

# LEADERSHIP EFFECTIVENESS OF SENIOR HIGH SCHOOL OFFICER IN LAGUNA STATE POLYTECHNIC UNIVERSITY SANTA CRUZ MAIN CAMPUS

Sierra Marie S. Aycardo PhD, Christian P. San Luis, Jessica A. Roque

**Abstract**— The research entitled, “effectiveness of G.U.I.L.D.S leadership style in the students of senior high school in Laguna State Polytechnic University, Sta. Cruz, Campus.” is focused on the effectiveness of the leadership style of the G.U.I.L.D.S (Governance with Unity in Leading ‘Da Students) officers in the senior high school particularly. The descriptive method of research is used and applied in the study. Survey-questionnaires were used as the primary source of information. The data were collected from a total of seventy-six (76) respondents from the six (6) strands of the Senior High School in LSPU to answer questions.

**Index Terms**— Leadership, Awareness, Management, Absenteeism, Socio-cultural

## 1 INTRODUCTION

Let’s put the explanation through this, a computer is made by humans as well. A computer won’t work without the CPU. CPU is the brain that manipulates and controls the computer. Just like an organization or in a community, a group won’t work and move towards its goal without the leader and the leader is the CPU in a computer.

In becoming a leader in an organization, it is not as easy as it thought it would be. A lot of responsibilities are on the shoulders of a leader and a leader must take responsibilities of his actions and he must know how to solve conflicts that will face the whole group in the future. However, it is good to be aware of your own leadership and management. That way, a leader is able to handle his group well.

Leadership is about the art of motivating, influencing and directing people so that they work together to achieve the goals of a team or broader organization. Leadership is part of a student’s daily life not just in school, but also in their life outside the campus, by helping some people around them, by following the rules and regulations inside and outside the school, and by complying as well. Leaders are exemplary good in every aspect, they can provide, guide, comply, and distribute their knowledge to everyone. They are good in multi-tasking but with the help of their members. One of their advantage as a leader is that, they can turn their organization’s vision into reality. By influencing their members or fellow students to do this and that, leaders are the headmaster or the brain of an organization that is why he or she can take control over them.

Everyone can be a leader. Everyone can lead and share their knowledge through leadership. Leadership can be classified as the best experience as it can be their motivation and guidance as they lead their fellow students or members.

The senior high school department in Laguna State Polytechnic University formed a student council last year of 2016. The student council was named as the, Governance with Unity and Interest in Leading ‘Da Students (G.U.I.L.D.S). The G.U.I.L.D.S officers were in charge in guiding their fellow students of senior high school to a better path.

The total number of senior high school officers in Laguna State Polytechnic University is around fifteen (15). The President, Vice-president, Secretary, Treasurer, Auditor, Business Manager, Event Organizer and the representatives of each strand. Laguna State Polytechnic University offers only six (6) strands; the accountancy business and management, humanities and social sciences, science technology engineering and mathematics under the academic track along with the three (3) strands under the technical vocation track, bread and pastry, food and beverages services and information communication and technology in the senior high school, the academic track and technical vocational track. The researcher aims to measure the effectiveness of the leadership style of the G.U.I.L.D.S officers to the senior high school as to their influence and compliance in school. The study aims to measure their knowledge about leadership and if they fulfill the needs of the senior high school and if they are a good leaders to their fellow students as well. The researcher aims to determine the learning style as well as the leadership capacity of each of the Senior High School G.U.I.L.D.S officers.

### 1.1 OBJECTIVE OF THE STUDY

The researcher aims to measure the capability of Leadership style effectiveness of G.U.I.L.D.S officers to the senior high school students and aims to answer the following questions.

1. What is the level of the G.U.I.L.D.S. leadership style

in terms of;

- 1.1 Leadership Awareness?
- 1.2 Leadership Management?
2. What is the level of the effectiveness of leadership style as to;
  - 2.1 Influence
    - a) Academic?
    - b) Absenteeism?
  - 2.2 Compliance
    - a) Rules of University?
    - b) Socio-Cultural?
3. Is there a significant effect on the level of the G.U.I.L.D.S. leadership style to the senior high school?

