LEVEL OF PERFORMANCE OF THE DEVELOPMENT FACILITATORS IN THE FIRST CONGRESSIONAL DISTRICT OF SAMAR FOR RURAL DEVELOPMENT

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APPROVAL SHEET

In partial fulfillment of the requirements for the degree, **DOCTOR IN MANAGEMENT**, this dissertation entitled **"LEVEL OF PERFORMANCE OF THE DEVELOPMENT FACILATATORS IN THE FIRST CONGRESSIONAL DISTRICT OF SAMAR FOR RURAL DEVELOPMENT"** was prepared and submitted by **BERNARDINO A. BACURIO**, who having passed the oral examination is hereby recommended for **APPROVAL.**

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ABSTRACT

This study was conducted to develop a performance model for the Development Facilitators (DFs) in the First Congressional District of Samar, using a descriptive-correlative research method on their personality, attitude towards work, and performance. The following were the findings: The personality of the DFs revealed that out of 14 DFs, 12 possessed Factor B, "tendency to be slow in catching instructions"; also 12 with Factor A, "reserved type, tend to be cautious in involvement and attachment, uncomfortable showing feelings, tough-minded and not emphatic"; one possessed Factor G, "tendency to be disobedient", and, also, one possessed Factor C, "tendency to be emotionally unstable". The DFs' attitude towards work revealed that 12 of 14 DFs possessed Factor B, "tendency to be ineffective in jobs requiring thinking skills"; eight have Factor A, "like working alone"; one possessed Factor C, "usually react immaturely when reprimanded, would self-pity, and ends up with his jobs affected"; also one possessed Factor G, "not conforming to rules and regulations, tend not to follow deadlines", and finally, one possessed Factor Q2, "ineffective, working in situations when help is unavailable, dependent from instructions/directions, have less initiative, although a team player. Based on the above findings, the following are hereby recommended as a performance model of the Development Facilitators, to wit; (1) in clarifying the roles of the DFs, there is a need for a value reorientation of the DFs, government and community officials, regarding their roles in rural development, (2) there should be a consistent publication and enhanced information of the successes

experienced by rural development stakeholders, especially the farmers, (3) in terms of support, a sufficient support and intervention to the rural organizations/cooperatives are needed in terms of applicable technology, rural infrastructures, farm inputs, product promotions, and marketing tie-ups, and (4) in terms of working environment of the DFs, the government should integrate programs of rural development agencies, such as: the DA, DAR, DENR, NIA and DILG, LBP and DBP to directly answer priorities like: support projects, and eventually develop a culture of cooperation among partners and stakeholders of rural development. For sustainability, it is timely that development in the countryside is a major focus of all sectors.

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Chapter 1

THE PROBLEM AND ITS SETTING

Introduction.

Every now and then, the country's agricultural system comes up with innovations designed to make it relevant to the needs of the time. The government, for example, has envisioned so many programs and strategies for development, however, the progress of the country has remained much lower than what was envisioned. The programs and strategies were based on the assumptions that the concentration of development must start from the rural areas, requiring the government officials responsible to go to the small farmers and fisherfolks who are the direct clientele in the dissemination of government programs and the changes in technology, particularly in agriculture and in fishery.

In a country like the Philippines, development is agriculturally based. Everybody is aware that food security and poverty alleviation are major goals of the present administration. Republic Act 8435, otherwise known as the "Agriculture and Fisheries Modernization Act of 1997", provides substantial opportunities for the agriculture and fishery sectors to bè accorded the attention, and the Department of Agriculture (DA) with its partner agencies gained prominent leadership over these sectors and in its capability-building component over the program. What is necessarily required is the aggressive

and determined implementation of the law on the matter. The Province of Samar is one of the three provinces comprising the Samar Island which is the third largest island of the Philippine archipelago. The Province of Samar is situated in the Maharlika Highway and is bounded by the Province of Eastern Samar to the East and to the North, the Province of Northern Samar, respectively (please see Figure 1). The Samar Province is composed of 26 municipalities and two cities having a total land area of 5,591 square kilometers with approximately 718,506 projected population of 2010 of which 95 percent of them are engaged in agriculture (www.samar.lgu-ph.com). Rivers and lakes divide the land area. Its topography ranges from plane to slight rolling areas. It is endowed with fertile soil suited for agricultural production. If and when developed, it can supply the vital needs of its people, thus enhancing the economic prosperity of the Province and the Eastern Visayas, as a whole. With its available human resources, it can supply the manpower needs of the on- going development programs particularly in rural areas, and the dismal out-migration to Metro Manila, other urban centers will be minimized. A large portion of these enormous potentials remain untapped due to lack of technology and development programs of the rural development workers or development facilitators (DFs), resulting in low agricultural production and poor rural development .

The Province of Samar has a number of agricultural technicians (ATs) and development facilitators (DFs) employed in several agencies such as, the Department of Agriculture (DA), the Department of Agrarian Reform (DAR),

and the different local government units (LGUs) that are acting as change agents for the government's rural development programs, by assisting and developing the farmers to gain some fundamental knowledge and skills in agriculture and rural development.

The earlier cited government agencies are the implementing arms of the agricultural programs and extension services of the government. They are also tasked to work on agricultural development programs, projects and activities that shall serve as the sources of technology. Despite these efforts, the agricultural productivity of this area remained low, hence, this research proposal for a performance model for the development facilitators in the First District of Samar through their respective supervisors, the client farmers and they themselves, in order to come up with ideas, views, and concepts necessary to formulate the policies and guidelines directly affecting the work and job performance of the development facilitators in the First Congressional District of Samar so as to develop a model of performance and performance evaluation that are acceptable to them, their clients and their supervisors.

Statement of the Problem.

This study assessed the performance of the DFs in the First Congressional District of Samar. Specifically, it answered the following questions:

1. What is the profile of DFs with respect to:

    1.1 age;

1.2 sex;

1.3 civil status;

1.4 position/occupation;

1.5 educational attainment;

1.6 length of service;

1.7 relevant trainings attended;

1.8 family size;

1.9 average monthly income;

1.10 other sources of income;

1.11 performance rating for the last two rating periods;

1.12 personality, and

1.13 attitude towards work?

2. As perceived by the farmer-clientele, supervisors and DFs themselves, what is the extent of performance of the DFs along the following functions:

2.1 organizing farmers;

2.2 maintaining farmers' organizations;

2.3 conducting relevant farmers' trainings;

2.4 implementing relevant farmers' trainings;

2.5 implementing demonstration farm projects;

2.6 maintaining demonstration farm projects;

2.7 replicating demonstration farm projects;

2.8 supervising income-generating projects;

2.9 maintaining income-generating projects, and

2.10 mobilizing resources for the farmer' organizations?

3. Is there a significant relationship between the perceptions of the three groups of respondents on the extent of performance of the DFs with respect to the above mentioned functions?

4. What are the problems encountered by the DFs in relation to the performance of their functions?

7. What solutions are recommended by the respondents in relation to the problems they encountered?

9. Based on the findings of this research endeavor, what suggestions may be given to improve the DFs' performance as well as their performance evaluation system?

Hypothesis.

Based on the problems presented above, the following null hypothesis was answered:

1. There is no significant relationship between the perceptions of the three groups of respondents on the extent of performance of the DFs, farmers-clientele, their supervisors with respect to the following functions:

1.1 farmers organized;

1.2 farmers' organizations maintained;

1.3 relevant farmers' trainings conducted;

1.4 relevant farmers' training implemented;

1.5 demonstration farm projects implemented;

1.6 demonstration farm projects maintained;

1.7 demonstration from projects replicated;

1.8 farmers' income-generating project supervised;

1.9 farmers' income generating projects maintained, and the

1.10 farmers-organization funds' mobilized.

Theoretical Framework.

This study is anchored on the theory of Management By Objectives (MBO) by George S. Odiorne and the Republic Act 7160, otherwise known as the Local Government Code of 1991. According to Odiorne, Management By Objectives is a process whereby the superior and the subordinate managers of an organization jointly identify their common goals, define each individual's area of responsibilities in terms of the results expected of him, and use these measures as guides for operating the unit and assessing the contribution of each member.

MBO starts from top-level executive and managers who discuss and set goals and specific objectives for the organization in terms of production output, quality, markets, profits, and other areas on short-term basis. In turn, each manager discusses with his subordinates the goals and objectives for his division or department's use. This is really a form of participative management because it can be carried below the management level to include the rank and file

employees. They set their own targets in achieving the organization's goals since they best know their own capabilities, strengths, and weaknesses. This is a participatory goal-setting activity of the supervisors and the subordinates.

Specific standards of performance are set for appraisal. The emphasis is on organization's measurement and control, and a regular review of the results to find out how far or near the employees' achievement is to present established goals. In appraising performance, the role of a manager is that of a leader, more than that of a helper or that of an aide rather than a judge. Employees can evaluate their own achievement.

The subjective or personal prejudice element is minimized in this system since the appraisal is based on agreed objectives previously set. Such goals, of course, must be stated in terms that are measurable over a period of time.

Republic Act No. 7160, otherwise known as the Local Government Code of 1991, provides that the delivery of basic social services to local constituents be transferred to local government units. Thus, the issue on the job performance of development facilitators, particularly in the Province of Samar, should be resolved by assessing the current support services in the countryside and the kind of extension trainings and the emerging institutional arrangement under the agricultural/agrarian program of the Province. Subsequently, the agriculture and fishery sectors, through the Modernization Act, have to encourage greater participation of small farmers and fisherfolks in the endeavor for food security and self-sufficiency, with the participation of the private sectors and non-

government organizations, through which the goal for people empowerment maybe attained.

The development facilitators (DFs) perform their roles and responsibilities according to the goals and objectives of the extension programs. However, the job performance of an individual may vary depending on the sincerity and dedication of the development facilitators in accepting their duties and responsibilities, commitment and enthusiasm. Some thinkers say that jobs give the individual the feeling of dignity, while other authorities say that jobs may give individuals a feeling of degradation particularly when these individuals are loaded with functions and assigned to perform jobs not in line with their preparation.

Sison (1991) also supports these theories by his theory of Performance vs Potential Ability in which some supervisors confuse the employee's potential ability with employee's performance, often treating them as one and the same. A clear distinction between these two terms has been made. Potential ability refers to one's capacity to achieve something, while performance refers to the actual or realized achievement. In performance appraisal, it is performance of actual and realized achievement that is evaluated and not the ability to achieve. While a person may have the capacity to perform a job, he may not actually perform it well. In appraising performance, the rater therefore, should not be influenced by the employee's potential ability.

Likewise, this study has adapted the three components of Extension

Delivery System which are useful in this study which are defined here as follows: 1. Research System. This is composed of researchers and scientist from international and national research centers and from research institutions such as universities and experiment stations; 2. Change System. This refers to the extension organization that links the generations and the end-users of technology. This organization assumes the task of disseminating information and other goods and services designed to bring about changes in client behavior, and 3. Client System. This refers to rural people who are the clients of the extension delivery system. In this context, extension efforts are enhanced by an accurate and thorough assessment of the needs and resources, both material and human, by the rural society system which is served as well, by the working knowledge of the principles of effective communication and adult learning.

Conceptual Framework.

Figure 2 shows the conceptual framework of this study. The paradigm is composed of squares and rectangles connected with lines and arrows to signify important relationships in the study. The first rectangle at the base represents the development facilitators, who are the subject of the study. The immediate upper square features the functions of the development facilitators that were evaluated, such as: Farmers organized /maintained; relevant farmers' trainings conducted / implemented; demonstration farms conducted / maintained / replicated; farmers' income-generating projects implemented/ maintained, and farmers organization funds/resources mobilized.

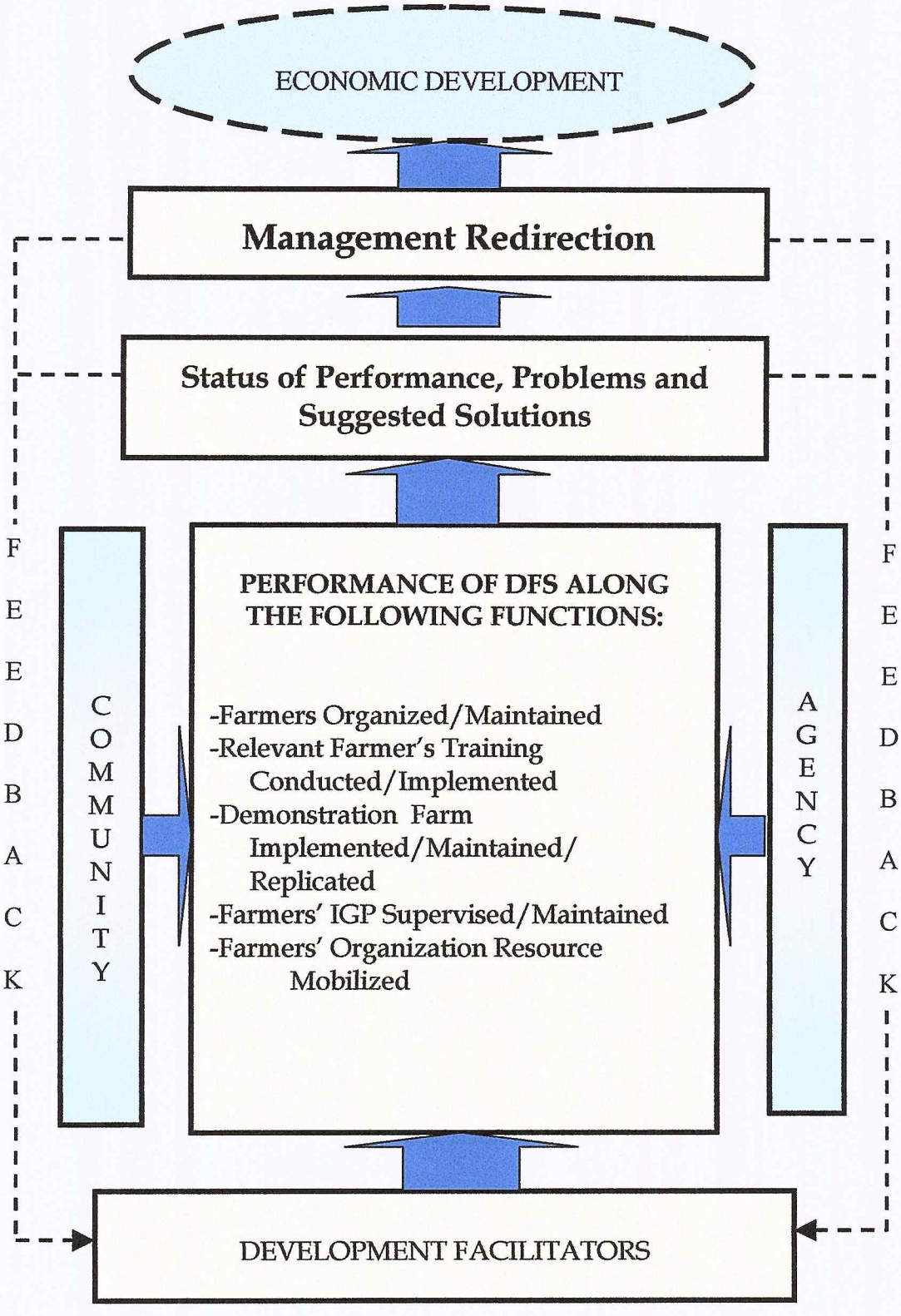

Figure 1. Conceptual Framework of the Study

The two vertical rectangles indicate the two other groups of respondents involved in this study which are the supervisors of the DFs, and the DFs clientele and the farmers, who assessed the DFs' performance based on their perceptions on the aspects and functions of DFs. The third rectangle represents the identified status/level of performance of the DFs as assessed. The same rectangle shall give rise to the fourth rectangle, which gave the information on the status of the problems and the suggested solutions to these identified problems, and this in turn shall give guidance for management redirection. The arrows from management redirection to DFs represent the feedback mechanism, which aims to provide the DFs the needed information and skills that would maximize their performance as agents of change.

Finally at the apex is a rectangle representing the ultimate aim of the study, the economic development that is attainable only with satisfied, quality-oriented, committed and development-oriented DFs.

Significance of the Study.

In the light of the aforementioned problems, a thorough study of the nature of work engaged in by the development facilitators and their different skills were considered to be of great value in providing a starting point for the needs of the areas, to be able to identify where the development facilitators need help most. The purpose of this study is not merely to prove, but to improve.

It appears that up to this time, no formal study on the development

facilitators in the First Congressional District of Samar has been undertaken to reveal their performance status particularly on the aspects of farmers' organization, conduct of relevant farmer's trainings implemented, maintained and replicated demonstration farm projects, farmers' income-generating projects supervised and maintained and the farmers organizations funds' mobilized hence, this study.

Specifically, the result of this study will be beneficial to the following;

1. **Development Facilitators.** The DFs will be benefited from the results of this study through an enhanced work environment, as a result of establishing a clear understanding of the nature of their functions, proper support from the agencies where they are affiliated, and the organization/community they are working with. The proper identification of the strengths and the weaknesses of the program implementation is also identified, thus, have a better chance for improving quality service and successful job performance.

2. **The Organization/Cooperatives.** The result of this study will benefit the cooperatives and the farmer organizations through proper alignment of the implementation of their programs and projects. Desirable results will be replicated and undesirable experiences can be avoided. Good planning and implementation of project will result in a desirability of the program.

3. **The Academe.** The result of this study will give enough information to the academe being a true and correct information source and disseminator

of added knowledge that will be used by its students and personnel.

4. **The Local Government Units.** Similar benefits maybe availed of by the different LGUs concerned, in terms of planning and implementing the programs and projects, and in determining what evaluation system is appropriate for their field personnel and development facilitators. The same benefits will also be availed of by the non-government organizations (NGOs) involved in the same program.

5. **The Rural Development Planners.** The result of this study will serve as a baseline reference to rural development planners and program implementers in terms of appropriate performance planning as top management executives of the Department of Agriculture (DA), Department of Agrarian Reform (DAR) and other national government agencies with personnel having positions classified as frontline in rural development; The same agencies that are in-charged of the activities for poverty alleviation through the attainment of food security and self-sufficiency are encouraged by the Agriculture and Fishery Modernization Act of 1997 (AFMA) can also utilize the result of this study as input for decision-making, improvement of management and policies, attuned for effective delivery of services to the farmers and other beneficiaries of the programs.

6. **The Future Planner and Researchers.** The future researchers can use the results of this study as a rich reference which will guide them in their

research endeavor that may be related to this or as a mechanism for an improvement of further inquiry.

Scope and Delimitation

This study is limited to the assessment of the job performance of the DFs assigned in the ten different municipalities and one City of the First Congressional District of Samar, covering three rating periods: from the second semester of 2010, the first semester of 2011, and the second semester of 2011, particularly on their functions, such as: organizing farmers, maintenance of farmers' organizations, conduct of relevant farmers' trainings, implementation of relevant farmers' trainings, implementation of demonstration farm projects, maintenance of demonstration farm projects, replicating demonstration farm projects, supervision of farmers' income-generating projects, maintenance of farmers' income-generating projects, and mobilization of farmers organization funds.

This study involved three groups of respondents, such as the 10 DFs from the DAR - Municipal Agrarian Reform Officers (MAROs) assigned in the Municipalities of Tarangnan, San Jorge, Gandara, Pagsanghan, Sta Margarita, and Calbayog City, and four agricultural technicians from the agricultural sectors of the different municipalities of the First Congressional District of Samar, being the first group of respondents. Six MAROs of the different Department of Agrarian Reform Municipal Offices (DARMOs), six Municipal Agricultural Officers (MAOs) and one superintendent of the Department of Agriculture-

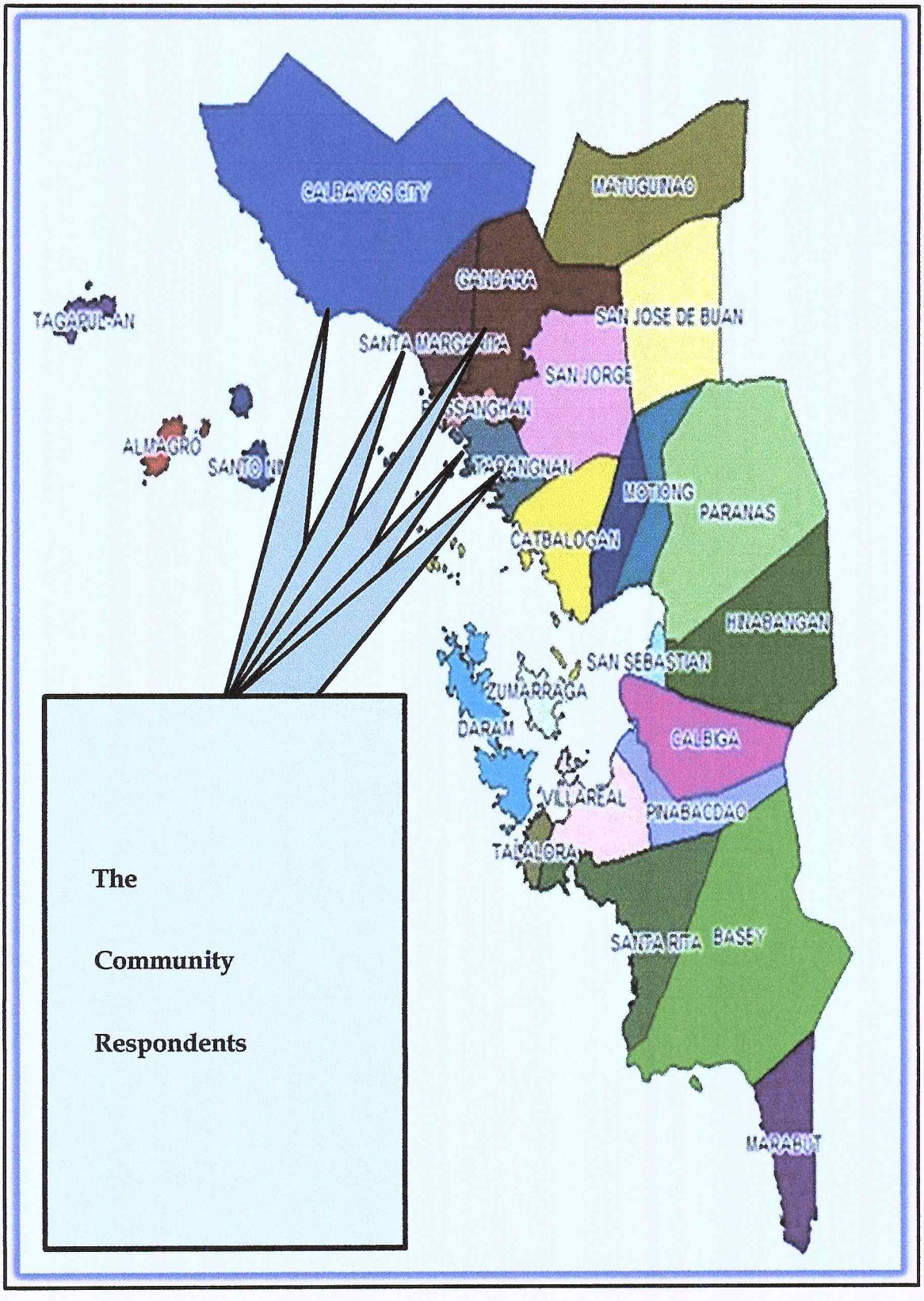

Figure 2. Map of Samar Showing the Locale of the Study

Research Outreach Station (DA-ROS) comprising the supervisors of the different DFs concerned, classified as the second group of respondents, and approximately 40 farmers from the different municipalities being served directly by the DFs, also classified as the third group of respondents. After finding the present status of the DFs' performance and the problems associated with their work, recommendations were drawn as inputs in preparing a model for their performance and evaluation that would bring about a wholesome work environment for increased productivity through satisfied rural development workers.

Definition of Terms.

