

**AN ASSESSMENT OF WOMEN'S ORGANIZATION
PERFORMANCE: THE CASE OF UGNAYAN
NG MGA SAMAHAN NG MGA
KABABAIHAN SA MUÑOZ**

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ABSTRACT

ISKANDAR, NURAENI, Institute of Graduate Studies, Central Luzon State University, Muñoz, Nueva Ecija, Philippines, February 1999. **AN ASSESSMENT OF WOMEN'S ORGANIZATION PERFORMANCE: THE CASE OF UGNAYAN NG MGA SAMAHAN NG MGA KABABAIHAN SA MUÑOZ**

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The study was undertaken to assess the performance of Ugnayan ng mga Samahan ng mga Kababaihan sa Muñoz (USKM) as a women's organization using Newstrom and Davies (1993) model of organizational performance. Social infrastructure development, sustainable local economic development and basic social services development were assessed as organizational performance indicators. Human and physical capabilities and motivation characteristics were observed for its relationship with organizational performance.

To get the sample respondents, all barangay SKMs and all their officers (5 each SKM) were considered while quota sampling was employed for the five members who were randomly selected from the total membership of each SKM. Data were gathered through field survey using personal interview schedule and analyzed using descriptive statistics such as frequency, range, mean, percentage and standard

deviation. Test of relationship was done employing Pearson's product moment coefficient correlation (r^2) while analysis of variance was used to determine significant differences on organizational performance among barangay SKMs.

With regard to aggregate human capability variables, majority of barangay SKMs had long years of membership, low years of schooling, few training and low income. For aggregate physical capability variables, most barangay SKMs studied had relatively big area used for farming, high assistance from Philippine Rural Reconstruction Movement (PRRM) and other Non-Government Organization (NGO), and minimal use of Department of Education, Culture and Sport (DECS) and other physical resources for their activities. Perceived extent of motivation in terms of livelihood opportunities and upgrading skills were of medium level, while both desire to belong and desire to contribute to development were found high.

Results of correlation analysis revealed that length of membership was significantly correlated with social infrastructure development and basic social services development; and training attended by USKM membership had significant correlation only with basic social services development. Years of schooling and income of USKM membership had

no correlation whatsoever with all indicators of organizational performance.

Results also revealed that PRRM and other NGO resources assistance to the USKM membership had significant correlation with basic social services development. Similarly, DECS and other physical resources had significant correlation with social infrastructure development.

The study further revealed that all motivation factors, namely expected livelihood opportunities, upgrading of skills, desire to belong and desire to contribute to development were highly significant with all indicators of organizational performance.

The analysis of variance showed that only social infrastructure development had significant difference with organizational performance among barangay SKMs, where barangay Rizal SKM was significantly lowest than all other barangay SKMs.

Finally, the study recommends that there is a need to tap government support in order to increase its participation in the pursuit of economic projects to augment income. In addition, special assistance has to be extended to strengthen educational and training program for women to enhance their capacity to participate in development decision-making and to make more effective the use of inputs, innovation and most importantly, to avail of relevant government services.

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