## 1.2 HYPOTESIS

There is a significant effect on the level of the G.U.I.L.D.S. leadership style to the senior high school.

## 2. METHODOLOGY

The study used the descriptive method in design to analyze the data systematically. According to Shields (2013), descriptive research involved collection of data in order to test hypothesis or to answer the what, why, how, when questions concerning about the current status of the subject of the study. It is a systematical research design that describes a certain situation and the area of interest accurately. The descriptive method involves the data collected in order to answer the questions given in the study.

The actual respondents of this study were selected from the grade-11 students in senior high school of Laguna State Polytechnic University. with a total of seventy-six (76). The senior high school is composed of six (6) strands, ABM, HUMSS, STEM, BPP, F&BS and ICT computer programming. Hence, only 76 respondents from the senior high school were the primary sources of this research. They were assigned to answer the questions given in the study.

There is a total of three hundred fifteen (315) in the grade 11 level. The respondents are identified through the stratified random sampling. The Grade 11 students were divided into a smaller group of strata – pertaining to their strand. Slovin's formula was used with the margin error of 10% to determine the population size of the respondents. ABM is composed of eighteen (18) students, HUMSS fifteen (15), F&BS ten (10), BPP seven (7), ICT nine (9), and STEM eighteen (18) students. The researchers decided to choose the Grade 11 students as the respondents of this research because they are new to this kind of environment – they still don't have any background about the past and the present officers of G.U.I.L.D.S. It is efficient if they are the actual respondents.

The researchers used the stratified sampling technique in order to know the number of respondents in this

study. Stratified sampling technique identifies the number in each strata and takes only the percentage in order to complete the data of the respondents. The grade 11 students are divided into smaller group of strata or strand.

The researchers got the approval for the research including the research title from the panel experts. The researchers used a survey-questionnaire in gathering the data about the effectiveness of the G.U.I.L.D.S leadership style to the senior high school. Then the approval letter had been signed to conduct the survey in the University. After the collection of all the data needed in the study, the researchers started to tally, tabulated and analyze the data.

The instrument used by the researcher is the survey-questionnaire that was administered by the researchers personally to collect all the data and information needed in the study. The researchers based this study from the up-to-date information and studies about the leadership style of G.U.I.L.D.S officers and its effect to the senior high school students. The questionnaire used in the study is to determine the level of effectiveness of the leadership style of the G.U.I.L.D.S officers. It was given to the 76 respondents of the study with its five (5) questions each variable. 5 Strong agree- 4 Agree-3 Moderately Agree 2- Disagree 1- Strongly Disagree. This research used a mathematical formula to describe the data or information collected by the researchers and analyzed it in a statistical method

The weighted mean and standard deviation had been used to identify the respondent's level of influence. The method of regression is used to determine if the leadership style of G.U.I.L.D.S officers has an effect to the senior high school student. In mathematics, mean has several different definition depending on synonymously to refer to one measure of the central tendency either of a probability distribution or of the random variable characterized by the distribution. Tantoco (2015).Standard deviation was used to have better idea in how the data entries differ from the mean a measure of dispersion of a set of data from its mean. Tantoco (2015).The Formula that will be used in the study is the regression formula. According to Del Siegel (2009), the regression is one type of inferential statistics. It is used to determine whether there is a significant difference between the means and the relation of the two groups. With all inferential statistics, we assume the dependent variable fits a normal distribution. ANOVA (Analysis of Variance) was used to determine the relation the two variables.

## 3.Result and Discussion

3.1 **Table 1. Level of leadership style of the G.U.I.L.D.S officers in terms of Leadership Awareness in the Grade 11 SHS students**

The table shows that statement one, "I know all of the

GUILDS and their role in the SHS community.” has a mean level of 3.61 and a standard deviation of 1.1 and is interpreted as Agree. The second statement, “I voted for the GUILDS officer because I believe that they will do their job precisely.” has a mean level of 3.74 and a standard deviation of 1.04 and is interpreted as Agree. The third statement, “I am aware of the rules and regulation of the SHS students.” has a mean level of 4.01 and a standard deviation of 0.93 and is interpreted as Agree. The fourth statement, “I am aware of all the activities concerning the SHS GUILDS.” has a mean level of 3.82 and a standard deviation of 0.95 and is interpreted as Agree. The last statement, “I am aware with the decisions of GUILDS and believe that it will do better for the whole community.” has a mean level of 3.87 and a standard deviation of 0.91 and is interpreted as Agree.