The following terms are defined both conceptually and operationally to facilitate a common reference for enhanced understanding of the same as used in this study.

Agriculture. It is the art and science or occupation concerning cultivating land, raising crops, plants and feeding breeding animals, and others which gives an economic value to man (Encarta Dictionaries). Operationally, it is the process of transforming the agriculture and fisheries sectors into one that is dynamic, technologically advanced and competitive, yet centered on human development, guided by the sound practices of sustainability on food, both on agriculture and fishery, in the application of the principles of social justice.

Provincial Agriculture Office . This refers to the office which helps and

empower the farming and fishing communities and the private sector to produce enough, accessible and affordable food for every Filipino and a decent income for all. As used in this study, this refers to the office supervising the work of the different development facilitators employed in the local government units in terms of community organizing, technology transfer and other support programs.

Department of Agrarian Reform. This refers to the executive department of the Philippine Government responsible for the redistribution of agrarian land in the Philippines. As used in this study, it is one of the national agency employing the development facilitators who are the respondents of this study.

Development Facilitator. These are those who develop something (Encarta Dictionaries). As used in this study, Development Facilitators are the Agricultural Technicians (ATs) of the Department of Agriculture (DA) and different Local Government Units (LGUs) assigned in municipal agricultural sectors of the different LGUs in Samar, and the Agrarian Reform Program Technologist (ARPTs) of the Department of Agrarian Reform (DAR) assigned in the different municipalities in the First Congressional District of Samar. As a whole they are named Development Facilitators.

Employment Position. This refers to the work or business one occupies (Encarta). Operationally, it refers to the rank and file employment positions of the Agricultural Technicians and Agrarian Reform Program Technologists, in which are designated as Development Facilitators.

Extension Services. These are programs provided by an institution away from the regular location of employees' workplace, the performance of which are sometimes made outside the regular office hours (Wikipedia.com). Operationally, it refers to the provision of training, information and support services by the government and non-government organizations to the agriculture and fishery sectors to improve the technical, business and social capabilities of the farmers and fisherfolks spearheaded by the development facilitators.

Food Security. This refers to the policy objective plan and strategy of the government of meeting the food requirements of the present and the future generations of Filipinos in substantial quantity, ensuring the availability and affordability of food to all, either through local production of information, or both, land on the country's existing and potential resource endowment and related production advantages consistent with the overall national development objectives and policies of the Agriculture and Fishery Modernization Act of 1997.

Human Resource Development Program. It is a function in organizations designed to maximize employee performance in service of an employer's as a matter of management of people within the organizations, focusing on organizational policy on training, personnel development and other related programs (www.referenceforbusiness.com.) As used in this study, HRD is a ladderized trainings given to the different DFs, and project management and monitoring program leading to the DFs' improvement of performance.

Job Performance. The carrying out and accomplishment of task/work in an actual specific assignment; it is also the way in which somebody does a job, judged by its effectiveness (Encarta Dictionaries). Operationally, this term refers to the level of accomplishments of the agricultural technicians in the earlier-mentioned programs/activities as rated by themselves, by their respective supervisors, by their peers, and by the farmers they serve, using the 5 - point scale such as: 2 - for poor, 4 - for fair, 6- for satisfactory, 8- for very satisfactory, and 10 - for excellent job performance.

Performance Evaluation System. The Performance Evaluation System is a tool used to measure individual performance and to develop employees into high-performing individuals. It applies to all employees and the acceptable and current system of performance evaluation. Performance evaluations are maintained in the Human Resource Department as an employee's confidential personnel files (humanresources.louisiana.edu/.../performance-evaluation-system).

Performance Target. Performance target refers to the "success measures" of the organization's performance management system and are defined by performance indicators without which the organization's vision cannot be quantified. A government performance target is associated with applicable objectives and strategies and run over a specific period of time and defined by the performance indicator to it (Wikipedia.com). As used in this study, Performance Target is the statement of specific, measurable, attainable workload

of the development facilitators as agreed with their supervisors in the First Congressional District of Samar covering the Second Semester of 2010 and First Semester of 2011.

Program of Work. It is a planned, coordinated group of activities, procedures for a specific purpose, or a facility offering such a series of activities (www.program.com). As used in this study, program of work is a planned and coordinated group of activities and procedures that are used in the implementation/construction of rural infrastructures in the area assignments of the DFs.

Project. The term denotes as a task or planned program of work that requires a large amount of time, effort, and planning to complete the project to develop a faster delivery of services. It is also a unit of work or an organized unit of work (Encarta Dictionaries). Operationally, this refers to a set of projects implemented in different parts of the First Congressional District of Samar Province spearheaded by the development facilitators conducted within a specified period.

Rural Development. It is a program in rural environments in answer to the needs of the rural communities to reduce their economic decline. Forests, wildlife and coastal resources provide the tangible assets needed to initiate programs that will stimulate economic growth and social sustainability. The focus of Rural Development Program is to provide rural communities with technical assistance in the design and development of agri-based projects and to

act as liaison between communities and various organizations that will provide financial and any kind of support for rural development project (Wikipedia).

As used in this study, rural development is a program implemented by the government and other sectors, specifically the Department of Agriculture, Department of Agrarian Reform, different Local Government Units in the First Congressional District of Samar, to improve the quality of life of the cooperative members and other residents in the rural communities with the earlier cited government agencies as implementer through the development facilitators.

Technology. A body of applied science. The study, development, and application of devices, machines, and techniques in any productive processes (Encarta Dictionaries). As used in this study, technology is any scientific or acceptable practices designed to increase production and income of the farmers or cooperatives, disseminated, demonstrated and maintained by development facilitators for the farmers and fishermen's adaptation.

Training Need Analysis. The process of identifying training needs in an organization for the purpose of improving employee job performance (http://www.hr-guide.com/data/G510.htm). This study adapts the same meaning of definition.

Chapter 2

REVIEW OF RELATED LITERATURE AND STUDIES

This chapter discusses the literature and studies of some development experts that have bearing with the present study on the motivation and performance evaluation of development facilitators in the First Congressional District of Samar. Following hereunder are selected literature and studies that have bearing to the present study. Readings on the matters were carefully studied and were classified as relevant to the study.

Related Literature.

This section presents a conceptual literature from the context of local and international concerns regarding development, job performance, and other issues relevant to this study.

Agriculture remains the critical economic sector in the Philippine economy. As a matter of fact, half of the labor force is engaged in agriculture, leaving about 50 percent of the population in the countryside below poverty threshold (Gabalfin, 2005:233). This situation is the result of inequality in the distribution of productive assets like land, income and opportunities and powerlessness among the population in the countryside. Thus, the poverty in the Philippines is largely a rural phenomenon and that the redistributive reform holds the key to rural development. In the 2004 report of the Asian Productivity Organization (APO), it was espoused that in the development of rural communities in the country, the coordination of various rural development

activities has been indispensable to maximizing and sustaining rural development efforts. This has been accomplished in a major way with the adoption of an Integrated Rural Development (IRD) strategy in many countries. The IRD programs usually require the establishment of a central coordinating organization at the national level.

The experiences in the implementation of such programs, however, reveal that the new central organization would merely create an additional stratum of bureaucracy and has not been effective in coordinating the various activities done by different sectors in the rural development efforts (APO Report, 2004). Accordingly, some IRD programs such as those in Sri Lanka, Nepal and Malaysia have set up coordinating mechanisms at the lower levels involving project offices and local government units in the identified project areas. With the decentralized manner of project implementation, people's participation in the process of rural development has been stressed and made an indispensable component of the program. Under such circumstances, the role of local institutions such as the local government units, both the formal and the informal local organizations like the cooperatives, culture groups, and non-governmental organizations (NGOs), are becoming more important for sustainable rural development and in realizing integration of various rural development efforts.

A wide range of individuals and organizations concerned with sustainable development at the local and national levels, as well as in the international organizations concerned with supporting such development, focus on integrated

strategies for sustainable development (Dalal-Clayton and Bass, 2002). As provided for in the Agenda 21 of the United Nations Conference on Environment and Development, sustainable development requires a commitment to sound economic policies and management, an effective and predictable public administration, the integration of environmental concerns into decision-making and progress towards democratic government, in the light of country-specific conditions, which allow for full participation of all parties concerned. It further called for all countries to develop sustainable development strategies. For such strategies to be effective there needs to be a real commitment. In every country, the private sector, civil society, and government at all levels, must work together in a true partnership in a transparent way. Genuine stakeholder participation provides flexible, non-prescriptive guidance on how to develop, and assess and implement national sustainable development strategies. It sets out principles and ideas on process and methods, and suggests how these can be used. It is based on an analysis of past and current practices, drawing directly from experience in both developed and developing countries. The above-cited strategies and necessary mechanisms and processes need to be coordinated to enable continuous learning and improvement.

Understanding productivity and sustainable development, Krajnc and Glavic (2004) in their study, "A Model for Integrated Assessment of Sustainable Development", revealed that the integrated information on sustainable development is very essential for decision-making since it is very difficult to

evaluate the performance of the company on the ground of too many indicators. The objective of their work was to design a model for obtaining a composite sustainable development index (CSDI) in order to track integrated information on economic, environmental, and social performance of the company with time. Normalized indicators were associated into three sustainability sub-indices and composed into an overall indicator of a company performance. This was applied by determining the impact of individual indicator to the overall sustainability of a company using the concept of analytic hierarchy process. The demonstration of the model used a set of sustainable development indicators that were classified using the current most widely accepted approach of the Global Reporting Initiative (GRI). Case study was used to measure CSDI and sustainability sub-indices over the time interval of 6 years.

There were five outputs of the research, to wit: (1) sustainable agrarian reform; (2) improved access to affordable and diverse food; (3) rural services and sustainable livelihoods; (4) rural job creation linked to skills training and promoting economic livelihoods, and (5) enabling institutional environment for sustainable and inclusive growth.

As regard to output on sustainable agrarian reform, there is a need to accelerate land reform program in order to ensure sustained productivity by new landowners, so as to contribute to food security and local economic development. The focus should initially be on districts that have relatively high concentrations of farmers and land reform beneficiaries. The output on improved

access to affordable and diverse food and the promotion of affordable and diverse food are encouraged. The key targets by 2014 included the reduction of: 1) the percent of the total population that experiences hunger from 52.00 percent to 30.00 percent using the national food consumption survey data; 2) the rate of under-nutrition of children falls from 9.30 percent to 5.00 percent, and 3) establishing 67,929 community, institutional and school gardens to enable at least 30 percent of poor households to produce some of their food and improve their income.

As regards the output on rural services and sustainable livelihoods, it poses a big challenge for rural areas in so far as it deals with access to appropriate infrastructure and services. Local government units and agencies are expected to improve socio-economic development and growth in rural areas and ensure that appropriate service models are being used. This implies the construction of new and the rehabilitation of old social, economic and public amenities, infrastructure in rural areas, requiring the involvement of many departments. The targets are: 1. innovative service models e.g. para-professional and community-based models of services delivery to enable agriculture, health, adult literacy, services to be available in 80 percent of rural municipalities; 2. key provincial departments including health, education, agriculture, social development that promote better adapted service delivery including the use of ICT to improve services; 3. sixty five e-Centers established in strategic sites; 4. scale up government services to the proportion of households with clean water

rising from 74.00 to 90.00 percent; 5. the proportion of households with access to improved sanitation facilities rising from 45.00 to 65.00 percent, and 6. the proportion of households with access to electricity rising from 55.00 to 70.00 percent.

On the improved employment opportunities and promotion of economic livelihoods implied is that rural areas have to produce viable economic livelihoods as part of ensuring people's quality of life, including increased commercial farms, agri-processing, and rural services, and household production. The final output on enabling institutional environment for sustainability reflects one of the challenges of rural areas and that is, the weakness of rural local government. This weakness results to inadequate social mobilization to take development forward, as many of the more dynamic people migrate, and the rural economy stagnates, contributing to weak revenues for local government, and rural areas being unattractive for people to live and work.

The focus of most sustainable development programs is rural development which is a social goal that has long been given major attention by politicians and policymakers in the Philippines. This is reflected in the concern frequently expressed about rural problems and the plethora of laws and institutions that have been created to deal with them. The dynamics of rural development represents a key element of the overall development process that can provide the basis for a self-sustaining and equitable economic growth (Bautista, 1971:93-94). Rural development as such is not an end in itself but a

means to an end.

In the implementation of rural development programs, community development workers help communities to bring about social change and improve the quality of life in their local area. They work with individuals, families and whole communities to empower them to identify their assets, needs, opportunities, rights and responsibilities; plan what they want to achieve and take appropriate action; develop activities and services to generate aspiration and confidence (Cook, 2012:1). A community development worker often acts as a link between communities and a range of other local authority and voluntary sector providers. They are frequently involved in addressing inequality, and projects often target communities perceived to be culturally, economically or geographically disadvantaged.

Community development work seeks to actively engage communities in making sense of the issues which affect their lives, setting goals for improvement and responding to problems and needs through empowerment and active participation. A good deal of the work is project based, which means that community development workers usually have a specific geographical community or social group on which to focus.

The tasks that are often involved in identifying community skills, assets, issues and needs, ensuring that local people have their say; developing new resources in dialogue with the community and evaluating existing programs; building links with other groups and agencies; helping to raise public awareness

on issues relevant to the community; preparing reports and policies; raising funds; developing and agreeing to strategies; liaising with interested groups and individuals to set up new services; mediating in matters of conflict; recruiting and training paid as well as voluntary staff; planning, attending and coordinating meetings and events; overseeing the management of a limited budget; encouraging participation in activities; challenging inappropriate behavior and other general administrative duties.

Community development is a process whereby those who are marginalized and excluded from society are enabled to gain self-confidence and to join with others (http://gradireland.com). They are encouraged to participate in actions to change their situation and to tackle the problems that face their community. Community work is concerned with the development and empowerment of communities through facilitating the active participation of people in addressing issues that affect them collectively. Community workers usually work in teams and liaise closely with the police, social workers, teachers, probation officers and other agencies. They represent the voices and needs of target groups and disadvantaged communities to policy makers at local and national level.

The core concerns of community work are the redistribution of resources and empowerment of people, to sustain the drive to eliminate poverty and social exclusion and the recognition which is a value for diversity and the full

participation of minorities to ensure an equal and accessible society (http://www.cwc.ie).

Community development workers perform their tasks around the following key principles: (a) collective action - community work is based on working with and supporting groups of people which enable them to develop knowledge, skills and confidence so that they can develop an analysis, identify priority needs and issues and address these through collective action; (b) empowerment - community work is about the empowerment of individuals and communities, and addressing the unequal distribution of power; it is about working with people to enable them to become critical, creative, liberated and active participant in taking more control of the direction of their lives; (c) social justice - the active pursuit of social justice is an essential element of community work and makes an important contribution towards a socially cohesive society; (d) equality and anti-discrimination - in working for equality, community workers must work from the starting point that while people are not the same, they are all of equal worth and importance and are, therefore, equally worthy of respect and acknowledgement, and (e) participation which is about the involvement of groups who experience social exclusion, marginalization and discrimination in decision making, planning and action at all levels, from the local to the global.

Community work involves and enables people to work together to influence, change and exert control over the social, political and economic issues

that affect their lives; it is about a collective focus rather than a response to individual crisis; it challenges inequitable power relationships within society and promotes the redistribution of wealth and resources in a more just and equitable fashion; it is based on participative processes and structures which include and empower marginalized and excluded groups within society; it is based on solidarity with the interests of those experiencing social exclusion; it is understood as including both geographic communities and communities of interest; it presents alternative ways of working, seeks to be dynamic, innovative and creative in approach; it challenges the nature of the relationship between the users and providers of services; it is open and responsive to innovation from other countries and seeks to build alliances with other organizations challenging marginalization in their own countries and globally, and it involves strategies which confront prejudice and discrimination on the basis of gender, ethnicity, class, religion, socio-economic status, age, sexuality, skin color or disability.

Meanwhile, community development facilitators are community workers who assist the community development team to mobilize the village/community to identify problems and possible interventions as well as facilitate their participation towards project ownership. They plan, implement, monitor and evaluate training programs for communities across sector areas of agriculture, health and education, water and sanitation together with sector specific facilitators and coordinate trainings for community members in leaderships, decision-making and organizational and management skills for development;

and coordinate (plan, implement, monitor and evaluate) strategic communication programs for both key project messages and behavior change necessary as technical support to community based committee, so as to strengthen the overall performance of the project (http://jobs.undp.org).

There are various reasons why local communities and local institutions have not played more effective roles in rural development. These include: internal conflicts, lack of education, experience and skill, a psychology of dependency and a correlated sense of inefficacy, domination by certain local groups, unfavorable policy environment, over centralization of government, psychology of paternalism, certain financial interests and divisions along ethnic or other social faultiness (Wijayaratna, 1997:6). Vertical linkage was thus a contributing factor to multidimensional success in rural development.

Similarly, but even more strongly, horizontal linkage with organizations at the same level contributed to better rural local organizational performance. It was found that where governments undertake to establish local organizations at their own initiative, unilaterally, in what is characterized as a "top-down" manner, the performance was mediocre.

Successful organizations could be established when government or non-governmental actors approach communities in a non-imperative manner, seeking to foster bottom-up capacities which is characterized as a catalytic approach. This means that organizational structures, purposes and procedures are not imposed from outside, but rather are developed together with rural

communities, so that their directions and leadership are thoroughly understood and supported (Uphoff and Wijayaratna, 2000:117-132). It is thus important to strengthen the capacities of local institutions. Building the capacities of institutions at different levels is critical for them to effectively perform their respective roles (Choe, 2001:1). At the micro-level, the capacity of the community should be enhanced, with special emphasis on that of the leaders of the community organizations for them to become the owners and implementers of the development efforts, and to deal effectively with the local government units and the NGOs. At the same time, local government institutions need to be oriented and their skills and capacity should be strengthened towards community-oriented planning. At the national level, capacities need to be developed and attitudes need to be changed to provide a favorable policy, fiscal and institutional support.

In recent years, however, employee development programs had failed to address concerns pertaining to work performance. In an article published by Employee Development Systems, Inc. (n.d.), it says that organizations that used to be considered industry leaders are suffering with the fallout of a disgruntled and disillusioned workforce. The same article also stressed that many top employee performers are leaving or are planning to leave their workplace, and even if they stay, their engagement has dwindled, making them less effective for the organization. With a workforce that includes more generations than ever before and workers whose learning styles match their generational diversity,

organizations have an even bigger challenge in helping less seasoned workers increase their professional presence in an increasingly casual world, support emerging and experienced managers in communicating performance, and help all employees become more effective in the workplace. (www.employeedevelopmentsystems.com).

According to Rotundo and Sackett (2002:66-80), job performance is commonly used, yet a poorly defined concept in industrial and organizational psychology, the branch of psychology that deals with the workplace. It most commonly refers to whether a person performs his job well. Despite the confusion over how it should be exactly defined, performance is an extremely important criterion that relates to organizational outcomes and success. For Campbell, et. al. (2003:35-70), job performance is an individual level variable that is, performance is something a single person does. They likewise defined performance as behavior. In addition, they averred that general mental ability was the best overall predictor of job performance and training performance.

Considering personnel performance and productivity, Petrick and Furr (1997) say that work performance can be viewed as the result of influence of four factors, to wit: (1) systematic system, (2) random system, (3) person, and (4) person/system interaction. They further defined that a system is a network of interacting units and processes intended to realize some purpose.

Systematic system factors (e.g. employees on an assembly line who use the same automated process) represent the first category, equally influence all

parties, and therefore, cannot explain variation in individual performance. Random system factors (e.g., sales representative who is fortunate enough to be assigned to a rapidly expanding sales territory or a person who has to contend with substandard variations in raw materials in a specific department) represents the random category, affect employees differently and can account for variations in individual performance. Employees who are either given credit or assigned blame for performance variations due to random system causes are being mismanaged, according to the total quality perspective.

In a system that is under control, the majority of workers should be delivering average, uniform performance and should be rewarded accordingly.

Considering the importance of job performance, it is thus implied that human capital is supreme over other physical capital in a development endeavor. Production is more improved if the human resources are well motivated. A person does something or performs a particular action not because of the action itself, but of the motives of the person doing the task (Ramundo and Shelly, 2000: 92-94).

It is useful, therefore, to undertake an analysis of the role of local communities and institutions for rural development projects, particularly the development facilitators (DFs) and to identify innovative approaches through benchmarking efforts for the future direction to be pursued in this respect both at the national and local government levels.

The development facilitators which may undertake varied activities

of the agencies concerned in terms of program implementation should be given proper and timely support, and be evaluated in terms of their performance.

Related Studies.

The following studies are closely related to this present study. However, they differed to some extent in terms of variables used in the conduct of the study as well as in the areas where the study was conducted.

This study found similarity with the study of Fabillar (2001) entitled "Job Performance of Agricultural Technicians (ATs) in San Jorge, Samar: Inputs to Agricultural Program Management Redirections". The study revealed that Agricultural Technicians in San Jorge, Samar have inadequate knowledge in administering and replicating demonstration farms, as well as have serious problems in organizing and maintaining farmers' organizations. On the aspect of the farmers, a serious problem on resistance to technological change was also observed.

With the above-mentioned problems, the study recommended, to wit: 1) agricultural development program should be properly assessed in terms of its focus, directions and approaches; and 2) in improving the capacity of the ATs to convey proper information to their clientele and to address the problem on proper coordination. All ATs and their supervisors should undergo a comprehensive training program that is properly coordinated and conducted by the national government for uniformity of design and unity of purpose.

The study of Fabillar is closely related to this study because both dealt with assessing the level of performance of the key players in rural development efforts. While the study of Fabillar focused on the performance of agricultural technicians in San Jorge, Samar, the present study focused on the performance of development facilitators in the First Congressional District in the Province of Samar. Also, the previous study was broader in scope because its findings were made as inputs to the development of academic agricultural program whereas the present study only dealt with simply assessing the level of performance of DFs. Both studies though, aim at the sharing of knowledge that would enhance agricultural productivity.

Also, one of the studies cited here is that of Maratas (2005) which determined the level of job satisfaction of the public elementary school teachers in the District of St. Bernard, Division of Southern Leyte, during the school year 1997-1998 to serve as a basis of coming up with a professional development program for administrators and teachers. The findings of the study revealed that: (1) the public elementary school teachers were middle-aged, more experienced and more qualified to teach; (2) teachers were more satisfied with their interpersonal relationship with the principal, teachers, the self and the community, more satisfied with teaching functions, satisfied with their salary and curriculum issues, but less satisfied with their teaching loads and school facilities; and (3) the school administrators were perceived by the teachers as aware of their needs and their level of job satisfaction.

The study concluded revealed that generally, the teachers of St. Bernard were satisfied with their teaching job. However, the teaching load the and school facilities generated less satisfaction, hence, the need to focus the development program on enhancing and raising the level of satisfaction on teaching load ad school facilities. The recommendations centered on the preparation of a development program for administrators and teachers and its corresponding manner of implementation and the raising of the teachers- level of job satisfaction on teaching load and school facilities and services.

The previous study is cited here in the sense that it focused on job satisfaction of teachers in some way that the present study also dealt implicitly with the job satisfaction of the development facilitators in the First Congressional District of Samar. They differed in the sense that the previous study involved only the public elementary school teachers, whereas the present study included the DFs, the agencies where they are affiliated and the different cooperatives in the First Congressional District of Samar.

In addition to the earlier studies, this research study also found relationship with the research of Agustin (2004) which used the correlational research design to describe the relationships of the bases of power used by public secondary school administrators and their performance and the teachers' job satisfaction. The research locale of the study was the 31 public secondary schools in the Schools Division of Tarlac Province including the Tarlac City Schools. The data on schools and teacher population were taken from school year

2003-2004. There were 55 public secondary schools in the Schools Division of Tarlac Province including the Tarlac City Schools. Approximately 56.36 percent of the public secondary schools in the Schools Division of Tarlac Province were randomly selected per cluster. From there, 6 teacher-respondents per school were used as samples.

