



Assessment of Competency Measures of Barangay Council in San Jose, Sto. Tomas, Batangas

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Abstract: In most of the Barangays in the Philippines, effects of the observance of competency measures of Barangay officials are monitored rarely and in some cases it is measured subjectively thru intuition and feelings. This method does not provide effective measures of competency of elected local government officials. The proponent thought of a way to assess the competency measures of Barangay council in San Jose, Sto. Tomas, Batangas to propose a policy that will provide an instrument of evaluation that will strongly monitor and control the performance and competence of the Sangguniang Barangay. In this study, the proponent assessed the competency measures of Barangay Council in San Jose, Sto. Tomas, Batangas. Based on the findings, the Sangguniang Barangay (*Punong Barangay and Sangguniang Barangay Members*) strongly believe that they are competent in performing their duties and functions. On the other hand, the selected respondents are uncertain of their performances. The Punong Barangay strongly believes that he is performing his job well. However, the selected respondents are uncertain of the competence of their Punong Barangay. During the document review, it was found out that no policy was enacted related to competency measures. In addition, most of the enacted policies lie on the provision of basic services and facilities that must be offered by the barangay with respect to **Local Government Code of 1991**. These statements justify the need of assessing competency measures of Barangay Council in San Jose, Sto. Tomas, Batangas. Three policy alternatives were developed as possible solutions to address the problem, namely: 1.) Formalize and institutionalize the existing method of competency measurement, 2.) Revise competency measures based on Local Government Code of 1991, and 3.) Propose competency measures based on Best Practices.

Key Words: competency measures; barangay council; policy study; local government code of 1991; policy evaluation and alternatives



1. INTRODUCTION

As prescribed in 1987 Constitution of the Philippines (Article XI) Accountability of Public Officers, Section 1. Public Office is a public trust and in Republic Act No. 6713. Code of Conduct and Ethical Standards for Public Officials and Employees, we must be serious in effective and efficient measurement and monitoring of the competency of Local Government Officials.

The 1991 Local Government Code (LGC) stresses the democratization of power as a mode of decentralization. The LGC mandates the BDC (Barangay Development Council) primarily to prepare, implement, monitor and evaluate development programs and projects. Hence the formulation of the Barangay Development Plan (BDP) is mandated under the provisions of the Local Government Code of 1991.

Based on a survey conducted by the DILG (May 2007), less than 50% of the barangay development councils are active and less than 70% of the barangays prepare a comprehensive barangay development plan. Major reason for this inactiveness is the lack of the capacity of the BDC to perform its mandated task. For this reason, most BDCs are in need of technical assistance in formulating the barangay development plan, and to ensure that the planning processes involve broader participation.

The basic political unit in the Philippines is *Barangay*. It serves as the primary planning and implementing unit of government policies, plans, programs, projects, and activities in the community. The most powerful government officials in the Barangay are the Punong Barangay and the Sangguniang Barangay Members. Every barangay has a Punong Barangay, Seven Sangguniang Barangay Members, Sangguniang Kabataan Chairperson, Barangay Secretary and Barangay Treasurer. They are meant to exercise executive and legislative powers. In accordance with Local Government Code of 1991, the chief executive of the Barangay is given with executive power for efficient, effective and economical governance, the purpose of which is the general welfare of the Barangay and its inhabitants. On the other hand, the Sangguniang Barangay Members shall enact ordinances as may be necessary to discharge the responsibilities conferred upon it by law or ordinance and to promote the general welfare of the inhabitants therein.

1.1 Areas of Consideration and Source of Background of the Problem

A group discussion was spearheaded by the proponent focusing on the effects of the observance of competency measurement of the Sangguniang Barangay. It is on this discussion that excellence in public service of local government officials, in the context of barangay, was assessed and measured. And, it appeared on brainstorming that most of the participants are dissatisfied with the performance of the Punong Barangay and the Sangguniang Barangay Members. It was attended by seven (7) concerned residents of San Jose, Sto. Tomas, Batangas last July 2010. The argument prompted the proponent to do research on assessing the measures on Competency of Sangguniang Barangay, given that most of the arguers believed that Barangay Council is incompetent. The proponent believes that it is ineffective to make a study that will not consider the concerns of the majority especially those who are directly involved with community development and service. In this accord, the proponent directly interviewed the Punong Barangay.