The weighted mean of 3.81 revealed that the Grade 11 students are aware of all the activities of the G.U.I.L.D.S officers. The transparency of the G.U.I.L.D.S officers are proven here with a weighted mean of 3.81 and is interpreted as Agree.

From the study of Palsey (2012), the awareness, or to be aware of something is from your surroundings. It is observed and criticized. Leaders should be alert at all times because some actions made by their followers are pertaining to something – that is the criticisms of the people around them. The awareness that is described in this research is resulted from the leader’s transparency, power, and authority. This will help them avoid some circumstances in their leadership.

A. Leadership Awareness	Mean	SD	Verbal Interpretation
1. I know all of the GUILDS and their role in the SHS community.	3.61	1.1	Agree
2. I voted for the GUILDS officer because I believe that they will do their job precisely.	3.74	1.04	Agree
3. I am aware of the rules and regulation of the SHS students.	4.01	0.93	Agree
4. I am aware of all the activities concerning the SHS GUILDS.	3.82	0.95	Agree
5. I am aware with the decisions of GUILDS and believe that it will do better for the whole community.	3.87	0.91	Agree
<b>Weighted Mean</b>	<b>3.81</b>		<b>Agree</b>

**3.2 Table 2. Level of leadership style of the G.U.I.L.D.S officers in terms of Leadership Management in the Grade 11 SHS students.**

Table shows the level of leadership style. The first statement, “The GUILDS officers can lead the SHS students effectively.” has a mean level of 3.41 and a standard deviation of 1.17 and is interpreted as Agree. The second statement, “The GUILDS officers can conduct an event and can encourage the students

to attend their event.” has a mean level of 3.46 and a standard deviation of 1.19 and is interpreted as Agree. The third statement, “The GUILDS officers are a good role model to the students.” has a mean level of 3.61 and a standard deviation of 1.05 and is interpreted as Agree. The fourth statement, “The GUILDS officers are encouraging the students to become a better people in the university.” has a mean level of 3.53 and a standard deviation of 1.11 and is interpreted as Agree. Lastly, the statement “The GUILDS respect the students regardless of their status.” has a mean level of 3.7 and a standard deviation of 1.02 and is interpreted as Agree.

Furthermore, the G.U.I.L.D.S officers proved that they can manage their fellow students well and with a good authority. The total sum of table 2 has a weighted mean level of 3.54 and is interpreted as Agree.

According to Audio and Bass (2009), managerial skills of a leader are efficient and effective especially if the leader is flexible in all aspects. An organization is growing beyond its limit because of the leader’s administrative skills.

Managing an organization requires the leader’s mobility. The leader mobilizes his or her people to come together in one action with one goal, vision and mission. Good management is easy to acquire if the leader is committed on his or her responsibilities. Why? Giving your attention solely to your leader duties and in your people’s sake, it is easy for you to handle and manage them well. That is the great add of being the leader, Management and commitment.

B. Leadership Management	Mean	SD	Verbal Interpretation
1. The GUILDS officers can lead the SHS students effectively.	3.41	1.17	Agree
2. The GUILDS officers can conduct an event and can encourage the students to attend their event.	3.46	1.19	Agree
3. The GUILDS officers are a good role model to the students.	3.61	1.05	Agree
4. The GUILDS officers are encouraging the students to become a better people in the university.	3.53	1.11	Agree
5. The GUILDS respect the students regardless of their status.	3.7	1.02	Agree
<b>Weighted Mean</b>	<b>3.54</b>		<b>Agree</b>

**3.3. INFLUENCE IN THE SENIOR HIGH SCHOOL .TABLE 3. LEVEL OF INFLUENCE OF THE G.U.I.L.D.S OFFICERS IN THE GRADE 11 STUDENTS OF SHS LSPU-SCC IN TERMS OF ACADEMIC**

