCH**

The author was born on March 3, 1975 in Zaabung Village, Thantlang Township, Chin State, Myanmar. She grew up in the Christian family of her parents, his late father Pu Ram Ling and mother Daw Nu Doi, with their four sons and daughters, of whom the author is the youngest..

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MAY GOD BLESS YOU ALL

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## ABSTRACT

**MENG, NGAAL.** Institute of Graduate Studies, Central Luzon State University, Science City of Munoz, Nueva Ecija, Philippines. **APRIL 2013. LEADERSHIP STYLE OF AND MEMBERS' SATISFACTION WITH SELECTED AGRICULTURE-BASED COOPERATIVES IN THE SCIENCE CITY OF MUNOZ, NUEVA ECIJA, PHILIPPINES.**

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The study investigated the leadership style of and members' satisfaction with selected agriculture-based cooperatives in the Science City of Munoz, Nueva Ecija, Philippines..

The study covered the three longest-operating agriculture-based cooperatives in the Science City of Muñoz, namely Catalanacan Primary Multipurpose Cooperative (PMPC), Bantug PMPC, and Rizal PMPC. A total of 24 Board of Directors (BoD) and Managers, and 105 members, the latter, selected through simple random sampling technique to represent 30 percent of the cooperative memberships, were the respondents.

The primary data were collected through personal interviews by means of interview schedule. The secondary data were gathered through review of cooperatives' office reports and other pertinent documents. The data were analyzed using descriptive statistics and Pearson's Product-Moment Correlation Coefficient.

:The cooperative leaders were predominantly older and educated community members, who had long been part of the community, and the cooperative matter, either as members or leaders, and trained in basic cooperative and governance.

The leadership capability of cooperative leaders were rated very capable of planning, policy development, resource generation, and future leaders' development. They were perceived to have shown very high degree of servant leadership.

Of the three cooperatives, the Bantug PMPC and Catalanacan PMPC performed very satisfactorily, while the Rizal PMPC, satisfactorily, in terms of the organizational performance indicators of basis of unity and direction, membership, members' participation, development plan, structure, policies and procedure, financial viability, financial management, enterprise development, enterprise management and operation, and networking and alliance building.

The cooperatives rated very high in terms of members' satisfaction with their credit, consumer or trading, production, marketing, social services, and overall operation. The problems faced by the cooperatives were the failure of some members to pay their obligation, low salary of staff, misuse of funds, lack of transparency in fund management, and lack of enough trust in the leaders. The solutions given were to remind and give non-paying members chance to pay their obligation, improve the salary of staff, replace leaders, and suspend in benefits, to strengthen the cooperatives, the leaders recommended efforts to enhance members' livelihood, unity and cooperation, organizational capability, transparency and good governance.

The leaders' personal characteristics were not related to their leadership capability. Also, leadership capability in policy development, resource generation, and future leaders' development was not associated with servant leadership style. However, leadership capability in planning was correlated with the servant leadership dimension of

vision. Also, servant leadership style dimensions of love, empowerment, vision, humility, and trust were highly correlated with members' satisfaction with the cooperative services and overall operation.

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