The study resulted to the following: (a) most commonly used bases of power, such as physical power, legitimate power, gender power, referent power and expert power, by the school administrators gave credence to their being on the power play position, while the remainder bases of power where very lowly never been resorted to by them in the conduct of their duties; (b) administrators' very satisfactory performance had shown their in-depth and proper orientation of their chosen field of endeavor, which was administration and supervision.

Professional and personal characteristics, occupational competence, punctuality and attendance as well as their plus factors demonstrated their inclination to implement and achieve the Department of Education's vision and mission for academic excellence, quality, efficiency and effectiveness in the academe; (c) most of the teachers obtained high satisfaction ratings in their job based on the following components: work itself; achievement; recognition; advancement; school policies and administration; supervision; working condition; interpersonal relations; salary and, fringe benefits. These meant that sufficient and necessary orientation teachers were subjected into prior to their entry in the teaching profession; (d) there existed positive, significant

correlations between these bases of power and the administrators' performance, namely: expert power; legitimate power; referent power; gender power; physical power; and, reward power. Contrariwise, economic power, political power and coercive power were negatively and significantly related to the administrators' performance. Administrators' use of the bases of power vis-à-vis with their performance is ends in themselves in the attainment of educational goals and objectives, and (e) administrators' use of some of the bases of power were positively and significantly related to the teachers' job satisfaction. These included physical power, gender power, referent power, expert power, and legitimate power, which are highly contributory to better administrative, supervisory, professional and interpersonal development, and as reference frames for better organizational setup.

The study recommended the following: (a) most commonly used bases of power are advantageous to public secondary school administrators when properly applied both in time and place. The bases of power that were never exercised often by administrators must be dealt with caution since these can be a bases for the withdrawal or forfeiture of power when viewed from extreme perspective; (b) professional and personal characteristics of a leader must be outstandingly displayed since the requirement for being a leader or administrators should be very satisfactory in terms of occupational competence in consonance with academic excellence, and (c) the significant correlations among the bases of power, namely, expert power, legitimate power, referent

power; gender power; physical power, and reward power must be counterbalanced with excellent performance.

However, in matters of insignificance of economic power, political power and coercive power in relation to the administrators' performance better ways and means, that is, on dispensatory maneuvering techniques for these three bases of power should be sought after; (d) some bases of power, namely: physical power, gender power, referent power, expert power, and legitimate power showed positive significant relationship with teachers' job satisfaction. Hence, administrators must reconsider the judicious application of the bases of power as instrumental in the overall job satisfaction level of teachers when apt to; (e) contributory to teachers' satisfaction was their high regard for their teaching profession. Teachers should then consider themselves as leaders in the ever-rejuvenation of the new frontiers of teaching-learning experiences; and (f) some of the bases of power established significant relationships with teachers' job satisfaction.

Inasmuch as the previous study dealt with the relationships of the bases of power used by public secondary school administrators and their performance and related to the teachers' job satisfaction, it is thus different from the present study which correlated only the development facilitator-respondents' level of performance with their personal profile and the profile of the agencies where they are affiliated. However, it is cited here in the sense that they both focused on performance.

This study is likewise related to the study of Kalyango (2004) which compared the performance of community health workers (CHWs) managing malaria and pneumonia in eastern Uganda and the factors influencing performance. Of significance on the of Kalyango that relates to the present study is how trainings of personnel directly involved in the health task has enhanced their knowledge and skills that resulted to improved job performance with the right amount of supervision by the higher - level personnel assigned in the same task. Applied to the study of the DFs equipped with the right knowledge and skills, they can play a greater and a more meaningful role in food sustainability and self-sufficiency.

Also, the study of Kalyango and the present study are similar on the use of performance as a variate and community workers as respondents. However, while the previous study focused on community health workers handing dual illnesses of pneumonia and malaria and those handling single illness (malaria alone), the present study focused on development facilitators for rural development in the First Congressional District of Samar.

Sekhar (2004) conducted a study entitled, "Organizational Commitment: A Study of Employees' Responses from Select NGOs". The said study involved 112 employees from 20 select NGOs. The study revealed that employees significantly vary in their commitment scores according to their sex, designation and years of experience. Thus, the same hypothesis was tested in this study partially supporting the findings of Sekhar's study. Implications were also

drawn for the management of NGOs for improving the commitment levels of their employees.

In a study by Brown (2004) entitled, "Workplace Performance, Worker Commitment and Loyalty", she used the matched employer-employee level data drawn from the 2004 UK Workplace and Employee Relations Survey to explore the determinants of a measure of worker commitment and loyalty (CLI) and whether CLI influences workplace performance.

Factors influencing employee commitment and loyalty include age and gender, whilst workplace level characteristics of importance include human resource practices. With respect to the effects of employee commitment and loyalty upon the workplace, higher CLI is associated with enhanced workplace performance.

The relevance of the study of Brown with the present study is on the utilization of work performance as one of the variates of the study. However, the study of Brown was correlated to the work performance with other variates, like the worker commitment and loyalty. The present study only correlated work performance of the DFs with their personal variates, with the profile of the agencies where they are affiliated, and with the profile of the community clientele in the First Congressional District of Samar.

Luddy (2005) conducted a research entitled, "Job Satisfaction Amongst Employees at a Public Health Institution in the Western Cape Region" to ascertain the levels of job satisfaction experienced amongst employees at a public

health institution in the Western Cape Region, South Africa and for the purpose of this study, a quantitative, non-probability convenience sampling design was used to assess job satisfaction. A total of 203 permanent and contract male and female staff members on salary levels 2 to 13, extending across the following occupational classes: Pharmacist, Pharmacist Assistant, Auxiliary Service Officer, Administrative Clerk, Director, Personnel Officer, Administrative Officer, State Accountant and Personnel Practitioner composed the population.

Results indicated that employees at the public health institution in the Western Cape expressed satisfaction with their co-workers, followed by the nature of the work and the supervision they receive. Opportunities for promotion and pay emerged as a major sources of dissatisfaction. With the exception of marital status, the relationship between occupational class, race, gender, educational level, tenure, age, income and job status with job satisfaction were found to be significant. Although the research indicated that job satisfaction is significantly related to variables such as work, remuneration, supervision, promotion, and co-workers, ongoing research is required in this domain. However, the role of other potentially confounding extraneous variables on job satisfaction need to be contemplated for future research.

The study of Luddy and this present study are both concerned with ascertaining the job satisfaction experienced by employees. However, the present study is different from the previous study because the former studied job satisfaction only insofar as it encompassed in the level of performance at work.

They also differed because the previous study involved health employees abroad, specifically in the Western Cape Region, South Africa, whereas the present study involved the development facilitators in the First Congressional District in the Province of Samar, Philippines.

Houseman (2006) in the study entitled, "ICT and Innovation in Rural Areas" found out that information and communication technologies (ICT) in innovation processes play an increasingly more important role in rural areas in Europe. As such, the growing requirements for developing new applications and services are dependent on the increasing access to wireless and broadband services.

Information and communication technologies (ICT) are a powerful driver for economy - wide productivity, growth and jobs - and are arguably Europe's best-bet investment for the future.

The study of Houseman is related to this study considering that he delved on a development strategy in the rural areas in Europe, specifically in ICT which he considered as a vital factor for economic development. In this study, however, the use of DFs is considered a strategy for rural areas in the Second District of Samar.

In a study of Alam (2009) entitled, "Level of Job Satisfaction and Intent to Leave among Malaysian Nurses", the researcher investigated the level of job satisfaction and intent to leave among Malaysian nurses. The objectives of the study were to examine the level of perceived job satisfaction and intention to

leave. For this purpose, data from 153 nurses in one of the public sector hospitals in Perlis, Malaysia were used.

Findings of this study suggested that the nursing staffs were moderately satisfied with their job in all the six facets of job satisfaction like the: satisfaction with supervisor, job variety, closure, compensation, co-workers and human resource management policies and therefore exhibits a perceived lower level of their intention to leave the hospital and the job. The majority of the participating nurses were Malay. The rest of the respondents were Indians, Chinese and the rest belonged to other ethnic origin. The majority of nurses were Malays, the majority of the respondents were married. Out of 153 respondents, the majority had worked in the hospital for two and five years, and those with six to 10 years, with 13.1 percent working for less than a year. Leaving a small number worked between 11 and 15 years.

In general, the respondents generally perceived that they were satisfied with their supervisor at moderate level. With respect to job variety, in general they also indicated moderate level of satisfaction. With regard also to perceived level of closure, the respondents felt that the opportunity to finish their job in hospital also indicated moderate level of satisfaction. With respect to compensation, in general, they indicated moderate level of satisfaction. With regard to their perceived level of co-workers, the respondents felt a comparatively higher level of satisfaction with their co-workers in hospital. On hospital's management and human resource policies, the respondents perceived

a relatively lower level of satisfaction. Finally, the respondents on a five- point scale for intention to leave indicates that most of them were neither bent on leaving nor staying.

In addition to the studies earlier cited, this research is also parallel to the research conducted by Paul (2009). Paul assessed the role of Performance-Based Finance (PBF) approaches in promoting quality health care in developing countries using the case of Rwandan PBF initiative to illustrate strength and weaknesses. Findings of this study confirmed that PBF systems can stimulate important changes and set incentives that improve health care quality yet institutional changes are not neutral and current strategies underestimate the multidimensionality of motivation and may even have diverse effects. The studies of Paul and Alam are related to the present study because they used the performance of the respondents as a variate while both studies of Paul and Alam were conducted in developing countries, this study was conducted in the First Congressional District of Samar.

Saleem (2010) conducted a study entitled, "Effect of Work Motivation on Job Satisfaction in Mobile Telecommunication Service Organizations of Pakistan" which determined the impact of work motivation on job satisfaction in mobile telecommunication service organizations in Pakistan. In addition, the study aimed at exploring to what extent the employees are satisfied with the different dimensions of their job. A survey-based descriptive research design was used.

The study was carried on 30 employees working in two service

provider organizations in Pakistan.

There was a positive relationship between the motivation and job satisfaction. Overall, the employees were quite satisfied with their jobs and had their interest in their job. More than average employees are motivated to work for the organization. The study recommended that to increase the job satisfaction level of the employees, the company should concentrate mainly on the incentive and reward structure rather than the motivational session; ideal employees should concentrate on their job; and the company should give promotion to those employees who deserve it.

The manifest difference between Saleem's study and the present study is that the former went as far as determining the impact of work motivation on job satisfaction in mobile telecommunication service organizations in Pakistan, while the present study only determined the job satisfaction of the DF-respondents in so far as it encompassed in their level of performance. Despite the difference, both studies provided insights into the internal behavior of the personnel of an organization.

The study of Ololube (2010) entitled, "Teachers Job Satisfaction and Motivation for School Effectiveness: An Assessment", assessed the differences and relationships between the level of teachers' job satisfaction, motivation and their teaching performance in the Rivers State of Nigeria. A questionnaire entitled "Teachers' Job Satisfaction and Motivation Questionnaire" (TEJOSAMOQ) was used to collect data for the study. The data for the study

were analyzed using multiple statistical procedures such as the mean point value, standard deviation, and variance, t-test of significance and One-way-analysis of variance (ANOVA).

The survey results revealed that teacher related sources of job satisfaction seem to have a greater impact on teaching performance, as teachers are also dissatisfied with the educational policies and administration, pay and fringe benefits, material rewards and advancement. The result showed that significant differences existed in the respondents' opinion based on their gender. In other words, from the result, female teachers derived greater job satisfaction than their male counterparts. Likewise, there was a high statistical difference between the teachers' age differentiation and their consequent job satisfaction. Teachers between the ages of 20-30 and those of 51 and above showed a greater job satisfaction than those ages 31-40 and 41-50. It became obvious from the computed ANOVA test that principals were more satisfied with their jobs than the teachers and the principals' occupation of administrative positions is one possible reason for this result.

The study of Ololube is cited here as it provided insights into the variate of performance. However, it differed from the present study because it correlated the performance with other variates, to wit: level of job satisfaction and motivation. It also involved teachers as respondents, whereas the present study, only focused on the level of performance of DFs and correlated it only with their personal variates, the profile of the agency where they are affiliated,

and the profile of the community clientele.

Gana, A. et. al. (2011) in his study entitled, "The Effects of Motivation on the Workers Performance (A Case Study of Maidurugi Flour Mill Ltd, Borno State, Nigeria) was made to evaluate the existing workers' motivational policies in Maiduguri Flour Mills with an end view of examining the effects of motivation on worker productivity increase and also to identity the variables that are directly or indirectly responsible for the workers performance while assessing how motivation came into play in Maiduguri Flour Mills Limited. The researchers, however, observed that most of the motivation policies in the company were not adequately functional and the little policies that were functional were focused inconsistent and irrelevant for the workers' needs and desires in Maiduguri Flour Mills.

These findings were deduced from the 60 respondents asked to answer the questionnaires, out of one hundred and twenty work force of the company and translated their responses into tables using simple distribution and percentages. Therefore, it was proven that motivating workers sufficiently with relevant incentives was the only alternative towards workers' performance to achieve the goals and objectives of the organization. On the basis of these findings, implications of the findings for future study were highlighted.

Although the study of Gana dealt with the impact of work motivation on the performance of workers in a milling company, it directly relates to the current study because both studies dealt with performance. It differed from the

present study because it simply correlated performance of the DFs, their personal variates, the profile of the agency where they are affiliated and the profile of their community clientele.

Also, both the Gana study and this study tackled of the main variate used - performance of personnel in organizations, though, they differed in terms of other variates used like the respondents involved and the location where they were conducted. Despite their dissimilarities with the present study, they are nonetheless cited here because they provided ample literature on work performance.

In 2012, Onukwube conducted a study entitled "Correlates of Job Satisfaction amongst Quantity Surveyors in Consulting Firms in Lagos, Nigeria". The Biographical and Job Descriptive Index questionnaires (JDI) were administered to gather the data. The JDI measures job satisfaction on five facets, namely: pay, promotions, supervision, co-workers and the work itself. A total of 100 questionnaires were fielded collected or retrieved and used for this study. The survey covered quantity surveyors in consulting firms in Lagos and the respondents were selected using the stratified random sampling technique. Data collected were analyzed using the mean item score, spearman rank correlation, correlation matrix and the linear regression analysis where appropriate.

The findings of the study revealed that the respondents were satisfied with the relationship they had with their co-workers, nature of work and the supervision they received. Major sources of dissatisfaction are promotion and

salaries of the respondents. The roles of other contextual factors on job satisfaction need to be contemplated for future research.

The present research will only be concerned with determining the level of performance of the DFs in the First Congressional District of Samar. The previous study determined the factors that influenced the job satisfaction of quantity surveyors in consulting firms in Lagos, Nigeria. However, insofar as the provided insights by the previous study are concerned, as they relate to the concept of job satisfaction, it encompassed the variate of performance.

Likewise, this study found significant relationship with the study conducted by Lutwama (2012). The Lutwama study examined the implementation of performance management of health care workers in order to propose strategies for improvement. The study was a descriptive survey carried out in the Kumi, Mbale, Sironko and Tororo districts and utilized mixed research methodology. A self-administered questionnaire was used to collect quantitative data from the health care workers. A semi-structured interview guide was used to collect qualitative data from the health service managers. The sample for the quantitative method was selected using stratified random sampling, purposive sampling was used to select health service managers. The Lutwama study revealed that to some extent performance management was implemented in the health sector; however, there were loopholes in its implementation. There were inadequacies in setting performance targets and performance management planning was hardly done. Although many health care workers had job

descriptions, the performance indicators and standards were not clearly defined and known to all workers and managers. Additionally the schedules for performance assessments were not always adhered to. There were limited prospects for career progression, inadequate performance feedback and poor rewarding mechanisms.

It was concluded that performance management of health care workers was inadequately done in the districts. Performance management is a key component of attempts to improve health sector outcomes. As a result of this study, suggestions to enhance health sector performance management in the districts have been put forward.

Inasmuch as the previous study dealt with assessment of performance, it is thus cited here in this study which also assessed the level of performance of the DFs in the First Congressional District of Samar, although, the previous study delved deeper into assessing the implementation of performance management system among health workers, the present study only dealt with level of performance per se.

Meanwhile, Langguyuan-Kadtong (2012) attempted to find out the relationship of work performance and job satisfaction among the teachers of Division of Cotabato City. The study used the descriptive correlation design, with 200 elementary teachers from twelve selected public schools in the Division of Cotabato City as respondents. The study made use of the survey questionnaire to gather the needed data.

Results stated that most teacher-respondents belong to 31-40 age brackets; majority were females; many earned a college degree and further master's unit, had 11 to 15 years of service, and married. It also revealed that the work performance of the teachers on the seven domains such as: school policies, supervision, interpersonal relations, opportunities for growth and promotion, working condition, achievements, and recognitions were rated proficiently.

Based on the findings of the study, it is concluded that the teachers of the Division of Cotabato City displayed a high level of performance-related skills, abilities, initiatives and productivity, exceeding the requirements in many of the work areas. They were also contented with their job satisfaction facets such as school policies, supervision, and pay, interpersonal relations, opportunities for promotion and growth, working conditions, work itself, achievement, recognition, and responsibility.

The studies of Agustin and Langguyuan-Kadtong were similar to the present study inasmuch as they were both concerned with the work performance of personnel. They differed, however, because the previous study correlated work performance to job satisfaction among the teachers of Division of Cotabato City, whereas the present study correlated the DFs level of performance only with their personal profile, the profile of the agency where they are affiliated and the profile of their community clientele.

Chapter 3

METHODOLOGY

This chapter presents the methods and procedures that were undertaken in this research endeavor, to include the research design used, the instrument used in gathering pertinent data, the validation of the instrument conducted, the sampling procedure, the data gathering procedure, as well as the statistical tools used in analyzing the data gathered in this study.

Research Design

This study employed the descriptive-correlative research method using three sets of interview sheets as the principal instruments in gathering the needed data. The research also employed other data gathering instruments such as documentary analysis and observation checklists to describe, record, analyze, interpret and ascertain some facts in order to come up with a more meaningful study.

The main objective of the study was to determine the level of performance of the development facilitators along organizing farmers, maintaining farmers' organization, conducting relevant farmers' training, implementing relevant farmers' training, implementing demonstration farm projects, maintaining demonstration farm projects, replicating demonstration farm projects, supervising income-generating projects, maintaining income-generating projects, and mobilizing farmers organizations funds/resources for their various needs.

This study was also concerned with the assessment of the problems encountered by the development facilitators in relation to the performance of their tasks and the corresponding solutions to said problems.

Correlation analysis was used in order to determine the relationship between the level of performance of the DFs along ten aspects and their profile, the profile of the agencies where DFs are affiliated and the profile of their community clientele.

Descriptive statistical tools such as frequency count, percentage, mean, weighted mean and standard deviation were used to answer descriptive questions of this study including the DFs' profile, the profile of the agency where they are affiliated and the profile of the community clientele, among others. Inferential statistical tools, on the other hand, included Pearson Product Moment Coefficient of Correlation (Pearson r), and Fisher's t-test to answer the hypothesis of this study.

Instrumentation

The researcher employed interview sheets and documents such as the profile of the DFs, the agency and the community where the DFs were assigned, the Personal Data Sheets, certificate of relevant trainings attended, performance ratings, checklist, and interview schedule in obtaining the desired data and information.

Interview Sheet. The interview sheets were designed by the researcher to

obtain the desired data in the performance of functions, the problems encountered in the performance of their functions, and the suggested solutions to the problems encountered by the DFs.

The interview sheet for the DF-respondents was divided into four parts. The first part was for the Profile of the Respondents such as their age, sex, civil status, health status, position/occupation, educational background, length of service, number of area assignments, relevant trainings attended, family size, average monthly income, other sources of income, personality, attitude towards work, and performance rating for the last three rating periods.

The second part was for the Level of Performance of the DFs on the following functions: organizing farmers, maintaining farmers' organization, conducting relevant farmers' trainings, implementing relevant farmers' training, implementing demonstration farms, maintaining demonstration farm projects, replicating demonstration farm projects, supervising income generating projects, maintaining income generating projects, and mobilizing funds/resources for the farmers' organization.

The third and last parts were for the Problems Encountered by the DFs in the performance of their functions and their Solutions Recommended to these Problems, respectively.

Documentary Analysis. Vital documents such as Personal Data Sheets (Form 212), performance ratings, records of monthly salary from the concerned different national government agencies and the local government units (LGU)

where the development facilitators were assigned, like the Department of Agriculture (DA) and the Department of Agrarian Reform (DAR), were analyzed. The data on the profile of the development facilitators were specifically taken from their records on file in the agency where they were connected. However, the data on the total population per barangay were taken from the records of the National Statistics Office (NSO) at the Catbalogan Provincial Office; the segregation as to male and female was taken from the individual barangay profiles kept by the corresponding City and Municipal Planning and Development Offices in the concerned city and municipalities, respectively.

Validation of Instrument

The interview sheets were validated using expert analysis and test-re-test method since the documents used in this study were standard public documents. As to the contents of the interview sheets, drafts of the interview sheets were checked by the research adviser, Dr. Deborah T. Marco, the Vice-President for Research and Development, Dr. Felisa Gomba, and the Dean of the College of Graduate Studies, also the concurrent Vice President for Academic Affairs, Dr. Marilyn D. Cardoso, for their comments, suggestions, and possible improvement. All these experts' suggestions and comments were incorporated in the improved version of the interview sheets. For clarity of instruction and convenience, these interview sheets were tried in three different groups of respondents, namely: the development facilitators themselves, the agency where

they were assigned and the community clientele. Hence, the interview sheets for the DFs were tried with Mr. Nicanor Radomes, the DF of Tutubigan Multi-Purpose Cooperative (TMPC), Paranas, Samar; the interview sheet for the community was tried in Tutubigan Multi-Purpose Cooperative (TMPC), Paranas, Samar, spearheaded by Mr. Basilio Dacula, officer of the cooperative; and the interview sheet for the agency was tried with Miss Teodora B. Docena, the Municipal Agrarian Reform Officer (MARO) of Motiong, Samar.

On the other hand, the interview sheets for the agency implementation performance evaluation system (PES), on human resource development (HRD) were subjected to the expert validation of Mrs. Evelyn D. Abaigar, of the Samar State University (SSU), Catbalogan City, Samar Province.

All the just and valid comments and suggestions were considered and integrated in the final form of the interview sheets.

Sampling Procedure

This study involved three groups of respondents composed of the development facilitators from the Department of Agrarian Reform-Municipal Agrarian Reform Offices (DAR-MAROs) and the Department of Agriculture-Local Government Units (DA-LGUs) in the City of Calbayog, the municipalities of Gandara, Pagsanghan, San Jorge and Tarangnan; the twenty-six cooperative and farmers' associations registered in the provincial office of the Cooperative Development Authority (CDA) the Department of Labor and Employment (DOLE), and the Municipal Agrarian Reform Officers (MAROs) and

City/Municipal Agricultural Officers (MAOs) where the cooperatives and farmers' associations were located.

The researcher used total enumeration to identify the respondents of this study which included 14 DFs, 10 agencies, and 26 cooperatives/farmers' associations/barangays as community-clientele.

Data Gathering Procedure

Permission to conduct interview was sought by the researcher from the Municipal and City Agricultural Officers of the concerned city and municipalities for the Agricultural Technicians (ATs), the MAOs/agency respondents and the DA-supervised cooperatives and farmers' associations. From the Provincial Agrarian Reform Officer (PARO), permission was made for the DAR-Agrarian Reform Program Technologists (ARPTs), MAROs/agency respondents, and the DAR-supervised cooperatives and farmers' associations. The interview was personally done by the researcher from the first week of January to February 15, 2012. The data were immediately tabulated and processed.