The statement number one, “The student leader concerns themselves in the academic performance of their fellow student.” has a mean level of 3.96 with a standard deviation of 0.89 and is interpreted as Agree. The statement number two, “The student leaders are ready to give help to one another when needed.” has mean level of 3.76 with a standard

deviation of 1 and is interpreted as Agree. The statement number three, "The student leaders share his/her ideas to their fellow students." has a mean level of 3.83 with a standard deviation of 0.9 and is interpreted as Agree. The statement number four, "The student leaders are supporting their fellow students and serves as a morale booster." has a mean level of 3.83 with a standard deviation of 1.01 and is interpreted as Agree. The last statement, ".The student listens to the ideas of their student leaders and vice versa." has a mean level of 3.82 with a standard deviation of 0.87 and is interpreted as Agree.

The weighted mean of table 1 in academic is 3.84 and is interpreted as Agree. This means that the G.U.I.L.D.S officers are concerning themselves in the academic aspect of their fellow students and that they truly influenced the Grade 11 SHS students as leaders.

According to Bolante (2013) asserts that those leaders who have more than power of authority, is determined to seek his or her followers' business. With Bolante's study, it explains that even the smallest things that concerns an organization's followers, the leader is always in action. So, it revealed that even in the academic performance of the students, the officers are somehow, affects the students.

C. Academic	Mean	SD	Verbal Interpretation
1. The student leader concerns themselves in the academic performance of their fellow student.	3.96	0.89	Agree
2. The student leaders are ready to give help to one another when needed	3.76	1	Agree
3. The student leaders share his/her ideas to their fellow students.	3.83	0.9	Agree
4. The student leaders are supporting their fellow students and serves as a morale booster.	3.83	1.01	Agree
5. .The student listens to the ideas of their student leaders and vice versa.	3.82	0.87	Agree
<b>Weighted Mean</b>	<b>3.84</b>		<b>Agree</b>

**3.4 Table 4. Level of Influence of the G.U.I.L.D.S officers in the Grade 11 Students of SHS LSPU-SCC in terms of Absenteeism.**

The first statement, "The students arrived on time during classes." has a mean level of 3.64 and a standard deviation of 0.93 and is interpreted as Agree. The second statement, "The students are always present during the time of their class activities." has a mean level of 3.86 and a standard deviation of 0.98 and is interpreted as Agree. The third statement, "The students formally excuse themselves by giving an excuse slip to their teachers." has a mean level of 3.99 and a standard deviation of 0.93 and is interpreted as Agree. The fourth statement, "The students are not cutting classes during the time of their class." has a mean level of 3.97 and a standard deviation of 3.97 and a standard deviation of 1.02 and is interpreted as Agree. Lastly, the fifth statement, "The student

leader guides their fellow students and encouraging them to go to school." has a mean level of 3.86 and a standard deviation of 0.87 and is interpreted as Agree.

The weighted mean of 3.87 and is interpreted as Agree revealed that the G.U.I.L.D.S officers can encourage their fellow students to be always present in their class schedules. This shows that the students are following their superiors especially when it comes in the daily attendance.

In Perdigueras' study, leadership style is often viewed as the most influencing variable in all aspects. Thus, absenteeism is revealed to be influenced by the leadership style given in this research.

In school, however, the attendance of the students are resulted in the leader's management – the leadership style of the leaders are connected even in the attendance of the students. The results in the absenteeism proved that the leaders should encouraged their fellow students as well though the students are the more responsible to that, the leaders should start an action about this. That way, it can prevent the students' absences that the leaders will do some action to that problem.

D. Absenteeism	Mean	SD	Verbal Interpretation
1. The students arrived on time during classes.	3.64	0.93	Agree
2. The students are always present during the time of their class activities.	3.86	0.98	Agree
3. The students formally excuse themselves by giving an excuse slip to their teachers.	3.99	0.93	Agree
4. The students are not cutting classes during the time of their class.	3.97	1.02	Agree
5. The student leader guides their fellow students and encouraging them to go to school.	3.86	0.87	Agree
<b>Weighted Mean</b>	<b>3.86</b>		<b>Agree</b>

**3.5 Compliance of the Senior High School**

**Table 5. Level of compliance of the Grade 11 SHS students of LSPU SCC in terms of the Rules of University**

Table 5 shows the level of compliance of the Grade 11 SHS students in terms of the Rules of the University.