During the interview, the proponent was able to gather below information.

- a. The Sangguniang Barangay renders typical services and facilities.
- b. The achievements of the Barangay are unremarkable.
- c. There is no Barangay ordinance enacted.
- d. There is no significant problem encountered
- e. There is no complaint recorded against any Barangay official.
- f. The budget of the Barangay is stagnant.
- g. There is no competency measurement for the Barangay officials.

To further justify the problem, the proponent did a document review. It focused on the recent status and accomplishment of the Barangay. Based on the review conducted by the proponent, it was found out that there is an informal method of doing competency measures in the San Jose. There is no available document to prove that competency of the barangay officials are being measured. It was realized that competency measures are made verbally and subjectively. Thus, there is a need to assess competency measures of Barangay Council in San Jose, Sto. Tomas, Batangas. It was also justified in Section 3 when the competency of the Punong Barangay, Sangguniang Barangay and Barangay Council as a whole were measured by the selected respondents and the Barangay Council members.

1.2 Scope and Severity of Problem Situations

This study applies to all members of Barangay Council of San Jose, Sto. Tomas, Batangas, except those who are members of Sangguniang Kabataan and those staff who are appointed by the Punong Barangay and/or voted by the Sangguniang Barangay Members. This covers the discussion on policy alternatives to provide an effective instrument of measuring competency of local government officials. The scope of data collection is limited to the records made by the Barangay Secretary and Treasurer of San Jose, Sto. Tomas, Batangas kept in the Barangay Hall.

In order to gather the needed data for competency measures of Sangguniang Barangay, a **document and index review** was conducted. Moreover, series of **interviews** were carried out to get first-hand information about their experiences, views and perceptions on competency measures of the Sangguniang Barangay. There was also an informal group discussion among seven (7) concerned individuals. All of the interviewees agreed that there is a need for a policy to measure competency of the Barangay Council. Even the Punong Barangay, himself, admitted that it is a problem not measuring the performance of the Barangay official efficiently.

“Competency measurement is essential so that the people will have the basis for performance of the Barangay officials they elected. This is to determine whether they are performing their duties and functions.” These were some of the contentions raised by Mr. Virgilio M. Halili, Punong Barangay of San Jose, Sto. Tomas, Batangas during an informal interview conducted by the proponent.

1.3 Conceptual Framework of the Study

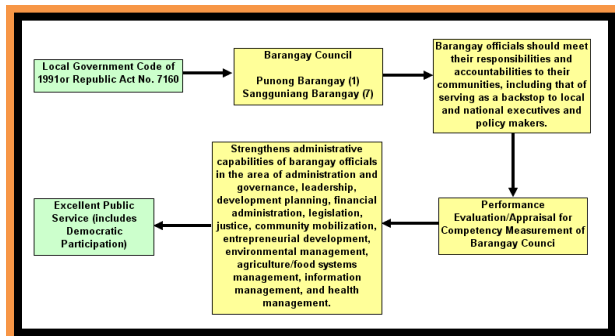


Fig. 1.1. Conceptual Framework of the Study

Fig. 1.1 as shown above realized the need for Performance Evaluation/Appraisal for Competency Measurement of Barangay Council as an essential

tool to assess the functionality and responsiveness of government officials specifically the Punong Barangay and the Sangguniang Barangay Members. It is a framework that relates Local Government Code of 1991 to Excellent Public Service through Democratic Participation.

1.4 Problem Statement

The study aims to focus on the **Assessing the Effects of Observance on Competency Measures of Barangay Council in San Jose, Sto. Tomas, Batangas** to provide efficient way of measuring competencies of Local Government Officials in the Barangay.