Interview. The interview was used as the main approach in gathering the desired data from the three groups of respondents. The researcher personally conducted the interview among the 14 identified DFs, 26 concerned communities where the cooperatives and farmers' associations were located, and the 10 MAOs and MAROs of DA and DAR of Calbayog City, and at the municipalities of Gandara, Pagsanghan, San Jorge, and Tarangnan representing to the agency-

respondents.

Actual observation. The actual observations were made by the researcher to validate, verify and crosscheck on some information obtained from the respondents or from the documents reviewed and analyzed to enhance validity and reliability.

Documentary analysis. To further verify the responses of the three groups of respondents, the researcher conducted a documentary analysis on vital documents such as Form 212, performance ratings, monthly salary, and certificates of training that were asked from the LGU-Agriculture Sector and the DAR.

Secondary data gathering. Some of the pertinent data were gathered personally by the researcher from secondary sources, such as those: (1) on the profile of the DFs, from the records on file with the Human Resource Management Offices (HRMO) of the agencies were the DFs were affiliated their age, positions, educational backgrounds, number of area assignments, relevant trainings attended and monthly income and (2) on the community-clientele, from the NSO, as regard to the total population per barangay as of 2007 census, from the barangay profiles on file with the respective City and/or Municipal Planning Development Officers (CPDO/MPDO) and for the segregated male and female population, the available resources and the barangay location, and (2.3) the internal revenue allotment (IRA) per barangay from the 2010 files of the Budget Officers of the concerned city and municipalities.

Data gathering by the expert. Some of the data on the profile of the DFs like the personality and attitude towards work of the DFs could not be gathered personally by the researcher, but were gathered and interpreted by Mrs. Aileen L. Martin, the Psychometrician, Samar State University (SSU), Catbalogan City, Province of Samar.

Statistical Treatment of Data

The data gathered were recorded, tallied, tabulated, analyzed and interpreted using both descriptive as well as inferential statistical tools such as frequency count, percentage, mean, weighted mean, standard deviation, Pearson Product Moment Coefficient of Correlation (Pearson r), and the Fisher's t-test.

Frequency Count. This descriptive statistical tool was utilized to present the development facilitator-respondents' profile in terms of their age, sex, civil statuses, health status, family size, average monthly income, other sources of income, personality, educational background, relevant trainings attended, position/occupation, length of service, number of area assignment, attitude towards work, and performance rating for the last three rating periods, and among others, as to the number of occurrences.

Percentage. This was used in the analysis and interpretation of data such as the development facilitator-respondents' profile in terms of age, sex, civil status, health status, family size, average monthly income, other sources of income, personality, educational background, relevant trainings attended, position/occupation, length of service, number of area assignment, attitude

towards work, and performance rating for the last three rating periods.

Mean. This measure was employed to calculate the averages of some of the identified characteristics, especially on the respondent's age, average monthly income, performance ratings, and others.

Weighted Mean. This was used to express the collective perception of the respondents as to their attitude towards work and the level of performance of the development facilitators. The following weighted ratings were used to interpret the data:

4.51-5.00 - Strongly Agree (SA)/Exemplary (E)

3.51-4.50 - Agree (A)/Very Satisfactory (VS)

2.51-3.50 - Undecided (U)/Satisfactory (S)

1.51-2.50 - Disagree (D) /Fair (F)

1.00-1.50 - Strongly Disagree (SD)/Poor (P)

Pearson Product-Moment Coefficient of Correlation (Pearson r). This statistical tool was employed to determine the relationship between the level of performance of the DFs along the ten aspects and their profile, the profile of the agencies where DFs were affiliated and the profile of their community clientele.

Fisher's t-test. This tool was used to determine if there was a significance in the relationship between the level of performance of the DFs along the ten aspects and their profile, the profile of the agencies where DFs are affiliated and the profile of their community clientele.

The testing of the hypothesis was done, using $\alpha = 0.05$ level of significance

using two tailed test.

Chapter 4

PRESENTATION, ANALYSIS, AND INTERPRETATION OF DATA

This chapter presents the analysis and interpretation of the data gathered in answer to the specific questions posed in this study. It covers the profile of the development facilitators, the profile of the agency where the respondents were affiliated, the profile of the community-clientele, the level of performance of the DFs, the problems encountered by the DFs relative to the performance of their functions, and the solutions recommended by the respondents relative to the problems they encountered.

Profile of the Development Facilitators.

Tables 1 to 13 disclose the profile of the DF-respondents in terms of the age and sex, civil status, health status, position/occupation, educational background, length of service, number of area assignment, relevant farmers trainings, average monthly income, personality, and attitude towards work.

Age and sex. Table 1 presents the age and sex profile of the DFs-respondents. It can be gleaned from Table 1, that among the 14 development facilitators (DFs) three or 21.43 percent were 50 years old; two or 14.29 percent were 52 years old, and two or 14.29 percent also were 57 years old; one or 7.14 were 37 years old, 38 years old, 45 years old, 51 years old, 61 years old, and 63 years old, respectively. The oldest DF is female, aged 63 years old followed by another female too who was 61 years old.

Table 1

Age and Sex Distribution of the DFs

Age (in years)	Sex		Total	Percent
	Male	Female		
63	0	1	1	7.14
61	0	1	1	7.14
57	0	2	2	14.29
53	1	0	1	7.14
52	0	2	2	14.29
51	0	1	1	7.14
50	2	1	3	21.43
45	1	0	1	7.14
38	1	0	1	7.14
37	1	0	1	7.14
Total	**6**	**8**	**14**	**100**
Mean	**45.50 years**	**55.38 years**	**51.14 years**	**-**
SD	**6.72 years**	**4.87 years**	**7.47 years**	**-**

The youngest among the 14DFs was male who was 37 years old. The sex distribution of the DFs revealed an almost equal population number of males and females involved in this study. There were 6 or 45.50 percent who were males and 8 or 55.38 percent were females.

<u>Civil status.</u> Table 2 presents the civil status of the DFs. It can be gleaned that there were three types of civil status of the DF-respondents such as;

Table 2

Civil Status of the DFs

Civil Status	Total	Percent
Married	12	85.71
Widow	1	7.14
Single	1	7.14
Total	**14**	**100.00**

married, widow, and single. Among the 14 DFs involved in this study, 12 or 85.71 percent were married; one or 7.14 percent was widow; and, also, one or 7.14 percent was single.

The one who was single was also the youngest of the DFs only 37 years of age.

Position/occupation. Table 3 presents the position and occupation of the DFs.

It can be gleaned from Table 3, that out of the 14 DF – respondents in this study, eight or 57.36 percent were Agricultural Technicians (ATs); three or 21.43 percent were Agrarian Reform Program Technologists (ARPTs); one or 7.14 percent was Agricultural Center Chief I; also one or 7.14 percent was an Agriculturist II, and also, one or 7.14 percent was a Farm Superintendent II.

Table 3

Position/Occupation of the DFs

Position/occupation	Total	Percent
ATs	8	57.36
ARPTs	3	21.43
Agricultural Center Chief I	1	7.14
Agriculturist II	1	7.14
Farm Superintendent II	1	7.14
Total	**14**	**100.00**

Health status. Table 4 presents the health status of the DFs. Health status was measured based on the four factors, namely: weight; sickness; maintenance and fitness activities.

In terms of weight, the responses were based on the three scales, that is, three for normal; two for underweight; and one for overweight. As gleaned from Table 3, it can be noted that 13 or 92.86 percent were under normal weight while only one or 7.14 percent was overweight and none was underweight.

Along sickness, the responses were based on the 3-scale point: 3 for never sick; 2 for sick but not hospitalized; and 1 for sick and hospitalized. Table 3 reveals that of the 14 DFs, 5 or 35.71 percent were never sick, while 9 or 64.29 percent were sick, but not hospitalized and none was sick and hospitalized.

In terms of maintenance of medicine, 2-point scale was used, that is, two for no maintenance of medicine and one for with maintenance of medicine. It can be seen in Table 3 that 12 or 85.71 percent of the DFs had no maintenance of medicine and the remaining two or 14.29 percent had maintenance of medicine.

Along fitness activities, 2-scale point also was used with the following description: 1 - for without regular fitness activities, and 2 - for with regular fitness activities. It can be gleaned from Table 3 that of the 14 DF-respondents,

Table 4

Health Status of the DFs

	Weight		Sickness		Maintenance of Medicine		Fitness Activities	
Score	f	%	f	%	f	%	f	%
3	13	92.86	5	35.714	0	0.00	0	0.00
2	0	0	9	64.286	12	85.71	2	14.29
1	1	7.143	0	0	2	14.29	12	85.71
Total	14	100.00	14	100.00	14	100.00	14	100.00

only two or 14.29 percent had regular fitness activities and the remaining 12 or 85.71 percent had no regular fitness activities.

The foregoing data imply that the DFs possessed favorable health status and, therefore, had the capability to discharge their functions and duties as development facilitators.

Educational background. Table 5 presents the profile on educational background of the DF-respondents.

Table 5

Educational Background of the DFs

Educational Background	Total	Percent
BS in Commerce	4	28.56
BS in Education	3	21.43
BS in Agricultural Engineering	2	14.29
BSA	2	14.29
BS Community Development	1	7.14
AB Economics	1	7.14
Doctor of Veterinary Medicine	1	7.14
Total	**14**	**100**

The most in number of the 14 DFs were four or 28.56 percent were with Bachelor of Science in Commerce (BSC); followed by three or 21.43 percent were with Bachelor of Science in Education (BSE); two or 14.29 percent were with Bachelor of Science in Agricultural Engineering (BSAE); and, also, two or 14.29 percent were with Bachelor of Science in Agriculture (BSA); one or 7.14 percent was with Bachelor of Science in Community Development (BSCD), another one or 7.14 was with Bachelor of Arts major in Economics, and the last

is also one or 7.14 percent was with Doctor of Veterinary Medicine (DVM).

Length of service. Table 6 presents the service profile of the DFs. Among the 14 DF- respondents one or 7.14 percent was with the longest, of 36-40 years of service; followed by two or 14.28 percent with 31 - 35 years of service, and one or 7.14 percent with 26 -30 years.

The most number of DFs were four or 28.57 with 21 - 25 years, and with another four or 28.57 percent were with 16 – 20 years of service, respectively. The least in the number of years in service was one, with 6 - 10 years only.

The average length of service of the 14 DFs revealed to be 22.21 years only and the highest number of DFs having 12 - 25 years of service, as reflected on Table 6.

Table 6

Length of Service of the DFs

Length of Service (years)	Total	Percent
36-40	1	7.14
31-35	2	14.28
26-30	1	7.14
21-25	4	28.57
16-20	4	28.57
11-15	1	7.14
6-10	1	7.14
0-5	0	0
Total	**14**	**100.00**
Mean	**22.21 years**	**-**
SD	**7.61 years**	**-**

Number of area assignments. Table 7 presents the number of area assignments of the DFs. It can be gleaned from Table 7 that among the 14 DFs one or 7.14 percent had eight area assignments; four or 28.57 percent had seven

area of assignments; three or 21.43 percent had six area of assignments; one or 7.14 percent had five areas of assignment; another one or 7.14 percent had four and finally four DFs or 28.57 percent had only one area of assignment.

Table 7

Number of Area Assignments of the DFs

Number of Area Assignments	Total	Percent
8	1	7.14
7	4	28.57
6	3	21.43
5	1	7.14
4	1	7.14
1	4	28.57
Total	**14**	**100.00**
Mean	**7**	**-**
SD	**3**	**-**

Family size. Table 8 presents the profile on family size of the DF-respondents. It can be gleaned from Table 8 that among the 14 DFs only one or 7.14 percent had eight children, which is the highest in family size; followed by two or 14.29 percent being the second highest with seven children; also, one or 7.14 percent had six; three or 21.43 percent had four, five or 35.71 percent had three, and finally, two or 14.29 percent were with two children, registering the lowest in in family size.

The average family size among the 14 DFs was four members, with a standard deviation of two.

Table 8

Family Size of the DFs

Family size (No. of children)	f	Percent
8	1	7.14
7	2	14.29
6	1	7.14
4	3	21.43
3	5	35.71
2	2	14.29
Total	**14**	**100.00**
Mean	**4 members**	**-**
SD	**2 members**	**-**

Relevant training hours attended. Table 9 presents the number of relevant training hours attended by the DFs, categorized into the national and local trainings attended . It was revealed that one or 7.14 percent of the DFs had attended 130 hours of relevant national training hours; three or 21.43 percent had 120 hours; one or 7.14 percent had 68 hours, and one or 7.14 percent had 32 hours, but seven or 50 percent from among the 14 DFs had not attended any relevant national training hours.

The average training hours of the DFs for the relevant national training was 46.57. On the relevant local trainings, one or 7.14 percent of the 14 DFs had 100 hours; followed by three or 21.43 with 80 hours; one or 7.14 percent with 72 hour; two or 14.29 percent with 48 hours; another one or 7.14 percent with 40 hours; still another one or 7.14 percent with 38 hours, and two or 14.29 percent

had eight hours of relevant local trainings. Of the 14 DFs, three or 21.43 percent had not attended any single local relevant training.

The average local relevant trainings hours attended by the DFs posted at 42.85.

Table 9

Relevant Trainings Hours Attended by the DFs

Level/No. of Training Hours	f	Percent
National		
130	1	7.14
120	3	21.43
68	1	7.14
62	1	7.14
32	1	7.14
No training attended	7	50.00
Total	**14**	**100**
Mean	**46.57 training hours**	**-**
Local		
100	1	7.14
80	3	21.43
72	1	7.14
48	2	14.29
40	1	7.14
36	1	7.14
8	2	14.29
No training attended	3	21.43
Total	**14**	**100.00**
Mean	**42.85 training hours**	**-**

Average monthly income. Table 10 presents the data for the average monthly income of the 14 DFs.

It can be gleaned from Table 10 that among the 14 DFs, one or 7.14

percent was with the highest monthly income within the bracket of Php 25,001 to 27,000.00; followed by three or 21.43 percent within the bracket of Php 23,001-25,000; two or 14.29 percent within the Php 21,001 - 23,000 bracket; four or 28.57 percent within the income bracket of Php 19,001 - 21,000, and the last three or 21.43 percent as within the lowest monthly income bracket of Php 15,001 - 17,000. On the average, the monthly income of the DFs was Php 19,078.29 with the standard deviation of Php 5,035.21.

Table 10

Average Monthly Income

Income in Pesos	f	Percent
25,001-27,000	1	7.14
23,001-25,000	3	21.43
21,001-23,000	2	14.29
19,001-21,000	4	28.57
17,001-19,000	3	21.43
<15,001-17,000	1	7.14
Total	**14**	**100.00**
Mean	**Php 19,078.29**	**-**
SD	**Php 5,035.21**	**-**

Other sources of income. Table 11 shows the other sources of income of the DFs. As reflected, four or 28.57 percent informed it was from their husbands' salaries; followed by three or 21.43 percent from sari-sari stores; two or 14.29 percent from habal-habal, and one or 7.14 percent from fishing. There were four or 28.57 percent of the 14 DFs who manifested that they did not have other source of income.

Table 11

Other Sources of Income of the DFs

Income Sources	f	Percent
Husband's salary	4	28.57
Sari-sari store	3	21.43
Habal habal	2	14.29
Fishing	1	7.14
No other source	4	28.57
Total	**14**	**100.00**

Personality of the DFs. Table 12 presents the personality of the DFs based on the 10-factor points. The same were were gathered and interpreted personally by Mrs. Aileen L. Martin, Psychometrician, Samar State University (SSU), Catbalogan City, Samar. It can be gleaned from Table 12 that under Factor B, that is, "have the tendency to be slow in catching instruction," 12 or 85.71 percent were found to have this kind of personality; Factor A, that is, "reserved type; tend to be cautious in involvement and attachment; intellectual; uncomfortable talking, showing feelings of affection; tough-minded and not emphatic," eight or 57.14 percent with Factor Q4, "patient individuals," seven or 50.00 percent; Factor N, "socially desirable person; easy to trust others," five or 35.71 percent; Factor E, tend to avoid conflicts, with "five or 35.71percent; Factor Q2, "group oriented people" four or 28.57 percent; with Factor I, "tend to be emotionally mature, dominant non-conforming", were " three or 21.43 percent; Factor Q1, or "tend to be traditional," with only one or 7.14 percent; Factor G, "tend to be disobedient," also with only one or 7.14 percent; and finally,

Factor C, "tend to be emotionally unstable," with still only one or 7.14 percent.

The foregoing data signified that the DFs had manifested different personality, affected by the different factors and tendencies which they may or may not be aware of. This confirmed the notion of individual differences and the uniqueness of every person. From Table 12, inferable is the fact that many, 12 or 85.71 percent, manifested the "Factor B Attitude" or "end to be slow in catching instructions". The management implication can be safely made of the need of the DFs to improve themselves, especially in their personality make up or, traits that would improve their performance in any assigned task.

Table 12

Personality of the DFs

Factors	f	Percent
Factor B - Tend to be slow in catching instructions	12	85.71
Factor A - Reserved type; tend to be cautious in involvement; intellectual; uncomfortable talking, not emphatic.	8	57.14
Factor Q4 - Patient individuals;	7	50.00
Factor N - Socially desirable persons; easy to trust others.	5	35.71
Factor E - Tend to avoid conflicts.	5	35.71
Factor Q2 – Group oriented people.	4	28.57
Factor I – Tend to be emotionally mature; dominant and non-conforming.	3	21.43
Factor Q1 –Tend to be very traditional;	1	7.14
Factor G – Tend to be disobedient.	1	7.14
Factor C – Tend to be emotionally unstable.	1	7.14

Attitudes towards work of the DFs. Table 13 shows the attitude of the 14 DFs towards work. It can be gleaned from the said Table that 12 or 85.71

percent of 14 DFs had Factor B attitude, or "tendency to be ineffective in jobs that require thinking skills"; eight or 57.14 percent with Factor A attitude, "tendency to like working alone; seven or 50 percent had Factor Q1 or "tendency to resist change, and tendency to be happy and confident working in the same thing over and over again"; five or 35.71 percent had Factor E attitude or "tendency to be cooperative, tendency to agree to the wishes of others, and the tendency to be a good follower"; still another five or 35.71 percent Factor N attitude "tendency to be easy to trust others" ; four or 28.57 percent had Factor

Table 13

Attitude Towards Work of the DFs

Factors	Attitude	f	Percent
Factor B	Tend to be ineffective in jobs that require thinking skills.	12	85.71
Factor A	Tend to like working alone.	8	57.14
Factor Q1	They tend to resist change, and tend to be happy and confident working in the same thing over and over again.	7	50.00
Factor E	Tend to be cooperative, tend to agree to the wishes of others, and tend to be good followers.	5	35.71
Factor N	They tend to be easy to trust others.	5	35.71
Factor Q4	Tend to work well and effectively even if there are some disturbances.	4	28.57
Factor F	Tend to be ineffective in jobs that require interaction, more effective in jobs that calls for seriousness.	3	21.43
Factor I	These are commonly productive individuals.	3	21.43
Factor C	When reprimanded would usually react in an immature way, will self-pity, then end up with their jobs affected.	1	7.14
Factor G	Tend not to conform with rules and regulations. Tend not to follow deadlines.	1	7.14
Factor Q2	Tend to be ineffective working without help. dependent from instruction, have no initiative. Though they are team-players.	1	7.14

Q4 attitude, "tendency to work well and effectively even if there were some disturbances"; three or 21.43 percent had Factor F attitude, "tend to be effective in jobs that calls for seriousness, ineffective in jobs that require interaction with people"; also, another three or 21.43 percent had Factor I attitude, "these are commonly productive individuals "; with one or 7.14 percent with Factor C attitude, "when reprimanded would usually react immaturely, would self-pity, ends up his jobs affected"; another one or 7.14 percent had Factor G attitude, "tendency not to conform to rules and regulations, tend not, to follow deadlines", and, finally, one or 7.14 percent had Factor Q2 attitude, "tendency to be ineffective working in situations that help is unavailable, dependent from instructions/directions, have less initiative, although a team player".

Performance ratings. Table 14 presents the performance ratings of the DFs for the last three rating periods: the second semester of 2010, the first and the second semesters of 2011. It can be gleaned from Table 14 that out of the 14 Development Facilitators, 11 got a "Very Satisfactory" rating and two were rated

Table 14

Performance Rating of the DFs for the Last Three Rating Periods

Rating	2nd semester, 2010		1st semester, 2011		2nd Semester, 2011	
	f	Percent	f	Percent	f	Percent
Very Satisfactory	11	78.57	12	85.71	14	100
Outstanding	2	14.29	0	0.00	0	0
Not Specified	1	7.14	2	14.29	0	0
Total	14	-	14	-	14	-

"Outstanding", with one who has no rating on file on the second semester of 2010; 12 got a "Very Satisfactory" rating and two had no rating on file in the first semester of 2011, while all 14 DFs got a "Very Satisfactory" rating in the second semester of 2011, or the last rating period.

Agency profile where the respondents were affiliated in terms of the implementation of the PES. Table 15 presents the agency profile where the respondents were affiliated in terms of the implementation of the PES. There were 10 indicators considered in this study.

As gleaned from Table 15, the respondents were assessed on the implementation of the PES along the 10 indicators with weighted means ranging from 1.00 to 4.00. The top five indicators that obtained the highest weighted means corresponded to indicator numbers 10.1, 1, 4, 2 and 8 with the following statements, "does agency require a composite rating system with supervisors?" 4.00; "a memo is issued to DFs/personnel for the preparation of PES plan, "3.50; " does agency require submission of plan/target two weeks before the start of the semester",3.50; "a conference/agreement of plan target between supervisors and supervisees is undertaken," 3.40. and "are DFs/personnel called for a meeting if there are changes in PES ratings," 3.40. The indicators, on the other hand, that were rated with the least weighted means corresponded to the following; number 10.4, "does agency require a complete rating system with clients," 1.00; and number 9.2, "are PES used by the agency as basis for personnel promotion," 1.90. In the overall assessment, the

respondents arrived at a grand mean of 2.69 which may denote a moderate implementation of the PES.

Table 15

Agency Profile Where the Respondents were Affiliated in Terms of the Implementation of the PES

	Indicators	Mean/ Interpretatic
1	A memo is issued to DFs/personnel for the preparation of PES plan	3.50
2	A conference/agreement of plan target between supervisors and supervisees is undertaken	3.40
3	Does agency PERC conducts meeting to approved PES target/rating	2.10
4	Does agency requires submission of plan/target two weeks before the start of the semester	3.50
5	A monthly review, feedback and replanning session for the status of plan compliance is undertaken	2.00
6	A support to DFs/personnel in times of difficulties accomplishing planned target is undertaken	2.90
7	A conduct of one-on-one conference to discuss DFs/personnel rating is undertaken	3.00
8	Are DFs/personnel called for a meeting if there are changes in PES ratings?	3.40
9	Are PES used by the agency based on; 9.1 incentives/rewards and 9.2 personnel promotion?	 2.80 1.90
10	Does agency require a composite rating system with; 10.1 supervisors; 10.2 peers; 10.3 subordinates, and 10.4 clients?	 4.00 2.20 2.00 1.00
	Total	37.70
	Mean	2.69

Legend: 4.51 - 5:00
3.51 - 4.50
2.51 - 3.50

Agency profile where the respondents were affiliated in terms of recognition and awards. Table 16 presents the agency profile where the respondents were affiliated in terms of recognition and award. There were 10 indicators considered in this part of the study.