The statement number one, "Wears my uniform properly." has a mean level of 4.28 with a standard deviation of 0.84 and is interpreted as Strongly Agree. The statement number two, "Follows the proper haircut." has a mean level of 3.87 with a standard deviation of 1.01 and is interpreted as Agree. The statement number three, "Wears my I.D wherever I go to school." has a mean level of 4.34 with a standard deviation of 0.79 and is interpreted as Agree. The statement number four, "Follows my time/class schedule." has a mean level of 3.95 with a standard deviation of 0.98 and is interpreted as Agree. The last statement, "Must avoid gambling inside the school premises." has a mean level of 3.83 with a standard deviation of 1 and is interpreted as Agree.

This table with a weighted mean of 4.06 and is interpreted as Agree shows that the Grade 11 SHS students are following the school's Rules and regulations strictly by the influence of the G.U.I.L.D.S officers as well.

According to Sharma as cited by Palsey (2010), successful leaders is not the result of simply obtaining a position to control, but rather possessing the knowledge and understanding of a group. It is natural that, in order to control your companions – followers, you have to act as if you're distant to them or having a border between you and your followers. Same goes in following the rules of the university, the senior high school students are abiding by the rules because it is an order from the school's leaders.

The rules in the university are revealed to the students from the very start of the school year. So meaning, the students already know the rules to abide by the students. But, it revealed in this research that the leaders should show them first the rules as a role model to their people, to their community. This will help them to be a great leaders to their community, to their organization, and it will help them improve.

A. Rules of the University	Mean	SD	Verbal Interpretation
<b>I, as a student...</b>			
1. Wears my uniform properly	4.28	0.84	Strongly Agree
2. Follows the proper haircut	3.87	1.01	Agree
3. Wears my I.D wherever I go to school	4.34	0.79	Strongly Agree
4. Follows my time/class schedule	3.95	0.98	Agree
<b>Weighted Mean</b>	<b>4.05</b>		<b>Agree</b>

3.6 Table 6. Level of compliance of the Grade 11 SHS students of LSPU SCC in terms of Socio-cultural activities.

Table 6 shows the level of compliance of the grade 11 SHS students in terms of socio cultural activities.

The first statement, "Obeys the GUILDS leaders if I were asked to join an activity concerning my course." has a mean level of 3.95 and a standard deviation of 0.85 and is interpreted as Agree. The second statement, "Is ready to give help to my community." has a mean level of 3.97 and a standard deviation of 0.91 and is interpreted as Agree. The third statement, "Cooperates and helping not just my fellow students but also the GUILDS leaders." has a mean level of 3.92 and a standard deviation of 0.84 and is interpreted as Agree. The fourth statement, "Participates in other school activities." has a mean level of 0.43 and a standard deviation of 0.94 and is interpreted as Agree. Lastly, the statement, "Participates with the GUILDS leaders whenever there's an activity." has a mean level of 4.12 and a standard deviation of 0.88 and is interpreted as Agree.

The weighted mean of 4 and an interpretation of Agree means that the Grade 11 SHS students are concerning themselves in all activities prepared by the G.U.I.L.D.S officers. This table proves that the officers can control and encourage their fellow students to participate and follow their own rules as the leaders of the senior high school community.

Thus, according Dela Cruz (2010) the leaders – the difference between controlling and organizing is that, controlling is to manipulate, by force, the followers in an organization. Organizing, on the other hand, is to mold and build a certain relationship between the leader and its followers without forcing someone or something to follow you.

We have seen the G.U.I.L.D.S leader's power and authority not just in leading, but also in engaging their fellow students in the school activities. Led by the leaders themselves, the students, for the past activities that created by the leaders, cooperates and engaging themselves to the activities. That is proven by this research, that the G.U.I.L.D.S leaders are handling their fellow students very well, without the over-power authority, and without bias.