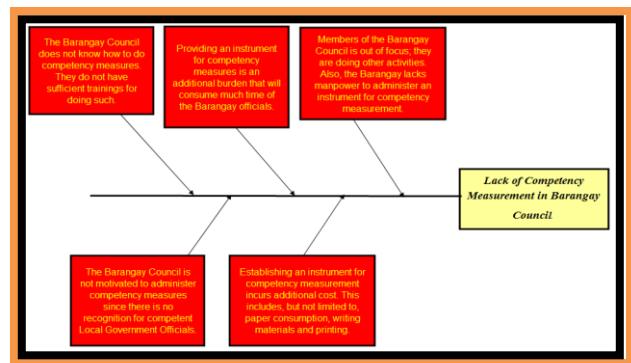


Fig. 1.2. Ishikawa Diagram of the Study

Fig. 1.2 shows the fishbone diagram of the study. The causes are categorized in terms of Productivity, Quality, Cost, Delivery and Motivation. The analysis of causes led to **Lack on Competency Measurement in Barangay Council** as its effect. The cause and effect diagram was formulated by the proponent by means of an informal brainstorming with selected respondents and interview conducted with the Punong Barangay. The information gathered was itemized on different categories namely: Productivity, Quality, Cost, Delivery and Motivation.

In terms of **Productivity**, most of the members of the barangay council are out-of-focus and doing other activities. Also, since they are much concerned with their duties and responsibilities as government officials, they are not able to spend time in measuring their competencies. In dealing with **Quality** as a category, the members of the barangay council are not given enough training and awareness on the need of having competency assessment. They also lack knowledge, trust and credibility. The barangay council believes that having competency measurement would mean an additional **Cost**. For them, it is an additional burden that would consume much of their time and it will be inaccessible to the public, considering **Delivery**. Lastly, since there is no



recognition for performing and competent barangay officials, they believe that it is not necessary to have such assessment (**Motivation**).

2. METHODOLOGY

The proponent used the primary and secondary data in meeting the objectives of the study. The primary data was gathered through interviews by using well-prepared questionnaires. Secondary data, on the other hand, was obtained through document index reviews and reading materials. In order to unravel the different problems encountered in assessing competency measures of Barangay Council, descriptive method was used. Descriptive investigation include those studies that purport to present facts concerning the nature and status of anything – a group of persons, a number of objects, a set of conditions, a class of events, a system of thought or any other kind of phenomena which one way wish to study (Orculo, 2000). In essence, the proponent used such method to understand and interpret easily the respondent's point of view. It was through this method that the respondents had easily answered the questions on the interview. The respondents were described following some characteristics: name, age, position/designation and educational attainment. This data, in return, comprised the demographic profile of the selected respondents.

The proponent used a type of sampling suitable for the study. Purposive sampling, in this view, was the sampling method used. Judgment or Purposive sampling is a method usually referred as non-random or non-probability sampling (Altares et al., 2003). It plays a major role in the selection of a particular item and/or in making decisions in cases of incomplete responses or observation. This is usually based on certain criteria laid down by the proponent or his adviser. As emphasized, purposive sampling is determining the target population, those to be involved in the study. In this consideration, the proponent preferred purposive non-probability sampling because this method is more convenient and practical in making a research with limited span of time. In addition, this sampling is easy to use and is not time-consuming (Altares et al., 2003). The respondents are chosen on the basis of their knowledge of the information desired. They are the twenty (20) selected residents of San Jose, Sto. Tomas, Batangas.

In this study, the questionnaire is basically a proponents' conception. Quantitative analysis was used to estimate the level of awareness and understanding of selected respondents on Competency of their Punong Barangay, Sangguniang

Barangay and Barangay Council as a whole. The questionnaires provided make use of semantic differential scale. These are type of questions by which the respondents chose their answers from least favorable choice being the lowest and most favorable choice as the highest. The questions are designed especially to achieve proponent's objectives. Meeting these criteria gives a perfect system evaluation for the proponent. These questionnaires, together with the respondent's answers, were collected, tallied, and analyzed by the proponent. The proponent of document reviews of Barangay records. Also, interviews and focus group discussions with Barangay officials who are directly involved in Barangay welfare and services were conducted. The gathered data were analyzed and presented in bar graphs to visualize extent and magnitude of the problems. To scrutinize the cause and effect of the problem the Ishikawa diagram was utilized. Moreover, the Spearman's Rank Correlation Coefficient (Rho) was used to discover the strength of a link between two sets of data, so as to measure correlation between them. The answers of the Barangay Council were compared with the answers of the selected respondents through correlation technique.