As gleaned from Table 16, the respondents were assessed on the implementation of recognition and awards along the 10 indicators with weighted means from 3.20 to 2.60, starting from the highest weighted mean. The top five indicators that obtained the highest weighted means corresponded to indicator numbers 1, 2, 10.1, 4 and 9 with the following statements: "A memo is issued to DFs/personnel informing them of the agency Program Awards and Incentives for Career Excellence (PRAISE)", 3.20; "Has the PRAISE been fully discussed making all DFs aware of it?" 3.20; "Does the agency organize the committee for the recognition and awards composed of: Division chiefs", 3.10; "Have the DFs been advised to adhere to the PRAISE or any other forms of recognition and awards system is undertaken?", 3.00, and "Does the committee for the recognition and awards conduct meetings to officially confirm the awardees", 3.00. On the other hand, the indicators that were rated with the least weighted means corresponded to the following; number 3, 5, 6, 7, 8, 10.2 and 10.3 with the following statements: "Has there been a conference/agreement between supervisors and the supervisees?", 2.00; "Does the agency encourage DFs and other personnel a commitment to surpass target in order to be entitled to recognition and awards", 2.40; "Has a support to DFs and other

Table 16

Agency Profile Where the Respondents are Affiliated in Recognition and Awards System

	Indicators	Mean	Interpretation
1	A memo is issued to DFs/personnel informing them of the agency Program Awards and Incentives for Career Excellence (PRAISE)?	3.20	MI
2	Has the PRAISE been fully discussed making all DFs aware of it?	3.20	MI
3	Has there been a conference/agreement between supervisors and the supervisees?	2.00	SI
4	Have the DFs been advised to adhere to the PRAISE or any other form of recognition and award system when undertaken?	3.00	MI
5	Does the agency encourage DFs/other personnel a commitment to surpass target in order to be entitled to recognition and awards?	2.40	SI
6	Has a support to DFs and other personnel been timely given to enhance their performance so that they can be entitled to incentives and awards?	2.20	SI
7	Is a monthly review, feedback and replanning session for the status of plan compliance undertaken for the DFs entitlement to awards?	2.90	MI
8	Is performance evaluation system PES used by the agency in connection with recognition and awards system?	2.70	MI
9	Does the committee for the recognition and awards conduct meetings to officially recognize the awardees?	3.00	MI
10	Does the agency organize the committee for the recognition and awards that is composed of:		
	10.1 Division Chiefs;	3.10	MI
	10.2. Representatives of the first level employees, and	2.60	MI
	10.3 Representative of the second level employees?	2.60	MI
Grand Total		**32.90**	**-**
Grand Mean		**2.74**	**MI**

legend: 4.51 - 5.00 Fully Implemented (FI)
3.51 - 4.50 Highly Implemented (HI)
2.51 - 3.50 Moderately Implemented (MI)
1.51 - 2.50 Slightly Implemented (SI)
1.00 - 1.50 Never Implemented (NI)

personnel been timely given to enhance their performance, so that they can be entitled to incentives and awards", 2.20; "Is monthly review, feedback and re-planning sessions for the status of plan compliance is undertaken for the DFs entitlement to the awards", 2.90; "Is performance evaluation system (PES) used by the agency in connection with recognition and awards system?", 2.70; "Does the agency organize committee for the recognition and awards composed of-representatives of the first level employees?", 2.60, and " Does the agency organize the committee for the recognition and awards that is composed of the Representative of the second level employees", 2.60.

In the overall assessment, the respondents arrived at a grand mean of 2.74 which denoted a moderate implementation of the recognition and awards system.

Agency profile where the respondents were affiliated in terms of rural development programs and projects. Table 17 reveals the agency profile where the respondents were affiliated in terms of rural development programs and projects classified either as commercial or backyard and undertaken either by individual or by association. It can be gleaned that Table 17 informs of the rural development programs and projects undertaken under the backyard category three DFs had two projects; one had four; another one had three, and still another one had one.

Moreover, from the same category, for individual and for association categories either as backyard or commercial and classified as either finished or

on-going by the agency profile where DF-respondents were affiliated by individual in backyard categorization, classified as finished projects are: One had four; another one had three and still another one had one; with three having two finished project and the remaining four not having stated their project. Moreover, from the same categorization and classification, but undertaken by association, there were: four; with two, two with four, still another two with three, and, finally, two associations with one finished project or a total of 10 individuals and another 10 associations on backyard categorization, respectively,

Table 17

Agency Profile Where the Respondents were Affiliated in Terms of Rural Development Programs and Projects

Number/Development Projects	Commercial		Backyard		Total
	Individual	Association	Individual	Association	
Finished					
4	0	0	1	2	3
3	0	0	1	2	3
2	0	0	3	4	7
1	0	0	1	2	3
NS	0	0	4	0	4
Total	**0**	**0**	**10**	**10**	**20**
Mean	**0**	**0**	**2 proj**	**2 proj**	**4 proj**
SD	**0**	**0**	**1 proj**	**1 proj**	**2 proj**
On-going					
4	0	0	0	1	1
2	0	0	2	2	4
1	0	0	1	1	2
NS	0	0	7	4	11
Total	**0**	**0**	**10**	**8**	**18**
Mean	**0**	**0**	**2 proj**	**2 proj**	**3 proj**
SD	**0**	**0**	**1 proj**	**1 proj**	**2 proj**

with a weighted mean of the projects for each and the SD of one project. As to the classification of rural projects on-going, the following data are shown by the same Table 17. A total of specifically identified as on-going projects by the agency where the DF-respondents are affiliated: for individuals seven did not state the specific project.

Those undertaken for association totaled to eight with one association indicating four on-going projects; another one with one project; two association with two on-going projects, but with seven associations not stating any on-going project at all. On this categorization and classification of rural development programs and projects that the DFs engaged in, a total of seven on-going projects at a weighted mean of two projects and a SD of two projects, too.

Agency profile where the respondents were affiliated in terms of human resource development program. Table 18 appraises the agency profiles were the respondents were affiliated in terms of human resource development and training programs. There were nine indicators that were considered for purposes of this study.

It can be gleaned from Table 18 that the respondents rated the indicators along this area with weighted means ranging from 1.00 to 3.80. The indicators that got the highest weighted means were: numbers 7.2 on "DFs trainings conducted by regional trainers; 7.3 on "DFs trainings conducted by provincial trainers, both had a corresponding weighted mean of 3.80, respectively; followed by indicator 7.1 on "DFs training conducted by national trainers" with

3.70, and indicator 6, with the 3.60 weighted mean corresponding to the following statements: "Does agency conduct trainings based on approved training design?". Another group of indicators which followed in the ranks of being the highest weighted mean were: "Trainings conducted by municipal

Table 18

Agency Profile Where the Respondents were Affiliated in Terms of Human Resource Development Programs

	Indicators	$\bar{X}w$/ Interpre-tation
1	DFs/personnel career plan submission	1.50
2	DFs/ personnel career plan has periodic monitoring for	1.00
3	program on awards and incentives for career development (PRAISE) implemented with:	
	3.1 DFs;	3.10
	3.2 DF's supervisors, and	3.20
	3.3 other personnel	2.60
4	Career advancement and promotion implemented with:	
	4.1 DFs, and	2.60
	4.2 DF's supervisors	2.60
5	Other career advancement program	2.10
6	Conduct of DFs trainings based on training design	3.60
7	DFs Trainings conducted by:	
	7.1 National Trainers;	3.70
	7.2 Regional Trainers;	3.80
	7.3 Provincial Trainers, and	3.80
	7.4 Municipal Trainers	3.20
8	Professional growth and upgrading (graduate studies)program	2.60
9	Does agency grant scholarships to DFs/other personnel?	1.11
Total		**41.91**
Mean		**2.62**

Legend 4.51 - 5.00
3.51 - 4.50
2.51 - 3.50
1.51 - 2.50
1.0 - 1.50.

trainers" with a weighted mean of 3.20, and "Program for awards and incentives for career development (PRAISE) implemented with DFs supervisors" also, with a weighted mean of 3.20, and "Program for awards and incentives for career development (PRAISE) was implemented with DFs" with a weighted mean of 3.10. On the other hand, the indicators that obtained the least weighted means were numbers 2, 9, 8 and 1 with the statements: "DFs/personnel career plan has periodic monitoring/updating," 1.00; "Does agency grant scholarships to DFs and other personnel?", 1.11; "Has professional/academic growth and upgrading (graduate studies) program," 1.40, and "DFs personnel career plan submission," 1.50, respectively. In the overall, the respondents assessed the human resource development programs with a grand weighted mean of 2.62, denoting that the programs were moderately developed

Agency profile where the respondents were affiliated in terms of resource allocation. Table 19 presents the agency profiles where the respondents were affiliated in terms of resource allocation.

Table 19 shows that there were seven indicators considered to gather the information to which the respondents answered. The respondents rated the resource allocation with the weighted means ranging from 2.10 to 4.00.

The indicators that obtained the highest weighted mean corresponded to number 1 with the statement, "Agency allocates salaries and wages properly," with 4.00; number 2 and number 3, "Agency allocates human

resources objectively," with 3.70, and "Are office equipments utilized properly?", with 3.30. The indicator that obtained the least weighted mean was number 7,

Table 19

Agency Profile Where the Respondents were Affiliated in Terms of Resource Allocation

	Indicators	Interpretation
1	Agency allocates salaries and wages properly.	4.00
2	Agency allocates human resources objectively.	3.70
3	Are office equipments utilized properly?	3.30
4	Are trainings conducted by DFs funded regularly?	3.10
5	Are supplies and materials allocated objectively?	3.00
6	Are vehicles assigned to DFs utilized properly?	2.80
7	Are DFs trainings for their career development funded ?	2.10
	Total	**22.00**
	Mean	**3.14**

Legend: 4.51 - 5.00
3.51 - 4.50
2.51 - 3.50
1.51 - 2.50

"Are DFs trainings for their career development funded regularly?" with 2.10.

Taken as a whole, the respondents considered the resource allocation by the agency where they were affiliated was moderately allocated, having a grand mean of 3.14.

Demographic characteristics of the community-clientele. Table 20 shows the demographic characteristics of the community clientele in terms of total population, sex, age and population density.

It can be noted from Table 20 that in terms of the total population, 25,274, was the highest registered respondents of barangay number 22 with a total population of 4,967; followed by respondent-barangay number seven with

Table 20

Demographic Characteristics of the Community-Clientele

Respon-dent Barangay	Total Popula tion	Sex		Age			Populati on Density
		Male	Female	<18	18 - 65	65 >	
1	1,192	524	668	584	461	147	1,018.80
2	707	350	357	336	324	47	267.80
3	545	258	287	236	233	76	76.98
4	570	269	301	188	297	85	104.20
5	532	251	281	203	280	49	66.67
6	418	203	215	220	149	49	105.56
7	4,954	2,443	2,511	1,930	2,037	987	2,126.18
8	703	371	332	263	337	103	77.25
9	457	203	254	172	203	82	109.86
10	505	247	258	207	200	98	397.64
11	830	477	353	300	445	85	451.09
12	477	220	257	173	195	79	220.83
13	390	197	193	150	184	56	91.33
14	477	242	235	221	158	98	104.84
15	824	400	424	343	402	79	333.60
16	1,154	546	608	480	598	76	258.74
17	1,372	770	602	500	724	148	722.10
18	581	283	298	208	276	97	142.40
19	169	85	84	63	76	30	36.34
20	656	286	370	212	347	97	298.18
21	739	379	360	267	297	175	193.45
22	4,967	2,473	2,494	1,963	2,125	879	265.90
23	527	250	277	141	330	56	76.93
24	687	321	366	294	300	93	373.37
25	444	218	226	207	169	68	127.95
26	397	193	204	150	181	66	81.19
Total	**25,274**	**12,459**	**12,815**	**10,011**	**11,328**	**3,905**	**-**
Mean	**972.08**	**479.19**	**492.88**	**385.04**	**435.69**	**150.19**	**-**

4,954 total population, and barangay number one with a total population of 1192. The respondent-barangay with the least population of 169 only, was in number 19. At 25,274 total population of the 26 barangay-respondents, 972.08 was its average. In terms of sex distribution, there was almost an equal number in both sexes with 12,459 males, and 12,815 females or a difference of 356to the favor of the female respondents, to be specific. Of the total population, ages 18–65 got the highest at 11,328; followed by those below 18 at 10,011, and those with oldest at above 65 being 3,905 only, also the least barangay-respondent. In terms of the averages, the average in male population was 479.19 and age-wise, those aged below 18, the average was 385.04; in ages 18 – 65 was 435.69, and in ages above 65, was 150.19.

In terms of population density, the highest population density was in barangay-respondent seven with 2,126.18 persons per square kilometer; followed by barangay-respondent one having 1,018 population density; respondent-barangay 18, with 722.10, and respondent-barangay 11 with 541.90 population density. The barangay-respondent with the least population density were barangays 19, 5, and 23 with a population density of 36.34, 66.67, and 76.93, respectively.

Attitude towards development programs and projects of the community clientele. Table 21 presents the attitude towards the development programs and projects of the community where the DFs were assigned (community-clientele). There were 10 attitude statements identified in this study.

It can be gleaned from Table 21 that one attitude statement was strongly agreed by the community clientele which corresponded to item number seven with a weighted mean of 4.61 stating, "After the project turn-over, the community recipient has the responsibility to institute measures to maintain the project".

Table 21

Attitude Towards Development Programs and Projects of the Community-Clientele

	Attitude Statements	Xm/Interpretation	
1	Planning is necessary in the implementation of barangay level project, so as to prioritize and, rationalize funding.	4.35	A
2	Planning is not important in barangays, what is needed most is the funding to immediately start the project.	1.57	DA
3	Barangay projects should be contracted by the congressman and his allies; there is no need for bidding.	2.04	DA
4	Barangay officials and residents should be vigilant in project implementation and project monitoring.	3.96	A
5	It is necessary for barangays to have a "POW" before the project starts as a monitoring instrument.	3.52	A
6	The barangay chairman should be a sub-contractor of barangay projects; no one can intervene in the activities.	1.48	SD
7	After the project turn-over, the community recipient has the right to institute measures to maintain the project.	4.61	SA
8	An LGU projects could be neglected by the recipient-barangay, anyway; it was funded by the government.	1.74	DA
9	Private sectors should not in any way be involved in a community project, as it is a government responsibility.	1.83	DA
10	Barangays should sign project turn-over documents in advance, even if not in accordance with POW.	1.78	DA
	Total	**26.88**	-
	Mean	**2.69**	**U**

Legend: 4.51 - 5.00 Strongly Agree (SA)
3.51 - 4.50 Agree (A)
2.51 - 3.50 Undecided (U)
1.51 - 2.50 Disagree (DA)
1.00 - 1.50 Strongly Disagree (SD)

Three indicators were agreed by the community - clientele. These corresponded to indicator numbers 1, "Planning is necessary in the implementation of barangay level project, so as to prioritize and rationalize funding"; 4, "Barangay officials and residents should be vigilant in project implementation and project monitoring", and 5, "It is necessary for barangays to have a "POW" before the project starts as a monitoring instrument" with weighted means of 4.35, 3.96 and 3.52, respectively. Five statements were disagreed which corresponded to item numbers 2-3 and 8-10 with weighted means ranging from 1.57 to 2.04. The remaining attitude statement, number 6 was strongly disagreed by this group of respondents with a weighted mean of 1.48 stating, "A Barangay chairman should be a sub-contractor of barangay projects, no one can intervene in the activities". Taken as a whole, the community-clientele were undecided with their attitude towards development programs and projects. This was indicated by the mean of 2.69.

Available resources of the community-clientele. Table 22 presents the available resources of the community-clientele. It can be gleaned from the Table 22, that the 26 barangay-respondents had available resources for projects and community development which include the Internal Revenue Allotments (IRA), agricultural areas used for agricultural crop productions like rice, and as a variation to rice, there are corn, abaca, and coconut. Samar is actually classified as a coconut-producing area per record of the Philippine Coconut Authority, Catbalogan Provincial Office, Catbalogan City, Samar.

The highest IRA were in barangay-respondents numbers 22, 7, 17, 1, and 11 with the amount Php 2,249,621, Php 2,245,193, 1,217,85, 963,965 and 840,383 respectively, while the least were in barangay-respondents numbers 3, 23, 2, 18, and 9 with Php 588,345, 613,234, 623,098, 625,000 and 713,323, respectively.

Applying RA No. 7160 where 20 percent of IRA is for development fund, there is no reason why no rural development can be undertaken by the barangay.

Table 22

Available Resources of the Community-Clientele

Brgy	IRA In Php Peso	Agri Area (Ha)	Agri-Production	rice area (ha.)	other resources	w/access to
1	963,965	113	rice, corn, abaca	89.8	sea	elect., water
2	623,098	193	rice, coco, cassava	70	-	elect., road
3	588,345	427	rice, cassava, corn	30	-	elect., road
4	643,075	476	coco, cassava	30	sea	elect., road
5	634,333	797	rice, coco, corn	140	sea, river	elect., road
6	734,784	395	rice, coco, corn	78	river	elect., road
7	2,245,193	227	rice, coco	85	sea, river	elect., water
8	649,234	541	rice, coco, corn,	68	samar sea	elect., road
9	713,323	416	rice, coco, abaca	75	river	elect., road
10	729,674	126	-	-	-	-
11	840,383	182	rice, coco, corn,	48	river	Electricity
12	627,141	211	coco, corn, abaca	56	river	elect., road
13	690,500	421	-	-	-	-
14	720,136	454	rice, coco, corn	69	river	Electricity
15	838,339	203	-	-	-	-
16	643,675	237	-	-	-	-
17	1,217,85	197	rice, coco, corn,	52	sea	elect, water
18	625,000	405	rice, coco, corn			
19	746,706	465	coco, cassava	60	sea, road	elect., water
20	729,234	220	-	-	-	elect, road
21	845,833	381	rice, coco, corn	175	irrig., sea	elect, road
22	2,249,621	-	-	-	-	-
23	613,234	1,865	rice, coco, corn	118	sea	elect, water
24	649,345	183	rice, coco, abaca	140	sea, river	elect, road
25	649,345	183	rice, coco, abaca	43	brook	elect., road
26	724,234	325	-	-	-	-

On the agricultural areas, the highest were in barangay - respondents number 23, 5, 8, 4 and 19 with 1,865, 797, 541, 476, and 465 hectares agricultural land, respectively, which corresponded to the bigger volume of agri-production which were rice, coconut and corn. The highest rice area, however, was barangay-respondent number 5 with 140 hectares, while the lowest was barangay- respondent 4 with 30 hectares rice land area, although other barangay did not reflect their rice land areas. Aside from the mentioned available resources, the barangays have access to other resources like the, Samar Sea, rivers and brooks, national highway and provincial roads, potable water supply which are factors to productivity. Almost all of the respondent-barangays have access to electricity.

Location of community-clientele. Table 23 shows the location of the community-clientele.

It can be gleaned from the Table 23 that eight barangays or 30.76 percent are located the farthest with approximately 31-35 kilometers away from the markets and the banks; followed by another eight or 30.76 barangays with 26-30 kilometers from the markets and the banks, while there are three or 11.54 percent barangays with only one to five kilometers away from the markets and the banks.

The mean distance of the barangay-respondents from the markets and the banks are pegged at 20.98 kilometers with a SD of 11.11 kilometers.

Table 23

Location of the Community-Clientele

Distance to Markets and Banks (km)	f	Percent
31-35	8	30.76
26-30	8	30.76
21-25	1	3.85
16-20	1	3.85
11-15	3	11.54
6-10	4	15.38
1-5	3	11.54
Total	**26**	**100.00**
Mean	**20.98 km**	-
SD	**11.11 km**	-

Level of performance of the DFs. Table 24 presents the level of performance of DFs. Ten areas were considered in this study.

It can be noted from Table 24 that the DFs performed satisfactorily in eight areas (1-8) with weighted means ranging from 2.57 to 3.43. Area number 1 obtained the highest of the eight which corresponded to the statement, "Organizing Farmers." In the remaining two areas (9-10), the performance of the DFs was assessed to be fair with the following statement: "Maintaining income-generating projects;" and "Mobilizing funds/resources for the farmer's organization," with weighted means of 2.50 and 2.21, respectively. Taken as a whole, the DFs' level of performance was satisfactory being justified by the mean of 2.85.

Table 24

Level of Performance of the DFs

	Area	Xm	Interpretation
1	Organizing farmers	3.43	S
2	Maintaining farmers' organization	3.29	S
3	Conducting relevant farmer's training	3.36	S
4	Implementing relevant farmer's training	3.14	S
5	Implementing demonstration farm projects	2.79	S
6	Maintaining demonstration farm projects	2.64	S
7	Replicating demonstration farm projects	2.57	S
8	Supervising income-generating projects	2.57	S
9	Maintaining income-generating projects	2.50	F
10	Mobilizing funds/resources for the farmer's organization	2.21	F
Total		**28.50**	-
Mean		**2.85**	**S**

Legend: 4.51 - 5.00 Exemplary (E)
3.51 - 4.50 Very Satisfactory (VS)
2.51 - 3.50 Satisfactory (S)
1.51 - 2.50 Fair (F)
1.00 - 1.50 Poor (P)

Relationship between the level of performance of the DFs in terms of organizing farmers and their profile. Table 25 presents the summary of the correlation analysis employed in associating the level of performance of the DFs in terms of organizing farmers to their profiles.

As gleaned from Table 25, the correlation analysis resulted to the following values: age, r = 0.153 with Fisher's t = 0.538 (not significant); sex, r = -0.063 with Fisher's t = 0.219 (not significant); civil status, r = 0.386 with Fisher's t = 1.449 (not significant); health status, r =-0.289 with Fisher's t = 1.047 (not

Table 25

Relationship Between the Level of Performance of the DFs in Terms of Organizing Farmers and Their Profile

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Age	0.153	0.538	2.179	NS/Accept Ho
Sex	-0.063	0.219	2.179	NS/Accept Ho
Civil Status	0.386	1.449	2.179	NS/Accept Ho
Health Status	-0.289	1.047	2.179	NS/Accept Ho
Position/occupation	-0.265	0.951	2.179	NS/Accept Ho
Educational Background	-0.038	0.133	2.179	NS/Accept Ho
Length of Service	0.027	0.094	2.179	NS/Accept Ho
No. of Area supervised	0.104	0.361	2.179	NS/Accept Ho
Relevant Trainings Attended				
Local	0.104	0.363	2.179	NS/Accept Ho
National	0.061	0.213	2.179	NS/Accept Ho
Family Size	-0.049	0.170	2.179	NS/Accept Ho
Average Monthly Income	0.144	0.504	2.179	NS/Accept Ho
Other Sources of Income	-0.281	1.015	2.179	NS/Accept Ho
Personality	0.044	0.152	2.179	NS/Accept Ho

significant); position/occupation, r = -0.265 with Fisher's t = 0.951 (not significant); educational background, r = -0.038 with Fisher's t = 0.133 (not significant); length of service, r = 0.027 with Fisher's t = 0.094 (not significant); number of area supervised, r = 0.104 with Fisher's t = 0.361 (not significant); relevant trainings attended - local, r = 0.104 with Fisher's t = 0.363 (not significant); relevant trainings attended - national, r = 0.061 with Fisher's t = 0.213 (not significant); family size, r = -0.049 with Fisher's t = 0.170 (not

significant); average monthly income, r = 0.144 with Fisher's t = 0.504 (not significant); other sources of income, r = -0.281 with Fisher's t = 1.015 (not significant), and personality, r = 0.044 with Fisher's t = 0.152 (not significant).

The foregoing data signified that there were no significant correlation between the level of performance of the DFs in terms of organizing farmers and their profiles, therefore, the corresponding null hypothesis stating that "There is no significant correlation between the level of performance of the DFs in terms of organizing farmers and their profiles.", was accepted.

Relationship between the level of performance of the DFs in terms of maintaining farmers organization and their profiles. Table 26 presents the summary of the correlation analysis employed in associating the level of performance of the DFs in terms of maintaining farmers to their profiles.