B. Socio-Cultural Activities	Mean	SD	Verbal Interpretation
<b>I, as a student...</b>			
1. Obeys the GUILDS leaders if I were asked to join an activity concerning my course.	3.95	0.85	Agree
2. Is ready to give help to my community.	3.97	0.91	Agree
3. Cooperates and helping not just my fellow student but also the GUILDS leaders.	3.92	0.84	Agree
4. Participates in other school activities.	4.03	0.94	Agree
<b>Weighted Mean</b>	<b>4</b>		<b>Agree</b>

3.7 Table 7. Significant Effect of the G.U.I.L.D.S Leadership Style in the Senior High School

The computed r-squared of 0.38 and the f-value of 45.95, with a p-value of 0.001 which indicates that there is a significant effect of the G.U.I.L.D.S in the senior high school. This means that the G.U.I.L.D.S leadership style has a significant effect in the students of senior high school. The officers truly affects the senior high school students in all aspects.

Leadership Style	Mean	R Squared	F	p-value	Verbal Interpretation
GUILDS Leadership Style	3.94	0.38	45.94	0.001	Significant
Effect to Senior High School	3.67				

#### 4 CONCLUSION

The G.U.I.L.D.S officers are truly an influence to their fellow students in all aspects and that the majority of the senior high school is abiding by them. The officers can handle their fellow students or followers well. They are respected as the superiors or as the leaders of the senior

high school community. As the leaders, officers are concerning or engaging themselves with the students in results of having their fellow students influenced by them in all aspects; be it in academic, absenteeism, rules of the university and in socio-cultural activities. The officers are revealed to be an influencing individuals to their fellow students though, some are not influenced by them maybe because of lack of communication between the leaders and the followers (officers and the students. The students are following the rules of the university because it is a strictly-to-be-followed rule and that the officers had been a good role model when it comes to the rules that needed to abide by the students. The students somehow revealed to be a true follower on their leaders. They are influenced by the officers' leadership styles in all aspects. Participation and communication is revealed between the officers and the students. The leaders are encouraging the students to participate in all activities that concerns them, the followers, and they are encouraged and managed well by the leaders. All throughout the research, the majority of the grade 11 senior high school students are influenced by them and it is seen in the survey-questionnaires conducted but some are not, some students answered negatively about the said questions in the questionnaires but it is to help the leaders as well.

#### ACKNOWLEDGEMENT

The authors wish to extend appreciation to the participants of the study.

#### REFERENCE

- [1] Ama, Sylvia S. "Predictors of TESDA CALABARZON Technical – Vocational Training Institution Performance. S.Y. 2011-2012" – Unpublished Dissertation. LSPU, SCC. Laguna.
- [2] AVALIO, B. J, WALUMBAWA, F.O. and WEBER, T. (2009). Leadership: Current theories, research and future directions. *Annual Review of Psych.* 60 421 – 449
- [3] Babu, (2011), "Emphasized the expatriate's Leadership Style, a playpunctual role." *Leader's Quarterly*, 54 – 38
- [4] Joyce Ann Olivete Palaming (2016) Leadership Style of High School teachers in relation to the performance of selected students in Pagsanjan National High School
- [5] Ardizone M. T. (2011) Quest for all the leaders. Balancing the relationship of leadership and leading. New York: McGraw Hill Book co., 2001
- [6] Bass B.M. and Bass R. (2008). *The Bass handbook at leadership: Theory, research and managerial applications.* (4th Edition). New York. Free Press
- [7] Hoy, W. & Miskel, C. (2008). *Educational Administration Theory: Research and Practice*, 6th Edition. New York Place. Longnan Publishing
- [8] Palsey, A. (2012). *Organization and Management In*

- Schools. 2nd Edition, New York: Longnan Publishing.
- [9] Rhoda M. Manual (2016) *Management Skills Assessment for professional development of school heads in Calabarzon.*
- [10] Roghani, M. (2008). *Relationship Between Management Skills and Effectiveness of Managers.* Educational Research. ISSN:2322 - 4770
- [11] Tantoco C.P. (2009) *Leaders in the future: The leadership of leaders of the future world.* New York., U.S.A. Free

IJSER