3. DATA AND RESULTS

The data are represented systematically using Pie Charts and correlated through bar graphs. Spearman Rank-Order Correlation Coefficient (rho) is the most commonly used method in determining the correlation coefficient for ranked data (Evans, 1997). It is suited for statistical problem solving 30 cases or less.

$$r_s = 1 - \left\{ 6 \sum (r_x - r_y)^2 / n(n^2 - 1) \right\}$$

where: r_s = the rank – order correlation coefficient
 1 = constant
 6 = constant
 n = the number of observations or cases
 r_x = rank of x
 r_y = rank of y

The following table is used to determine the extent of correlation between paired variables.

Table 3.1. Correlation Coefficient Table

Correlation Coefficient	Remarks
0.00 TO +/- 0.20	Negligible correlation
+/- 0.21 TO +/- 0.40	low correlation
+/- 0.41 TO +/- 0.50	substantial correlation
+/- 0.51 TO +/- 0.80	marked correlation
+/- 0.81 TO +/- 1.00	high to very high correlation

For a perfect correlation, it is either +/- 1.00. Although, this seldom happens in Social Sciences and Educational Research, it does happen in Physical Sciences research (Brion, et al, 2009).

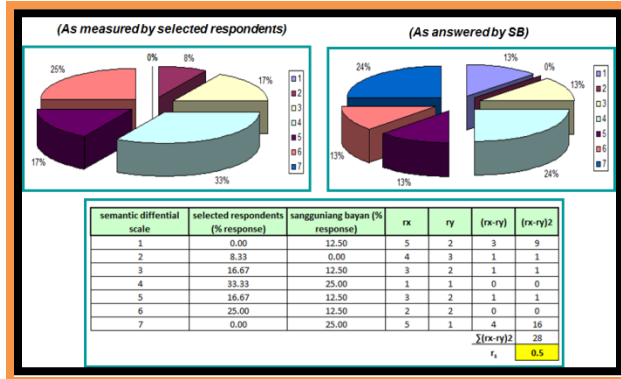


Fig. 3.1. Over-all Competency Measures of the Punong Barangay

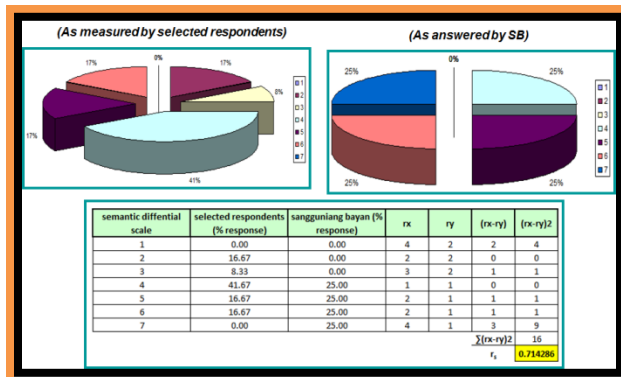


Fig. 3.2. Over-all Competency Measures of the Sangguniang Barangay

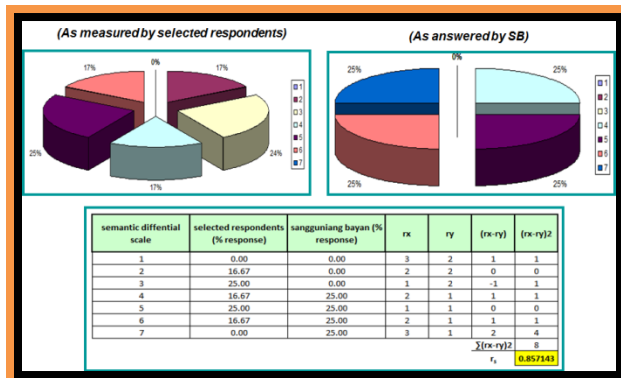


Fig. 3.3. Over-all Competency Measures of the Barangay Council

3.1 Policy Options/Alternative Policy Solutions (APS)

Based on the itemized categories (Productivity, Quality, Cost, Delivery and Morale) as causes for the lack of competency measurement in the barangay council, and the goal of the study that is to seek and provide formal measures in governance at the barangay level by performance evaluation/appraisal, the following Alternative Policy Solutions (APS) were developed as possible solutions to the problem: 1. Formalize and institutionalize the existing method of competency measurement, 2. Revise competency measures based on Local Government Code of 1991, or 3. Propose competency measures based on Best Practices (Catli, 2009).