As gleaned from Table 26, the correlation analysis resulted to the following values: age, r = -0277 with Fisher's t = 1.000 (not significant); sex, r = -0.059 with Fisher's t = 0.204 (not significant); civil status, r = 0.000 with Fisher's t = 0.000 (not significant); health status, r = -0.270 with Fisher's t = 0.972 (not significant); position/occupation, r = -0.387 with Fisher's t = 1.452 (not significant); educational background, r = 0.010 with Fisher's t = 0.034 (not significant); length of service, r = -0.360 with Fisher's t = 1.337 (not significant); number of area supervised, r = 0.102 with Fisher's t = 0.354 (not significant); relevant trainings attended - local, r = 0.125 with Fisher's t = 0.436 (not significant); relevant = 2.809 trainings attended - national, r = 0.084 with Fisher's

t = 0.293 (not significant); family size, r = 0.227 with Fisher's t = 0.807 (not significant); average monthly income, r = 0.630 with Fisher's t (significant); other sources of income, r =0.166 with Fisher's t = 0.584 (not significant), and personality, r = 0.660 with Fisher's t = 3.040 (significant).

The foregoing data signified that of the profiles of the DFs, only on average monthly income and personality posed a significant influence to their level of performance in terms of maintaining farmers' organization, while the other profiles did not, therefore, the null hypothesis stating that "There is no

Table 26

Relationship Between the Level of Performance of the DFs in Terms of Maintaining Farmers' Organization and their Profile.

Profile	Mean	Fisher's t	t_{tab}; □=0.0; df=12	Evaluation
Age	-0.277	1.000	2.179	NS/Accept Ho
Sex	-0.059	0.204	2.179	NS/Accept Ho
Civil status	0.000	0.000	2.179	NS/Accept Ho
Health status	-0.270	0.972	2.179	NS/Accept Ho
Position/occupation	-0.387	1.452	2.179	NS/Accept Ho
Educational background	0.010	0.034	2.179	NS/Accept Ho
Length of service	-0.360	1.337	2.179	NS/Accept Ho
Number of area supervised	0.102	0.354	2.179	NS/Accept Ho
Relevant Trainings Attended				
National	0.084	0.293	2.179	NS/Accept Ho
Local	0.125	0.436	2.179	NS/Accept Ho
Size of family	0.227	0.807	2.179	NS/Accept Ho
Average monthly income	0.063	2.809	2.179	NS/Accept Ho
Other sources of income	0.166	0.584	2.179	NS/Accept Ho
Personality	0.660	3.0433	2.179	S/Reject Ho

significant relationship between the level of performance of the DFs in terms of maintaining farmers organization and their profile.", was accepted.

On the other hand, the corresponding null hypothesis on the relationship between the level of performance of the DFs in terms of maintaining farmers' organization and their average monthly income and personality was rejected.

The correlation being positive, denoted a direct proportional correlation. This means that the higher the average monthly income of the DFs and the more favorable their personality was, the higher was the level of their performance in terms of maintaining farmers' organization.

Relationship between the level of performance of the DFs in terms of conducting relevant farmer's training and their profile. Table 27 presents the summary of the correlation analysis employed in associating the level of performance of the DFs in terms of conducting relevant farmers' training to their profile.

As gleaned from Table 27, the correlation analysis resulted to the following values: age, r = -0.263 with Fisher's t = 0.943 (not significant); sex, r = 0.170 with Fisher's t = 0.597 (not significant); civil status, r = 0.000 with Fisher's t = 0.000 (not significant); health status, r = -0.292 with Fisher's t = 1.057 (not significant); position/occupation, r = 0.029 with Fisher's t = 0.102 (not significant); educational background, r = 0.242 with Fisher's t = 0.864 (not significant); length of service, r = -0.272 with Fisher's t = 0.977 (not significant); number of area supervised, r = 0.190 with Fisher's t = 0.6700 (not significant);

relevant trainings attended - local, r = 0.025 with Fisher's t = 0.3087 (not significant); relevant trainings attended - national, r = 0.135 with Fisher's t = 0.472 (not significant); family size, r = -0.290 with Fisher's t = 1.049 (not significant); average monthly income, r = 0.409 with Fisher's t = 1.553 (not significant); other sources of income, r = 0.469 with Fisher's t = 1.841 (not significant), and personality, r = 0.448 with Fisher's t = 1.737 (not significant).

The foregoing data signified that, there was no significant correlation between the level of performance of the DFs in terms of conducting relevant farmers' training and their profiles, therefore, the null hypothesis, "There is no

Table 27

Relationship Between the Level of Performance of the DFs in Terms of Conducting Relevant Farmer's Training and Their Profile

Profile	Mean	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Age	0.263	0.943	2.179	NS/Accept Ho
Sex	0.170	0.597	2.179	NS/Accept Ho
Civil Status	0.000	0.000	2.179	NS/Accept Ho
Health Status	0.292	1.057	2.179	NS/Accept Ho
Position/occupation	0.029	0.102	2.179	NS/Accept Ho
Educational Background	0.242	0.864	2.179	NS/Accept Ho
Length of Service	0.272	0.977	2.179	NS/Accept Ho
No. of Area supervised	0.190	0.670	2.179	NS/Accept Ho
Relevant Trainings Attended				
Local	0.025	0.087	2.179	NS/Accept Ho
National	0.135	0.472	2.179	NS/Accept Ho
Family Size	0.290	1.049	2.179	NS/Accept Ho
Average Monthly Income	0.409	1.553	2.179	NS/Accept Ho
Other Sources of Income	0.469	1.841	2.179	NS/Accept Ho
Personality	0.448	1.737	2.179	NS/Accept Ho

significant correlations between the level of performance of the DFs in terms of conducting relevant farmer's training and their profiles.", was accepted.

Relationship between the level of performance of the DFs in terms of implementing relevant farmers training and their profile. Table 28 presents the summary of the correlation analysis employed in associating the level of performance of the DFs in terms of implementing relevant farmers' training to their profile.

As gleaned from Table 28 the, correlation analysis resulted to the following values: age, r = -0.011 with Fisher's t = 0.039 (not significant); sex, r = -0.238 with Fisher's t = 0.850 (not significant); civil status, r = 0.168 with Fisher's t = 0.590 (not significant); health status, r = -0.168 with Fisher's t = 0.590 (not significant); position/occupation, r = -0.061 with Fisher's t = 0.212 (not significant); educational background, r = 0.045 with Fisher's t = 0.158 (not significant); length of service, r = -0.168 with Fisher's t = 0.591 (not significant); number of area supervised, r = 0.453 with Fisher's t = 1.758 (not significant); relevant trainings attended - local, r = -0.101 with Fisher's t = 0.351(not significant); relevant trainings attended - national, r = 0.203 with Fisher's t = 0.717 (not significant) family size, r = -0.184 with Fisher's t = 0.648 (not significant); average monthly0.452 with Fisher's t = 1.753 (not significant), and personality, r = 0.487 with income, r = 0.680 with Fisher's t = 3.214 (significant), and other sources of income, r = Fisher's t = 1.929 (not significant). The foregoing data signified that of the profiles of the DFs, only average monthly

income posed significant influence to their level of performance in terms of implementing relevant farmers' training, while the other profiles did not, therefore, the null hypothesis corresponding to the relationship between the level of performance of the DFs in terms of implementing relevant farmers' training and their age, sex, civil status, health status, position/occupation, educational background, length of service, number of area supervised, relevant trainings attended, family size and other sources of income and personality was accepted.

Table 28

Relationship Between the Level of Performance of the DFs in Terms of Implementing Relevant Farmers' Training and Their Profile

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Age	-0.011	0.039	2.179	NS/Accept Ho
Sex	0.238	0.850	2.179	NS/Accept Ho
Civil Status	0.168	0.590	2.179	NS/Accept Ho
Health Status	-0.168	0.590	2.179	NS/Accept Ho
Position/occupation	-0.061	0.212	2.179	NS/Accept Ho
Educational Background	0.045	0.158	2.179	NS/Accept Ho
Length of Service	-0.168	0.591	2.179	NS/Accept Ho
No. of Area supervised	0.453	1.758	2.179	NS/Accept Ho
Relevant Trainings Attended				
Local	-0.101	0.351	2.179	NS/Accept Ho
National	0.203	0.717	2.179	NS/Accept Ho
Family Size	-0.184	0.648	2.179	NS/Accept Ho
Average Monthly Income	0.680	3.214	2.179	S/Reject Ho
Other Sources of Income	0.452	1.753	2.179	NS/Accept Ho
Personality	0.487	1.929	2.179	NS/Accept Ho

On the other hand, the corresponding null hypothesis on the relationship between the level of performance of the DFs in terms of implementing relevant farmers' training and their average monthly income was rejected. The correlation being positive, denoted a direct proportional correlation. It means, that, the higher the average monthly income of the DFs, the higher was the level of their performance in terms of implementing relevant farmers' training.

Relationship between the level of performance of the DFs in terms of implementing demonstration farm projects and their profile. Table 29 presents the summary of the correlation analysis employed in associating the level of performance of the DFs in terms of implementing demonstration farm projects to their profiles.

As gleaned from Table 29, the correlation analysis resulted to the following values: age, r = -0.409 with Fisher's t = 1.553 (not significant); sex, r = -0.305 with Fisher's t = 1.110 (not significant); civil status, r = -0.175 with Fisher's t = 0.615 (not significant); health status, r = -0.350 with Fisher's t = 1.293 (not significant); position/occupation, r = 0.033 with Fisher's t = 0.116 (not significant); educational background, r = 0.161 with Fisher's t = 0.565 (not significant); length of service, r = -0.400 with Fisher's t = 1.511 (not significant); number of area supervised, r = 0.279 with Fisher's t = 1.008 (not significant); relevant trainings attended - local, r = -0.254 with Fisher's t = 0.908 (not significant); relevant trainings attended - national, r = -0.487 with Fisher's t = 1.933 (not significant); family size, r = 0.038 with Fisher's t = 0.131 (not

significant); average monthly income, r = 0.466 with Fisher's t = 1.825 (not significant); other sources of income, r = 0.150 with Fisher's t = 0.526 (not significant), and personality, r = 0.103 with Fisher's t = 0.360 (not significant). The foregoing data signified that there was no significant correlation between the level of performance of the DFs in terms of implementing demonstration farm projects and their profiles, therefore, the corresponding null hypothesis, "There is no significant relationship between the level of performance of the DFs

Table 29

Relationship Between the Level of Performance of the DFs in Terms of Implementing Demonstration and Their Profile

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Age	-0.409	1.553	2.179	NS/Accept Ho
Sex	-0.305	1.110	2.179	NS/Accept Ho
Civil Status	-0.175	0.615	2.179	NS/Accept Ho
Health Status	-0.350	1.293	2.179	NS/Accept Ho
Position/occupation	0.033	0.116	2.179	NS/Accept Ho
Educational Background	0.161	0.565	2.179	NS/Accept Ho
Length of Service	0.400	1.511	2.179	NS/Accept Ho
No. of Area supervised	0.270	1.008	2.179	NS/Accept Ho
Relevant Trainings Attended				
Local	-0.254	0.908	2.179	NS/Accept Ho
National	-0.487	1.933	2.179	NS/Accept Ho
Family Size	0.038	0.131	2.179	NS/Accept Ho
Average Monthly Income	0.466	1.825	2.179	NS/Accept Ho
Other Sources of Income	-0.150	0.526	2.179	NS/Accept Ho
Personality	0.103	0.360	2.179	NS/Accept Ho

in terms of implementing demonstration farm projects and their profiles.", was accepted.

Relationship between the level of performance of the DFs in terms of maintaining demonstration farm projects and their profile. Table 30 presents the summary of the correlation analysis employed in associating the level of performance of the DFs in terms of maintaining demonstration farm projects to their profile.

As gleaned from Table 30, the correlation analysis resulted to the following values: age, r = -0.360 with Fisher's t = 1.339 (not significant); sex, r = -0.149 with Fisher's t = 0.521 (not significant); civil status, r = 0.000 with Fisher's t = 0.000 (not significant); health status, r = -0.426 with Fisher's t = 1.631 (not significant); position/occupation, r = -0.050 with Fisher's t = 0.173 (not significant); educational background, r = 0.089 with Fisher's t = 0.310 (not significant); length of service, r = -0.360 with Fisher's t = 1.335 (not significant); number of area supervised, r = 0.104 with Fisher's t = 0.362 (not significant); relevant trainings attended - local, r = -0.093 with Fisher's t = 0.323 (not significant); relevant trainings attended - national, r = -0.362 with Fisher's t = 1.344 (not significant); family size, r = -0.080 with Fisher's t = 0.279 (not significant); average monthly income, r = 0.360 with Fisher's t = 1.335 (not significant); other sources of income, r = -0.063 with Fisher's t = 0.220 (not significant); and personality, r = 0.118 with Fisher's t = 0.412 (not significant).

The foregoing data signified that there was no significant correlation between the level of performance of the DFs in terms of maintaining demonstration farm projects and their profiles, therefore, the corresponding null hypothesis, "There is no significant correlations between the level of performance of the DFs in terms of maintaining demonstration farm projects and their profiles.", was accepted.

Table 30

Relationship Between the Level of Performance of the DFs in Terms of Maintaining Demonstration Farm Projects and Their Profile

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Age	-0.360	1.339	2.179	NS/Accept Ho
Sex	-0.149	0.521	2.179	NS/Accept Ho
Civil Status	0.000	0.000	2.179	NS/Accept Ho
Health Status	-0.426	1.631	2.179	NS/Accept Ho
Position/occupation	-0.050	0.173	2.179	NS/Accept Ho
Educational Background	0.089	0.310	2.179	NS/Accept Ho
Length of Service	-0.360	1.335	2.179	NS/Accept Ho
No. of Area supervised	0.104	0.362	2.179	NS/Accept Ho
Relevant Trainings Attended				
Local	-0.093	0.323	2.179	NS/Accept Ho
National	-0.362	1.344	2.179	NS/Accept Ho
Family Size	-0.080	0.279	2.179	NS/Accept Ho
Average Monthly Income	0.360	1.335	2.179	NS/Accept Ho
Other Sources of Income	-0.063	0.220	2.179	NS/Accept Ho
Personality	0.118	0.412	2.179	NS/Accept Ho

Relationship between the level of performance of the DFs in terms of replicating demonstration farm projects and their profile. Table 31 presents the summary of the results of the correlation analysis employed in associating the level of performance of the DFs in terms of replicating demonstration farm projects to their profile.

As shown on Table 31, the correlation analysis resulted to the following values: on the aspect of age, it resulted r = - 0.268 with Fisher's t = 0.964 or (not significant); on sex, it is also r = -0.074 with Fisher's t = 0.257 or (not significant); on the civil status, is r = -0.169 with Fisher's t = 0.595 or (not significant); on health status, is r = -0.339 with Fisher's t = 1.247 or (not significant); on the position/occupation, is r = 0.089 with Fisher's t = 0.309 or (not significant); on the educational background, is r = 0.119 with Fisher's t = 0.416 or (not significant); on the length of service, is r = -0.225 with Fisher's t = 0.798 or (not significant); on the number of area supervised, is also r = 0.021 with Fisher's t = 0.071 (not significant); on the relevant trainings attended - local, r = -0.154 with Fisher's t = 0.541 or (not significant); on the relevant trainings attended - national, r = -0.385 with Fisher's t = 1.446 or (not significant); on the family size, r = -0.138 with Fisher's t = 0.483 or (not significant); on the average monthly income, was also r = 0.353 with Fisher's t = 1.307 or (not significant); on the other sources of income, was r = -0.016 with Fisher's t = 0.057 or (not significant), and on the personality, was also r = 0.081 with Fisher's t = 0.282 also (not significant).

Table 31

Relationship Between the Level of Performance of the DFs in Terms of Replicating Demonstration Farm Projects and Their Profile

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Age	-0.268	0.964	2.179	NS/Accept Ho
Sex	-0.074	0.257	2.179	NS/Accept Ho
Civil Status	-0.169	0.595	2.179	NS/Accept Ho
Health Status	-0.339	1.247	2.179	NS/Accept Ho
Position/occupation	0.089	0.309	2.179	NS/Accept Ho
Educational Background	0.119	0.416	2.179	NS/Accept Ho
Length of Service	-0.225	0.798	2.179	NS/Accept Ho
No. of Area supervised	0.021	0.071	2.179	NS/Accept Ho
Relevant Trainings Attended				
Local	-0.154	0.541	2.179	NS/Accept Ho
National	-0.385	1.446	2.179	NS/Accept Ho
Family Size	-0.138	0.483	2.179	NS/Accept Ho
Average Monthly Income	0.353	1.307	2.179	NS/Accept Ho
Other Sources of Income	0.016	0.057	2.179	NS/Accept Ho
Personality	0.081	0.282	2.179	NS/Accept Ho

The foregoing data signified that there was no significant correlation between the level of performance of the DFs in terms of replicating demonstration farm projects and their profile, therefore, all the corresponding null hypotheses on age, sex, civil status, health status, position, occupation, educational background, length of service, number of area supervised, relevant training hours attended, size of the family, and others, and, therefore, the hypothesis to this effect was accepted.

Relationship between the level of performance of the DFs in terms of supervising income-generating projects and their profile. Table 32 presents the summary of the correlation analysis employed in associating the level of performance of the DFs in terms of supervising income-generating projects to their profile.

As gleaned from Table 32, the correlation analysis resulted to the following values: age, r = 0.130 with Fisher's t = 0.455 (not significant); sex, r = 0.068 with Fisher's t = 0.238 (not significant); civil status, r = -0.418 with Fisher's t = 1.595 (not significant); health status, r = -0.418 with Fisher's t = 1.595 (not significant); position/occupation, r = 0.523 with Fisher's t = 2.126 (not significant); educational background, r = 0.332 with Fisher's t = 1.219 (not significant); length of service, r = 0.219 with Fisher's t = 0.777 (not significant); number of area supervised, r = 0.205 with Fisher's t = 0.724 (not significant); relevant trainings attended - local, r = -0.090 with Fisher's t = 0.313 (not significant); relevant trainings attended - national, r = -0.198 with Fisher's t =0.700 (not significant); family size, r = -0.021 with Fisher's t = 0.074 (not significant); average monthly income, r = 0.626 with Fisher's t = 2.777 (significant); other sources of income, r = 0.020 with Fisher's t = 0.070 (not significant), and personality, r = 0.026 with Fisher's t = 0.091 (not significant).

The foregoing data signified that of the profile of the DFs, only the average monthly income posed a significant influence to their level of performance in terms of supervising income-generating projects, while the

Table 32

Relationship Between the Level of Performance of the DFs in Terms of Supervising Income-Generating Projects and Their Profile

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Age	0.130	0.455	2.179	NS/Accept Ho
Sex	0.068	0.238	2.179	NS/Accept Ho
Civil Status	-0.418	1.595	2.179	NS/Accept Ho
Health Status	-0.418	1.595	2.179	NS/Accept Ho
Position/occupation	0.523	2.126	2.179	S/Reject Ho
Educational Background	0.332	1.219	2.179	NS/Accept Ho
Length of Service	0.219	0.777	2.179	NS/Accept Ho
No. of Area supervised	0.205	0.724	2.179	NS/Accept Ho
Relevant Trainings Attended				
Local	-0.090	0.313	2.179	NS/Accept Ho
National	-0.198	0.700	2.179	NS/Accept Ho
Family Size	-0.021	0.074	2.179	NS/Accept Ho
Average Monthly Income	0.626	2.777	2.179	S/Reject Ho
Other Sources of Income	0.020	0.070	2.179	NS/Accept Ho
Personality	0.026	0.091	2.179	NS/Accept Ho

other profiles posed no significant correlation, therefore, the null hypothesis corresponding to the relationship between the level of performance of the DFs in terms of supervising income-generating projects and their age, sex, civil status, health status, position/occupation, educational background, length of service, number of area supervised, relevant trainings attended, family size and other sources of income and personality was accepted.

On the other hand, the corresponding null hypothesis on the

relationship between the level of performance of the DFs in terms of supervising income-generating projects and their average monthly income was rejected. The correlation being positive denoted a direct proportional correlation. It means that the higher the average monthly income of the DFs, the higher was the level of their performance in terms of supervising income-generating projects.

Relationship between the level of performance of the DFs in terms of maintaining income-generating projects and their profile. Table 33 presents the summary of the correlation analysis employed in associating the level of performance of the DFs in terms of maintaining income-generating projects to their profile.

As gleaned from Table 33 the correlation analysis resulted to the following values: age, r = 0.175 with Fisher's t = 0.616 (not significant); sex, r = 0.319 with Fisher's t = 1.164 (not significant); civil status, r = -0.209 with Fisher's t = 0.739 (not significant); health status, r = -0.521 with Fisher's t = 2.116 (not significant); position/occupation, r = 0.339 with Fisher's t = 1.246 (not significant); educational background, r = 0.158 with Fisher's t = 0.554 (not significant); length of service, r = 0.199 with Fisher's t = 0.703 (not significant); number of area supervised, r = 0.205 with Fisher's t = 0.088 (not significant); relevant trainings attended - local, r = 0.002 with Fisher's t = 0.008 (not significant); relevant trainings attended - national, r = -0.128 with Fisher's t = 0.447 (not significant); family size, r = -0.204 with Fisher's t = 0.724 (not significant); average monthly

income, r = 0.534 with Fisher's t = 2.190 (significant); other sources of income, r = 0.071 with Fisher's t = 0.246 (not significant), and personality, r = 0.018 with Fisher's t = 0.064 (not significant).

The foregoing data signified that of the profile of the DFs, only the average monthly income posed a significant influence to their level of performance in terms of maintaining income-generating projects, while the other profiles did not, therefore, the null hypothesis, "There is no significant correlation between the level of performance of the DFs in terms of maintaining

Table 33

Relationship Between the Level of Performance of the DFs in Terms of Maintaining Income-Generating Projects and their Profile

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Age	0.175	0.616	2.179	NS/Accept Ho
Sex	0.319	1.164	2.179	NS/Accept Ho
Civil Status	-0.209	0.739	2.179	NS/Accept Ho
Health Status	-0.521	2.116	2.179	S/Reject Ho
Position/occupation	0.339	1.246	2.179	NS/Accept Ho
Educational Background	0.158	0.554	2.179	NS/Accept Ho
Length of Service	0.199	0.703	2.179	NS/Accept Ho
No. of Area supervised	0.025	0.088	2.179	NS/Accept Ho
Relevant Trainings Attended				
Local	0.002	0.008	2.179	NS/Accept Ho
National	-0.128	0.447	2.179	NS/Accept Ho
Family Size	-0.204	0.724	2.179	NS/Accept Ho
Average Monthly Income	0.534	2.190	2.179	S/Reject Ho
Other Sources of Income	0.071	0.246	2.179	NS/Accept Ho
Personality	0.018	0.064	2.179	NS/Accept Ho

income-generating projects and their profile.", was rejected. The correlation being positive, denoted a direct proportional correlation. This means, that the higher the average monthly income of the DFs, the higher was the level of their performance in terms of maintaining income- generating project.

Relationship between the level of performance of the DFs in terms of mobilizing funds/resources for the farmers' organization and their profile. Table 34 presents the summary of the correlation analysis employed in associating the level of performance of the DFs in terms of mobilizing funds/resources for the farmers' organization to their profile.

As gleaned from Table 34, the correlation analysis resulted to the following values: age, r = 0.015 with Fisher's t = 0.053 (not significant); sex, r = 0.183 with Fisher's t = 0.646 (not significant); civil status, r = --0.373 with Fisher's t = 1.394 (not significant); health status, r = -0.560 with Fisher's t = 2.341 (significant); position/occupation, r = 0.491 with Fisher's t = 1.953 (not significant); educational background, r = 0.417 with Fisher's t = 1.591 (not significant); length of service, r = 0.109 with Fisher's t = 0.381 (not significant); number of area supervised, r = 0.000 with Fisher's t = 0.000 (not significant); relevant trainings attended - local, r = 0.030 with Fisher's t = 0.104 (not significant); relevant trainings attended - national, r = -0.122 with Fisher's t = 0.427 (not significant); family size, r = -0.207 with Fisher's t = 0.732 (not significant); average monthly income, r = 0.612 with Fisher's t = 2.679 (significant); other sources of income, r = 0.160 with Fisher's t = 0.562 (not

significant), and personality, r = 0.186 with Fisher's t = 0.654 (not significant).

The foregoing data signified that of the profiles of the DFs, only health status and average monthly income posed significant influence to their level of performance in terms of mobilizing funds/resources for the farmers' organization, while the other profiles did not, therefore, the null hypothesis, "There is no significant correlation between the level of performance of the DFs in terms of mobilizing funds/resources for the farmers' organization and their profile.", was accepted.

Table 34

Relationship Between the Level of Performance of the DFs in Terms of Mobilizing Funds/Resources for the Farmers' Organization and Their Profile

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Age	0.015	0.053	2.179	NS/Accept Ho
Sex	0.183	0.646	2.179	NS/Accept Ho
Civil Status	-0.373	1.394	2.179	NS/Accept Ho
Health Status	-0.560	2.341	2.179	S/Reject Ho
Position/occupation	0.491	1.953	2.179	NS/Accept Ho
Educational Background	0.417	1.591	2.179	NS/Accept Ho
Length of Service	0.109	0.381	2.179	NS/Accept Ho
No. of Area supervised	0.000	0.000	2.179	NS/Accept Ho
Relevant Trainings Attended				
Local	0.030	0.104	2.179	NS/Accept Ho
National	-0.122	0.427	2.179	NS/Accept Ho
Family Size	-0.207	0.732	2.179	NS/Accept Ho
Average Monthly Income	0.612	2.679	2.179	S/Reject Ho
Other Sources of Income	0.160	0.562	2.179	NS/Accept Ho
Personality	0.186	0.654	2.179	NS/Accept Ho

On the other hand, the corresponding null hypothesis, "There is no significant relationship between the level of performance of the DFs in terms of mobilizing funds/resources for the farmers' organization and their profile.", was rejected. The correlation being negative, denoted an inverse correlation. That means that the poorer the health status of the DFs, the higher was their level of performance along mobilizing funds/resources for the farmers' organization.

The correlation being positive, denoted a direct proportional correlation. That means that, the higher the average monthly income of the DFs was, the higher was the level of their performance in terms of mobilizing funds/resources for the farmer's organization.

Relationship between the level of performance of the DFs in terms of organizing farmers and the agency where they were affiliated. Table 35 presents the association between the level of performance of the DFs in terms of organizing farmers and the agency where they are affiliated.

As gleaned from Table 35, the correlation resulted to the following values: implementation of PES, r = -0.386 with Fisher's t = 1.449 (not significant); recognition and award system, r = -0.447 with Fisher's t = 1.729 (not significant); finished rural development project - individual, r = 0.071 with Fisher's t = 0.247 (not significant); finished rural development project -association, r = 0.064 with Fisher's t = 0.222; on-going rural development project–individual, r = -0.577 with Fisher's t = 2.449 (significant); on-going rural development project - association, r = -0.337 with Fisher's t = 1.242 (not significant); HRD programs, r = -0341 with

Fisher's t = 1.257 (not significant); and resource allocation, r = -0.168 with Fisher's t = 0.592 (not significant).

The foregoing data suggested that of the different agency profiles considered in the association with the level of performance of DFs in terms of the agency where they were affiliated, only in "on-going rural development project - individual" posted significant influence, while the other profiles did not, therefore, the null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of organizing farmers and implementation of PES, recognition and award system, finished rural development, on-going rural development - association, HRD programs and

Table 35

Relationship Between the Level of Performance of the DFs in Terms of Organizing Farmers' and the Agency Where They were Affiliated

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Implementation of PESS	-0.075	0.261	2.179	NS/Accept Ho
Recognition and Award System	-0.447	1.729	2.179	NS/Accept Ho
Rural Development Prog. & Proj.				
Finished				
Individual	0.071	0.247	2.179	NS/Accept Ho
Association	0.064	0.222	2.179	NS/Accept Ho
On-going				
Individual	-0.577	2.449	2.179	S/Reject Ho
Association	-0.337	1.242	2.179	NS/Accept Ho
HRD Programs	-0.272	0.979	2.179	NS/Accept Ho
Resource Allocation	-0.198	0.700	2.179	NS/Accept Ho

resource allocation.", was accepted.

On the other hand, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of organizing farmers and on-going rural development - individual.", was rejected. The correlation being negative suggested an inverse correlation, which means that the lesser the magnitude of the "on-going rural development project - individual", the higher was the level of performance of the DFs in terms of organizing the farmers.

Relationship between the level of performance of the DFs in terms of maintaining farmers and the agency where they were affiliated. Table 36 presents the association between the level of performance of the DFs in terms of maintaining farmers and the agency where they were affiliated.

As gleaned from Table 36, the correlation resulted to the following values: implementation of PES, r = 0.2067 with Fisher's t = 0.732 (not significant); recognition and award system, r = -0.417 with Fisher's t = 1.588 (not significant); finished rural development project - individual, r = 0.066 with Fisher's t = 0.230 (not significant); finished rural development project - association, r = 0.123 with Fisher's t = 0.430 (not significant); on-going rural development project - individual, r = -0.500 with Fisher's t = 2.000 (not significant); on-going rural development project - association, r = -0.297 with Fisher's t = 1.079 (not significant); HRD programs, r = 0.0961 with Fisher's t = 0.334 (not significant); and resource allocation, r = 0.3875 with Fisher's t = 1.456 (not significant).

Table 36

Relationship Between the Level of Performance of the DFs in Terms of Maintaining Farmers' Organization and the Agency Where They were Affiliated

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Implementation of PES	0.207	0.732	2.179	NS/Accept Ho
Recognition and Award System	-0.417	1.588	2.179	NS/Accept Ho
Rural Development Prog. & Proj.				
Finished				
Individual	0.066	0.230	2.179	NS/Accept Ho
Association	-0.123	0.430	2.179	NS/Accept Ho
On-going				
Individual	-0.500	2.000	2.179	NS/Accept Ho
Association	-0.297	1.079	2.179	NS/Accept Ho
HRD Programs	0.096	0.334	2.179	NS/Accept Ho
Resource Allocation	0.387	1.179	2.179	NS/Accept Ho

Legend: S - Significant
NS - Not Significant

The foregoing data signified that there were no significant correlation between the level of performance of the DFs in terms of maintaining farmers' organization and the agency where they were affiliated, therefore, the corresponding null hypothesis, "There is no significant correlation between the level of performance of the DFs in terms of maintaining farmers organization and the agency where they were affiliated.", was accepted.

Relationship between the level of performance of the DFs in terms of

conducting relevant farmers' training and the agency where they were affiliated. Table 37 presents the association between the level of performance of the DFs in terms of conducting relevant farmers' training and the agency where they were affiliated.

As gleaned from Table 39, the correlation analysis resulted to the following values: implementation of PES, r = 0.116 with Fisher's t = 0405 (not significant); recognition and award system, r = 0.360 with Fisher's t = 1.337 (not significant); finished rural development project - individual, r = -0.553 with Fisher's t = 2.302 (significant); finished rural development project - association, r = 0.016 with Fisher's t = 0.056; on-going rural development project - individual, r = 0.875 with Fisher's t = 6.261 (significant); on-going rural development project - association, r = -0.192 with Fisher's t = 0.676 (not significant); HRD programs, r = -0.130 with Fisher's t = 0.453 (not significant), and resource allocation, r = 0.088 with Fisher's t = 0.306 (not significant).

The foregoing data suggested that of the different agency profiles considered in the association with the level of performance of DFs in terms of conducting relevant farmers' training and the agency where they were affiliated, only "finished rural development project - individual" and "on-going rural development project - individual" posed a significant influence, while the other profiles did not, therefore, the null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of conducting relevant farmers' training and implementation of PES, recognition of award

system, finished rural development - association, on-going rural development – association, HRD programs and resource allocation.", was accepted.

On the other hand, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of conducting relevant farmer's training and finished rural development project – individual, and on-going rural development – individual.", was rejected.

The correlation along "finished rural development project – individual

Table 37

Relationship Between the Level of Performance of the DFs in Terms of Conducting Relevant Farmers' Training and the Agency Where They were Affiliated

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Implementation of PESS	0.116	0.405	2.179	NS/Accept Ho
Recognition and Award System	0.360	1.337	2.179	NS/Accept Ho
Rural Development Program and Project:				
Finished				
Individual	-0.553	2.302	2.179	S/Reject Ho
Association	0.016	0.056	2.179	NS/Accept Ho
On-going				
Individual	0.875	6.261	2.179	S/Reject Ho
Association	-0.192	0.676	2.179	NS/Accept Ho
HRD Programs	-0.130	0.453	2.179	NS/Accept Ho
Resource Allocation	0.088	0.306	2.179	NS/Accept Ho

Legend: S - Significant
NS - Not Significant

being negative, suggested an inverse correlation, that is, the lesser the magnitude of the finished rural development project – individual was, the higher was the level of performance of the DFs in terms of conducting relevant farmer's training.

The correlation along on-going rural development project – individual being positive denoted a direct proportional correlation. It means that the higher the magnitude of the on-going rural development program – individual was, the higher also was the level of performance of the DFs in terms of conducting relevant farmers' training.

Relationship between the level of performance of the DFs in terms of implementing relevant farmers' training and the agency where they are affiliated. Table 38 presents the association between the level of performance of the DFs in terms of implementing relevant farmers' training and the agency where they were affiliated.

As gleaned from Table 38, the correlation resulted to the following values: implementation of PES, r = 0.238 with Fisher's t = 0.849 (not significant); recognition and award system, r = 0.233 with Fisher's t = 0.831 (not significant); finished rural development project – individual, r = -0.413 with Fisher's t = 1.569 (not significant); finished rural development project – association, r = - 0.063 with Fisher's t = 0.218; on-going rural development project –individual, r = 0.679 with Fisher's t = 3.200 (significant); on-going rural development project – association, r = - 0.123 with Fisher's t = 0.428 (not significant); HRD programs, r = 0.078

with Fisher's t = 0.269 (not significant); and resource allocation, r = -0..032 with Fisher's t = 0.110 (not significant).

The foregoing data suggested that of the different agency profiles considered in the association with the level of performance of the DFs in terms of implementing relevant farmers' training and the agency where they were affiliated, only on "on-going rural development project - individual" posed a significant influence, while the other profiles did not, therefore, the null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of conducting relevant farmers' training and

Table 38

Relationship Between the Level of Performance of the DFs in Terms of Implementing Relevant Farmer's Training and the Agency Where They were Affiliated

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Implementation of PES	0.238	0.849	2.179	NS/Accept Ho
Recognition and Award System	0.233	0.831	2.179	NS/Accept Ho
Rural Development Prog. & Proj.				
Finished				
Individual	-0.413	1.569	2.179	NS/Accept Ho
Association	-0.063	0.218	2.179	NS/Accept Ho
On-going				
Individual	0.679	3.200	2.179	S/Reject Ho
Association	-0.123	0.428	2.179	NS/Accept Ho
HRD Programs	0.078	0.269	2.179	NS/Accept Ho
Resource Allocation	-0.032	0.110	2.179	NS/Accept Ho

Legend: S - Significant
NS - Not Significant

implementation of PES, recognition of award system, finished rural development project, on-going rural development - association, HRD programs and resource allocation.", was accepted.

On the other hand, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of implementing relevant farmers' training and on-going rural development - individual.", was rejected.

The correlation along on-going rural development project - individual being positive, denoted a direct proportional correlation. It meant the higher the magnitude of the on-going rural development program - individual, the higher also was the level of performance of the DFs in terms of conducting relevant farmers' training.

Relationship between the level of performance of the DFs in terms of implementing demonstration farm projects and the agency where they were affiliated. Table 39 presents the association between the level of performance of the DFs in terms of implementing demonstration farm projects and the agency where they are affiliated.

As gleaned from Table 41, the correlation analysis resulted to the following values: implementation of PES, r = 0.271 with Fisher's t = 0.977 (not significant); recognition and award system, r = -0.081 with Fisher's t = 0.281 (not significant); finished rural development project - individual, r = -0.683 with Fisher's t = 3.244 (significant); finished rural development project - association, r

= 0.326 with Fisher's t = 1.196; on-going rural development project – individual, r = 0.550 with Fisher's t = 2.281 (significant); on-going rural development project – association, r = -0.663 with Fisher's t = 3.068 (significant); HRD programs, r = 0.152 with Fisher's t = 0.533 (not significant); and resource allocation, r = 0.068 with Fisher's t = 0.237 (not significant).

The foregoing data suggested that of the different agency profiles considered in the association with the level of performance of DFs in terms of implementing demonstration farm projects and the agency where they were

Table 39

Relationship Between the Level of Performance of the DFs in Terms of Implementing Demonstration Farm Projects and the Agency Where They were Affiliated

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Implementation of PES	0.271	0.977	2.179	NS/Accept Ho
Recognition and Award System	-0.081	0.281	2.179	NS/Accept Ho
Rural Development Prog. & Proj.				
Finished				
Individual	-0.683	3.244	2.179	S/Reject Ho
Association	0.326	1.196	2.179	NS/Accept Ho
On-going				
Individual	0.550	2.281	2.179	S/Reject Ho
Association	-0.663	3.068	2.179	S/Reject Ho
HRD Programs	0.152	0.533	2.179	S/Reject Ho
Resource Allocation	-0.068	0.237	2.179	NS/Accept Ho

Legend: S - Significant
NS - Not Significant

affiliated, only in "finished rural development project - individual and on-going rural development project - individual project posed a significant influence, while the other profiles did not, therefore, the null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of implementing demonstration farm projects and implementation of PES, recognition of award system, finished rural development - association, HRD programs and resource allocation.", was accepted.

On the other hand, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of implementing demonstration farm projects and finished rural development project - individual, and on-going rural development.", was rejected. The correlation along "finished rural development project - individual and on-going rural development project - association", being negative, suggested an inverse correlation, that is, the lesser the magnitude of the finished rural development project - individual, and the on-going rural development project - association was, the higher was the level of performance of the DFs in terms of implementing demonstration farm projects.

The correlation along on-going rural development project - individual being positive denoted a direct proportional correlation. It means, the higher the magnitude of the "on-going rural development program - individual", the higher also was the level of performance of the DFs in terms of implementing demonstration farm projects.

Relationship between the level of performance of the DFs in terms of maintaining demonstration farm projects and the agency where they were affiliated. Table 40 presents the association between the level of performance of the DFs in terms of maintaining demonstration farm projects and the agency where they are affiliated.

As gleaned from Table 40, the correlation analysis resulted to the following values: implementation of PES, r = 0.197 with Fisher's t = 0.695 (not significant); recognition and award system, r = -0.131 with Fisher's t = 0.459 (not significant); finished rural development project - individual, r = -0.541 with Fisher's t = 2.227 (significant); finished rural development project - association, r = 0.184 with Fisher's t = 0.648 (not significant); on-going rural development project - individual, r = 0.375 with Fisher's t = 1.401 (not significant); on-going rural development project - association, r = -0.547 with Fisher's t = 2.264 (significant) HRD programs, r = -0.005 with Fisher's t = 0.018 (not significant), and resource allocation, r = 0.190 with Fisher's t = 0.670 (not significant).

The foregoing data suggested that of the different agency profiles considered in the association with the level of performance of DFs in terms of "maintaining demonstration farm projects and the agency where they were affiliated, only in "finished rural development project - individual and on-going rural development project -association", posed a significant influence, while the other profiles did not, thus, the null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of maintaining demonstration farm projects implementation of PES, recognition

and award system, finished rural development programs and projects - association, on-going rural development project – individual, HRD programs and resource allocation.", was accepted. On the other hand, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of maintaining demonstration farm projects and finished rural development programs & project – individual, and on-going rural development program and project – association.", was rejected.

Table 40

Relationship Between the Level of Performance of the DFs in Terms of Maintaining Demonstration Farm Projects and the Agency Where they are Affiliated

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Implementation of PES	0.197	0.695	2.179	NS/Accept Ho
Recognition and Award System	-0.131	0.459	2.179	NS/Accept Ho
Rural Development Prog. & Proj.				
Finished				
Individual	-0.541	2.227	2.179	S/Reject Ho
Association	0.184	0.648	2.179	NS/Accept Ho
On-going				
Individual	0.375	1.401	2.179	NS/Accept Ho
Association	-0.547	2.264	2.179	S/Reject Ho
HRD Programs	-0.005	0.018	2.179	S/Reject Ho
Resource Allocation	0.190	0.670	2.179	NS/Accept Ho

Legend: S - Significant
NS - Not Significant

The correlation being negative suggested an inverse correlation, that is, the lesser the magnitude of the finished rural development program and project - individual, and the on-going rural development program and project - association was, the higher was the level of performance of the DFs.

Relationship between the level of performance of the DFs in terms of replicating demonstration farm projects and the agency where they were affiliated. Table 41 presents the association between the level of performance of the DFs in terms of replicating demonstration farm projects and the agency where they were affiliated.

As gleaned from Table 41 the correlation analysis resulted to the following values: implementation of PES, r = 0.259 with Fisher's t = 0.929 (not significant); recognition and award system, r = -0.157 with Fisher's t = 0.550 (not significant); finished rural development project - individual, r = -0.402 with Fisher's t = 1.522 (not significant); finished rural development project - association, r = 0.042 with Fisher's t = 0.146 (not significant); on-going rural development project - individual, r = 0.243 with Fisher's t = 0.867 (not significant); on-going rural development project - association, r = -0.455 with Fisher's t = 1.770 (not significant); HRD programs, r = 0.094 with Fisher's t = 0.327 (not significant); and resource allocation, r = 0.190 with Fisher's t = 0.669 (not significant).

The foregoing data signified that there were no significant correlations between the level of performance of the DFs in terms of replicating demonstration farm projects and the agency where they were affiliated.

Table 41

Relationship Between the Level of Performance of the DFs in Terms of Replicating Demonstration Farm Projects and the Agency Where They were Affiliated

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Implementation of PES	0.259	0.929	2.179	NS/Accept Ho
Recognition and Award System	-0.157	0.550	2.179	NS/Accept Ho
Rural Development Prog. & Proj.				
Finished				
Individual	-0.402	1.522	2.179	NS/Accept Ho
Association	0.042	0.146	2.179	NS/Accept Ho
On-going				
Individual	0.243	0.867	2.179	NS/Accept Ho
Association	-0.455	1.770	2.179	NS/Accept Ho
HRD Programs	0.094	0.327	2.179	NS/Accept Ho
Resource Allocation	0.190	0.669	2.179	NS/Accept Ho

Legend: S - Significant
NS - Not Significant

Therefore, the corresponding null hypothesis stating that "There is no significant relationship between the level of performance of the DFs in terms of replicating demonstration farm projects and the agency where they are affiliated.", was accepted.

Relationship between the level of performance of the DFs in terms of supervising income-generating projects and the agency where they were affiliated. Table 42 presents the association between the level of performance of the DFs in terms of supervising income-generating projects and the agency

where they are affiliated.

As gleaned from Table 42, the correlation analysis resulted to the following values: implementation of PES, r = 0.100 with Fisher's t = 0.349 (not significant); recognition and award system, r = -0.194 with Fisher's t = 0.684 (not significant); finished rural development project - individual, r = -0.497 with Fisher's t = 1.982 (not significant); finished rural development project - association, r = 0.052 with Fisher's t = 0.181 (not significant); on-going rural development project - individual, r = 0.250 with Fisher's t = 0.894 (not significant); on-going rural development project - association, r = -0.665 with

Table 42

Relationship Between the Level of Performance of the DFs in Terms of Supervising Income-Generating Projects and the Agency Where They were Affiliated

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Implementation of PES	0.100	0.349	2.179	NS/Accept Ho
Recognition and Award	-0.194	0.684	2.179	NS/Accept Ho
Rural Development Prog. & Proj.				
Finished				
Individual	-0.497	1.982	2.179	NS/Accept Ho
Association	0.052	0.181	2.179	NS/Accept Ho
On-going				
Individual	0.250	0.894	2.179	NS/Accept Ho
Association	-0.665	3.088	2.179	S/Reject Ho
HRD Programs	-0.022	0.078	2.179	NS/Accept Ho
Resource Allocation	0.046	0.159	2.179	NS/Accept Ho

Legend: S - Significant
NS - Not Significant

Fisher's t = 3.088 (significant); HRD programs, r = -0.022 with Fisher's t = 0.078 (not significant), and resource allocation, r = 0.046 with Fisher's t = 0.159 (not significant).

The foregoing data suggested that of the different agency profiles considered in associating the level of performance of DFs in terms of supervising income-generating projects to the agency where they were affiliated, only on "on-going rural development project -association", posed a significant influence, while the other profiles did not, therefore, the null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of supervising income-generating projects and implementation of PES, recognition of award system, finished rural development programs and projects, on-going rural development project - individual, HRD programs and resource allocation.", was accepted. On the other hand, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of supervising income-generating projects and on-going rural development program and project - association.", was rejected. The correlation being negative, suggested an inverse correlation, that is, the lesser the magnitude of the on-going rural development program and project - association", the higher was the level of performance of the DFs in terms is of supervising income-generating projects.

Relationship between the level of performance of the DFs in terms of maintaining income-generating projects and the agency where they were

affiliated. Table 43 presents the association between the level of performance of the DFs in terms of maintaining income-generating projects and the agency where they are affiliated.

As gleaned from Table 43, the correlation analysis resulted to the following values: implementation of PES, r = -0.241 with Fisher's t = 0.861 (not significant); recognition and award system, r = -0.225 with Fisher's t = 0.801 (not significant); finished rural development project - individual, r = -0.388 with Fisher's t = 1.460 (not significant); finished rural development project - association, r = -0.061 with Fisher's t = 0.210 (not significant); on-going rural development project - individual, r = 0.205 with Fisher's t = 0.727 (not significant); on-going rural development project - association, r = -0.553 with Fisher's t = 2.301 (significant); HRD programs, r = -0.456 with Fisher's t = 1.774 (not significant), and resource allocation, r = -0.261 with Fisher's t = 0.937 (not significant).

The foregoing data suggested that of the different agency profiles considered in associating the level of performance of DFs in terms of maintaining income-generating projects to the agency where they were affiliated, only on "on-going rural development project -association", posed significant influence, while the other profiles did not, therefore, the null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of maintaining income-generating projects and implementation of PES,

recognition of award system, finished rural development programs and projects, on-going rural development project – individual, HRD programs and resource

Table 43

Relationship Between the Level of Performance of the DFs in Terms of Maintaining Income-Generating Projects and the Agency Where They were Affiliated

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Implementation of PESS	-0.241	0.861	2.179	NS/Accept Ho
Recognition and Award System	-0.225	0.801	2.179	NS/Accept Ho
Rural Development Prog. & Proj.				
Finished				
Individual	-0.388	1.460	2.179	NS/Accept Ho
Association	-0.061	0.210	2.179	NS/Accept Ho
On-going				
Individual	0.205	0.727	2.179	NS/Accept Ho
Association	-0.553	2.301	2.179	S/Reject Ho
HRD Programs	-0.456	1.774	2.179	NS/Accept Ho
Resource Allocation	-0.261	0.937	2.179	NS/Accept Ho
Resource Allocation	-0.261	0.937	2.179	NS/Accept Ho

Legend: S - Significant
NS - Not Significant

allocation.", was accepted. On the other hand, the corresponding null hypothesis stating that "There is no significant relationship between the level of performance of the DFs in terms of maintaining income-generating projects and on-going rural development program and project – association.", was rejected.

The correlation being negative, suggested an inverse correlation, that is, the lesser the magnitude of the "on-going rural development program & project – association" was, the higher was the level of performance of the DFs.

Relationship between the level of performance of the DFs in terms of mobilizing funds/resources for the farmers' organization and the agency where they were affiliated. Table 44 presents the association between the level of performance of the DFs in terms of mobilizing funds/resources for the farmers' organization and the agency where they were affiliated.