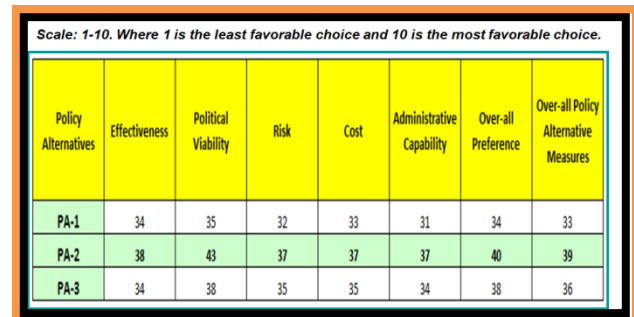


Fig. 3.4. Decision Matrix – Comparative Measures of Effectiveness of the Alternatives

The Decision Matrix shows that among probable Policy Alternatives, **Revise competency measures based on Local Government Code of 1991 (Policy Alternative No.2)**, is the most favorable choice of the selected respondents.

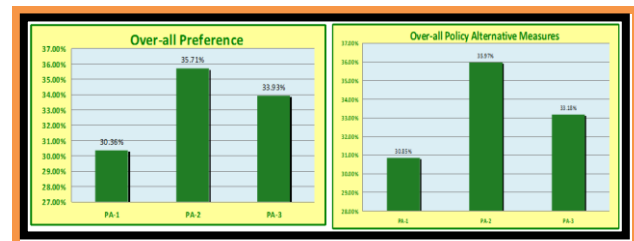


Fig. 3.5. Measures of Alternatives

In all criteria, the selected respondents favored Policy Alternative No.2 over all other Policy

Alternatives. An average of 35.97% was given to enactment of performance evaluation/appraisal. It is then believed that it is the best Policy to alleviate problems on competency measures of Barangay Council in San Jose, Sto. Tomas, Batangas.

4. POLICY RECOMMENDATIONS

Policy Alternative No. 2 is being recommended which is to *revise competency measures based on Local Government Code of 1991*, so as to measure the competency of elected Barangay officials, and to protect and uplift the dignity and prestige of the local government officials who represent the Barangay in municipal charters. The proponent recognizes that a barangay can only deliver its strategic intention through the effective delegation of government planned objectives to individual team members and the continual and consistent development and support of staff to achieve them. The proponent recognizes that these expectations can only be delivered through an appraisal and personal development planning process, which aligns organization aspirations with individual performance and provides for effective team and individual development.

4.1 Summary and Implementation Plan of the Policy

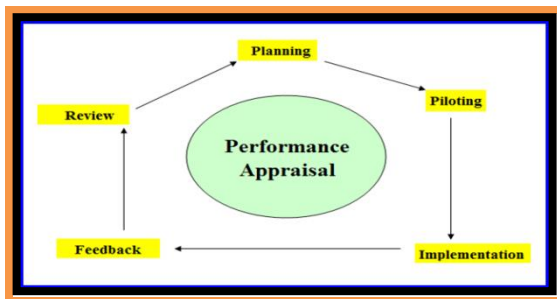


Fig. 3.5. Performance Appraisal Cycle of Implementation

Performance appraisals are essential for the effective management and evaluation of barangay officials. Each Sangguniang Barangay Member shall be appraised by their Punong Barangay. Punong

Barangay, on the other hand, is to be appraised by the Municipal Mayor; the cycle goes hierarchical and it depends on the size and structure of the organization (Web-1).

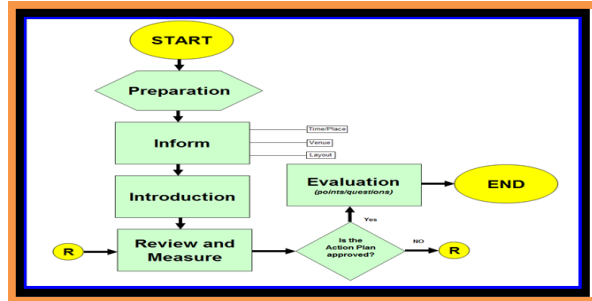


Fig. 3.5. Process Flowchart of Performance Evaluation

6. ACKNOWLEDGMENTS

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