As gleaned from Table 44, that the correlation analysis resulted to the following values: implementation of PES, r = -0.084 with Fisher's t = 0.291 (not significant); recognition and award system, r = -0.115 with Fisher's t = 0.402 (not significant); finished rural development project – individual, r = -0.500 with

Table 44

Relationship Between the Level of Performance of the DFs in Terms of Mobilizing Funds/Resources for the Farmers' Organization and the Agency Where they are Affiliated

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Implementation of PES	-0.084	0.291	2.179	NS/Accept Ho
Recognition and Award	-0.115	0.402	2.179	NS/Accept Ho
Rural Development Programs & Projects				
Finished				
Individual	-0.500	2.002	2.179	NS/Accept Ho
Association	-0.077	0.269	2.179	NS/Accept Ho
On-going				
Individual	0.419	1.600	2.179	NS/Accept Ho
Association	-0.591	2.537	2.179	S/Reject Ho
HRD Programs	-0.349	1.291	2.179	NS/Accept Ho
Resource Allocation	-0.167	0.587	2.179	NS/Accept Ho
Resource Allocation	-0.167	0.587	2.179	NS/Accept Ho

Legend: S - Significant
NS - Not Significant

Fisher's t = 2.002 (not significant); finished rural development project - association, r = -0.077 with Fisher's t = 0.269 (not significant); on-going rural development project - individual, r = 0.419 with Fisher's t = 1.600 (not significant); on-going rural development project - association, r = -0.591 with Fisher's t = 2.537 (significant); HRD programs, r = -0.349 with Fisher's t = 1.291 (not significant), and resource allocation, r = -0.167 with Fisher's t = 0.587 (not significant).

The foregoing data suggested that of the different agency profiles considered in the association with the level of performance of DFs in terms of mobilizing funds/resources for the farmers' organization and the agency where they were affiliated, only on "on-going rural development project-association, posed significant influence, while the other profiles did not, therefore, the null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of mobilizing funds/resources for the farmer's organization and implementation of PES, recognition of award system, finished rural development programs and projects, on-going rural development project - individual, HRD programs and resource allocation.", was accepted. On the other hand, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of mobilizing funds/resources for the farmer's organization and on-going rural development program and project-association.", was rejected.

The correlation being negative, suggested an inverse correlation, that is, the lesser the magnitude of the on-going rural development program and project-association, the higher was the level of performance of the DFs.

Relationship between the level of performance of the DFs in terms of organizing farmers and the profile of community-clientele. Table 45 presents the association between the level of performance of the DFs in terms of organizing farmers and the profiles of community-clientele.

Table 45

Relationship Between the Level of Performance of the DFs in Terms of Organizing Farmers and the Profile of the Community-Clientele

Profile	r_{xy}	Fisher's t	t_{tab}; α=0.05; df=12	Evaluation
Demography				
Population	-0.119	0.416	2.179	NS/Accept Ho
Sex				
Male	-0.149	0.521	2.179	NS/Accept Ho
Female	-0.097	0.336	2.179	NS/Accept Ho
Age	0.491	1.953	2.179	NS/Accept Ho
<18	-0.122	0.425	2.179	NS/Accept Ho
18 - 65	-0.120	0.419	2.179	NS/Accept Ho
65>	-0.115	0.401	2.179	NS/Accept Ho
Population Density	0.026	0.089	2.179	NS/Accept Ho
Attitude	-0.031	0.108	2.179	NS/Accept Ho
Available Resources				
Agri-Area (Ha)	-0.297	1.079	2.179	NS/Accept Ho
Rice Area	0.049	0.171	2.179	NS/Accept Ho
Other resources	0.242	0.864	2.179	NS/Accept Ho
Location	-0.132	0.460	2.179	NS/Accept Ho

Legend: S - Significant
NS - Not Significant

It can be gleaned from Table 45, that the correlation analysis resulted to the following values: population, r = -0.119 with Fisher's t = 0.416 (not significant); sex – male, r = 0.149 with Fisher's t = 0.521 (not significant); sex – female, r = -0.097 with Fisher's t 0.336 (not significant); age - <18, r = -0.122 with Fisher's t = 0.425 (not significant); age – 18-65, r = -0.120 with Fisher's t = 0.419 (not significant); age – 65>, r = -0.115 with Fisher's t = 0.419 (not significant; population density, r = 0.026 with Fisher's t = 0.401 (not significant); attitude, r = -0.031 with Fisher's t = 0.108 (not significant); available resources – agri-area, r = -0.297 with Fisher's t = 1.079 (not significant); rice area, r = 0.049 with Fisher's t = 0.171 (not significant); other resources, r = 0.242 with Fisher's t = 0.864 (not significant), and location, r = -0.132 with Fisher's t = 0.460 (not significant).

The foregoing data suggested that in associating the level of performance of the DFs in terms of organizing farmers to the profiles of the community-clientele, none of the considered variables posed significant influence, thus, the corresponding null hypothesis stating, "There is no relationship between the level of performance of the DFs in terms of organizing farmers and the profile of community-clientele.", was accepted.

Relationship between the level of performance of the DFs in terms of maintaining farmers' organization and the profile of community-clientele. Table 46 presents the association between the level of performance of the DFs in terms of maintaining farmer's organization and the profile of community-clientele.

As gleaned from Table 46, the correlation analysis resulted to the following values: population, r = -0.073 with Fisher's t = 0.253 (not significant); sex – male, r = -0.062 with Fisher's t = 0.215 (not significant); sex – female, r = 0.054 with Fisher's t = 0.187 (not significant); age - <18, r = -0.095 with Fisher's t = 0.331 (not significant); age – 18-65, r = -0.033 with Fisher's t = 0.114 (not significant); age - 65>, r = -0.122 with Fisher's t = 0.427 (not significant);

Table 46

Relationship Between the Level of Performance of the DFs in Terms of Maintaining Farmers' Organization and the Profile of the Community-Clientele

Profile	r_{xy}	Fisher's t	t_{tab}; α=0.05; df=12	Evaluation
Demography				
Population	-0.073	0.253	2.179	NS/Accept Ho
Sex				
Male	-0.062	0.215	2.179	NS/Accept Ho
Female	0.054	0.187	2.179	NS/Accept Ho
Age				
<18	-0.095	0.331	2.179	NS/Accept Ho
18 - 65	-0.033	0.114	2.179	NS/Accept Ho
65>	-0.122	0.427	2.179	NS/Accept Ho
Population Density	0.020	0.069	2.179	NS/Accept Ho
Attitude	-0.374	1.399	2.179	NS/Accept Ho
Available Resources				
Agri-Area (Ha)	-0.200	0.706	2.179	NS/Accept Ho
Rice Area	-0.112	0.390	2.179	NS/Accept Ho
Other resources	0.054	0.188	2.179	NS/Accept Ho
Location	-0.178	0.627	2.179	NS/Accept Ho

Legend: S - Significant
NS - Not Significant

population density, r = 0.020 with Fisher's t = 0.069 (not significant); attitude, r = -0.074 with Fisher's t = 1.399 (not significant); available resources - agri-area, r = -0.200 with Fisher's t = 0.706 (not significant); rice area, r = -0.112 with Fisher's t = 0.390 (not significant); other resources, r = 0.054 with Fisher's t = 0.188 (not significant), and location, r = -0.178 with Fisher's t = 0.627 (not significant).

The foregoing data suggested that in associating the level of performance of the DFs in terms of maintaining farmers' organization to the profile of the community-clientele, none of the considered variables posed a significant influence, therefore, the corresponding null hypothesis stating, "There is no significant Relationship between the level of performance of the DFs in terms of maintaining farmer's organization and the profile of community-clientele.", was accepted.

Relationship between the level of performance of the DFs in terms of conducting relevant farmers' training and the profile of community-clientele.

Table 47 presents the association between the level of performance of the DFs in terms of conducting relevant farmer's training and the profile of community - clientele.

It can be gleaned from Table 47, that the correlation analysis resulted to the following values: population, r = 0.056 with Fisher's t = 0.193 (not significant); sex - male, r = 0.076 with Fisher's t = 0.265 (not significant); sex - female, r = 0.054 with Fisher's t = 0.187 (not significant); age - <18, r = 0.027 with Fisher's t = 0.093 (not significant); age - 18-65, r = -0.070 with Fisher's t = 0.244

(not significant); age – 65>, r = 0.073 with Fisher's t = 0.254 (not significant); population density, r = -0.060 with Fisher's t = 0.207 (not significant); attitude, r = -0.145 with Fishers' t = 0.507 (not significant); available resources – agri-area, r = 0.189 with Fisher's t = 0.665 (not significant); rice area, r = -0.191 with Fisher's t = 0.674 (not significant); other resources, r = -0.146 with Fisher's t = 0.513 (not significant), and location, r = -0.364 with Fisher's t = 1.398 (not significant).

The foregoing data suggested that in associating the level of performance

Table 47

Relationship Between the Level of Performance of the DFs in Terms of Conducting Relevant Farmer's Training and the Profile of the Community-Clientele

Profile	r_{xy}	Fisher's t	t_{tab}; α=0.05; df=12	Evaluation
Demography				
Population	0.056	0.193	2.179	NS/Accept Ho
Sex				
Male	0.076	0.265	2.179	NS/Accept Ho
Female	0.054	0.187	2.179	NS/Accept Ho
Age				
<18	0.027	0.093	2.179	NS/Accept Ho
18 - 65	0.070	0.244	2.179	NS/Accept Ho
65>	0.073	0.254	2.179	NS/Accept Ho
Population Density	-0.060	0.207	2.179	NS/Accept Ho
Attitude	-0.145	0.507	2.179	NS/Accept Ho
Available Resources				
Agri-Area (Ha)	0.189	0.665	2.179	NS/Accept Ho
Rice Area	-0.191	0.674	2.179	NS/Accept Ho
Other resources	-0.146	0.513	2.179	NS/Accept Ho
Location	-0.374	1.398	2.179	NS/Accept Ho

Legend: S - Significant
NS - Not Significant

of the DFs in terms of conducting relevant farmers' training to the profiles of the community-clientele, none of the considered profile variables posed no significant relationship.

Relationship between the level of performance of the DFs in terms of implementing relevant farmers' training and the profile of community-clientele. Table 48 presents the association between the level of performance of the DFs in terms of conducting relevant farmers' training and the profile of community-clientele.

As gleaned from Table 48, the correlation analysis resulted to the following values: population, r = 0.367 with Fisher's t = 1.367 (not significant); sex - male, r = 0.377 with Fisher's t = 1.410 (not significant); sex - female, r = 0.384 with Fisher's t = 1.440 (not significant); age - <18, r = 0.338 with Fisher's t = 1.242 (not significant); age - 18-65, r = -0.391 with Fisher's t = 1.472 (not significant); age - 65>, r = 0.0354 with Fisher's t = 1.312 (not significant); population density, r = 0.285 with Fisher's t = 1.030 (not significant); attitude, r = -0.190 with Fisher's t = 0.670 (not significant); available resources - agri-area, r = 0.066 with Fisher's t = 0.228 (not significant); rice area, r = -0.131 with Fisher's t = 0.457 (not significant); other resources, r = 0.111 with Fisher's t = 0.386 (not significant), and location, r = -0.414 with Fisher's t = 1.573 (not significant).

The foregoing data suggested that in associating the level of performance of the DFs in terms of implementing relevant farmers' training to the profile of the community-clientele, none of the considered variables posed no significant

influence, therefore, the corresponding null hypothesis stating, "There is significant relationship between the level of performance of the DFs in terms of implementing relevant farmers' training and the profile of community-clientele.", was accepted.

Table 48

Relationship Between the Level of Performance of the DFs in Terms of Implementing Relevant Farmers' Training and the Profile of the Community-Clientele

Profile	r_{xy}	Fisher's t	t_{tab}; α=0.05; df=12	Evaluation
Demography				
Population	0.367	1.367	2.179	NS/Accept Ho
Sex				
Male	0.377	1.410	2.179	NS/Accept Ho
Female	0.384	1.440	2.179	NS/Accept Ho
Age				
<18	0.338	1.242	2.179	NS/Accept Ho
18 - 65	0.391	1.472	2.179	NS/Accept Ho
65>	0.354	1.312	2.179	NS/Accept Ho
Population Density	0.285	1.030	2.179	NS/Accept Ho
Attitude	-0.190	0.670	2.179	NS/Accept Ho
Available Resources				
Agri-Area (Ha)	0.066	0.228	2.179	NS/Accept Ho
Rice Area	-0.131	0.457	2.179	NS/Accept Ho
Other resources	0.111	0.386	2.179	NS/Accept Ho
Location	-0.414	1.573	2.179	NS/Accept Ho

Legend: S - Significant

NS - Not Significant

Relationship between the level of performance of the DFs in terms of implementing demonstration farm projects and the profile of community-clientele. Table 49 presents the association between the level of performance of the DFs in terms of maintaining the farmers' organization and the profile of community-clientele.

As gleaned from Table 49, the correlation analysis resulted to the following values: population, r = 0.311 with Fisher's t = 1.132 (not significant); sex - male, r = 0.338 with Fisher's t = 1.245 (not significant); sex - female, r = 0.277 with Fisher's t = 0.997 (not significant); age - <18, r = 0.303 with Fisher's t = 1.103 (not significant); age - 18-65, r = -0.328 with Fisher's t = 1.204 (not significant); age - 65>, r = 0.261 with Fisher's t = 0.936 (not significant); population density, r = 0.232 with Fisher's t = 0.826 (not significant); attitude, r = 0.471 with Fisher's t = 1.850 (not significant); available resources - agri-area, r = 0.034 with Fisher's t = 0.118 (not significant); rice area, r = 0.297 with Fisher's t = 1.079 (not significant); other resources, r = 0.103 with Fisher's t = 0.357 resources, r = 0.103 with Fisher's t = 0.357 (not significant), and location, r = 0.740 with Fisher's t = 3.814 (significant).

The foregoing data suggested that in associating the level of performance of the DFs in terms of maintaining the farmers' organization to the profile of the community-clientele, only on "location" posed a significant influence, therefore, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of DFs in terms of implementing

demonstration farm projects and the demography, attitude and available resources of community clientele." was accepted.

On the other hand, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of DFs in terms of implementing demonstration farm project and the location of community-

Table 49

Relationship Between the Level of Performance of the DFs in Terms of Demonstration Farm Projects and the Profile of the Community-Clientele

Profile	r_{xy}	Fisher's t	t_{tab}; α=0.05; df=12	Evaluation
Demography				
Population	0.311	1.132	2.179	NS/Accept Ho
Sex				
Male	0.338	1.245	2.179	NS/Accept Ho
Female	0.277	0.997	2.179	NS/Accept Ho
Age				
<18	0.303	1.103	2.179	NS/Accept Ho
18 - 65	0.328	1.204	2.179	NS/Accept Ho
65>	0.261	0.936	2.179	NS/Accept Ho
Population Density	0.232	0.826	2.179	NS/Accept Ho
Attitude	0.471	1.850	2.179	NS/Accept Ho
Available Resources				
AgriArea (Ha)	0.034	0.118	2.179	NS/Accept Ho
Rice Area	0.297	1.079	2.179	NS/Accept Ho
Other resources	0.103	0.357	2.179	NS/Accept Ho
Location	0.740	3.814	2.179	S/reject Ho

Legend: S - Significant

NS - Not Significant

clientele.", was rejected. The correlation being negative, suggested an inverse correlation. This means that the farther the location of the community clientele was, the higher was the level of performance of the DFs in terms of implementing demonstration farm projects.

Relationship between the level of performance of the DFs in terms of maintaining demonstration farm projects and the profile of community-clientele. Table 50 presents the association between the level of performance of the DFs in terms of maintaining demonstration farm projects and the profiles of community-clientele.

As gleaned from Table 50, the correlation analysis resulted to the following values: population, r = 0.174 with Fisher's t = 0.613 (not significant); sex – male, r = 0.206 with Fisher's t = 0.728 (not significant); sex – female, r = 0.170 with Fisher's t = 0.597 (not significant); age - <18, r = 0.163 with Fisher's t = 0.572 (not significant); age – 18-65, r = -0.199 with Fisher's t = 0.704 (not significant); age – 65>, r = 0.122 with Fisher's t = 0.426 (not significant); population density, r = 0.046 with Fisher's t = 0.161 (not significant); attitude, r = 0.399 with Fisher's t = 1.508 (not significant); available resources – agri-area, r = 0.029 with Fisher's t = 0.099 (not significant); rice area, r = 0.133 with Fisher's t = 0.466 (not significant); other resources, r = -0.033 with Fisher's t = 0.116 (not significant), and location, r = - 0.697 with Fisher's t = 3.371 (significant).

The foregoing data suggested that in associating the level of performance of the DFs in terms of maintaining demonstration farms projects and the profile

of the community-clientele, only "location" posed a significant influence therefore, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of DFs in terms of maintaining demonstration farm projects and the demography, attitude and available

Table 50

Relationship Between the Level of Performance of the DFs in Terms of of Maintaining Demonstration Farm Projects and the Profile of the Community-Clientele

Profile	r_{xy}	Fisher's t	t_{tab}; α=0.05; df=12	Evaluation
Demography				
Population	0.174	0.613	2.179	NS/Accept Ho
Sex				
Male	0.206	0.728	2.179	NS/Accept Ho
Female	0.170	0.597	2.179	NS/Accept Ho
Age				
<18	0.163	0.572	2.179	NS/Accept Ho
18 - 65	0.199	0.704	2.179	NS/Accept Ho
65>	0.122	0.426	2.179	NS/Accept Ho
Population Density	0.046	0.161	2.179	NS/Accept Ho
Attitude	0.399	1.508	2.179	NS/Accept Ho
Available Resources				
Agri-Area (Ha)	0.029	0.099	2.179	NS/Accept Ho
Rice Area	0.133	0.466	2.179	NS/Accept Ho
Other resources	-0.033	0.116	2.179	NS/Accept Ho
Location	-0.697	3.371	2.179	S/Reject Ho

Legend: S - Significant
NS - Not Significant

resources of community clientele.", was accepted. On the other hand, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of DFs in terms of maintaining demonstration

farm project and the location of community-clientele.", was rejected. The correlation being negative, suggested an inverse correlation. This means that the farther the location of the community clientele, the higher was the level of performance of the DFs in terms of maintaining demonstration farm projects.

Relationship between the level of performance of the DFs in terms of replicating demonstration farm projects and the profile of community-clientele. Table 51 presents the association between the level of performance of the DFs in terms of replicating demonstration farm projects and the profiles of community-clientele.

As gleaned from Table 51, the correlation analysis resulted to the following values: population, r = 0.174 with Fisher's t = 0.613 (not significant); sex - male, r = 0.206 with Fisher's t = 0.728 (not significant); sex - female, r = 0.170 with Fisher's t = 0.597 (not significant); age - <18, r = 0.163 with Fisher's t = 0.572 (not significant); age - 18-65, r = -0.199 with Fisher's t = 0.704 (not significant); age - 65>, r = 0.122 with Fisher's t = 0.426 (not significant); population density, r = 0.046 with Fisher's t = 0.161 (not significant); attitude, r = 0.399 with Fisher's t = 1.508 (not significant); available resources - agri-area, r = 0.029 with Fisher's t = 0.099 (not significant); rice area, r = 0.133 with Fisher's t = 0.466 (not significant); other resources, r = -0.033 with Fisher's t = 0.116 (not significant), and location, r = -0.697 with Fisher's t = 3.371 (significant), therefore, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of DFs in terms of replicating demonstration

farm projects and the demography, attitude and available resources of community clientele.", were accepted.

On the other hand, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of DFs in terms of replicating demonstration farm project and the location of community-clientele.", was rejected.

Table 51

Relationship Between the Level of Performance of the DFs in Terms of of Maintaining Demonstration Farm Projects and the Profile of the Community-Clientele

Profile	r_{xy}	Fisher's t	t_{tab}; □=0.05; df=12	Evaluation
Demography				
Population	0.174	0.613	2.179	NS/ Accept Ho
Sex				
Male	0.206	0.728	2.179	NS/ Accept Ho
Female	0.170	0.597	2.179	NS/ Accept Ho
Age				
<18	0.163	0.572	2.179	NS/ Accept Ho
18 - 65	0.199	0.704	2.179	NS/ Accept Ho
65>	0.122	0.426	2.179	NS/ Accept Ho
Population Density	0.046	0.161	2.179	NS/ Accept Ho
Attitude	0.399	1.508	2.179	NS/ Accept Ho
Available Resources				
Agri-Area (Ha)	0.029	0.099	2.179	NS/ Accept Ho
Rice Area	0.133	0.466	2.179	NS/ Accept Ho
Other resources	0.033	0.116	2.179	NS/ Accept Ho
Location	0.697	3.371	2.179	S/Reject Ho

Legend: S - Significant
NS - Not Significant

The correlation being negative, suggested an inverse correlation. This means that the farther the location of the community clientele was, the higher was the level of performance of the DFs in terms of replicating demonstration farm projects.

Relationship between the level of performance of the DFs in terms of supervising income-generating projects and the profile of community-clientele. Table 52 presents the association between the level of performance of the DFs in terms of supervising income-generating projects and the profiles of community-clientele.

As gleaned from Table 52, the correlation analysis resulted to the following values: population, r = 0.447 with Fisher's t = 1.733 (not significant); sex - male, r = 0.455 with Fisher's t = 1.769 (not significant); sex - female, r = 0.372 with Fisher's t = 1.390 (not significant); age - <18, r = 0.439 with Fisher's t = 1.695 (not significant); age - 18-65, r = -0.482 with Fisher's t = 1.904 (not significant); age - 65>, r = 0.368 with Fisher's t = 1.369 (not significant); population density, r = 0.184 with Fisher's t = 0.648 (not significant); attitude, r = 0.091 with Fisher's t = 0.317 (not significant); available resources - agri-area, r = 0.340 with Fisher's t = 1.253 (not significant); rice area, r = 0.554 with Fisher's t = 2.302 (significant); other resources, r = 0.129 with Fisher's t = 0.451 (not significant), and location, r = - 0.137 with Fisher's t = 0.481 (not significant).

The foregoing data suggested that in associating the level of performance of the DFs in terms of supervising income-generating projects and the profile of the community-clientele, only rice area posed significant influence, therefore the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of DFs in terms of supervising income-generating projects and the demography, attitude and available resources of the

Table 52

Relationship Between the Level of Performance of the DFs in Terms of Supervising Income-Generating Projects and the Profile of the Community-Clientele

Profile	r_{xy}	Fisher's t	t_{tab}; α=0.05; df=12	Evaluation
Demography				
Population	0.447	1.733	2.179	NS/Accept Ho
Sex				
Male	0.455	1.769	2.179	NS/Accept Ho
Female	0.372	1.390	2.179	NS/Accept Ho
Age				
<18	0.439	1.695	2.179	NS/Accept Ho
18 - 65	0.482	1.904	2.179	NS/Accept Ho
65>	0.368	1.369	2.179	NS/Accept Ho
Population Density	0.184	0.648	2.179	NS/Accept Ho
Attitude	0.091	0.317	2.179	NS/Accept Ho
Available Resources				
Agri-Area (Ha)	0.340	1.253	2.179	NS/Accept Ho
Rice Area	0.554	2.302	2.179	S/Reject Ho
Other resources	0.129	0.451	2.179	NS/Accept Ho
Location	-0.137	0.481	2.179	NS/Accept Ho

Legend: S - Significant
NS - Not Significant

community clientele along agri-area and other resources, and location.", was accepted. On the other hand, the corresponding null hypothesis stating, "There

is no significant relationship between the level of performance of DFs in terms of supervising income-generating projects and the available rice area of community-clientele.", was rejected.

The correlation being positive, suggested a direct proportional relationship. This means that the more the rice-area was available in the community clientele, the higher was the level of performance of the DFs.

Relationship between the level of performance of the DFs in terms of mobilizing funds/resources for the farmers' organization and the profile of community-clientele. Table 53 presents the association between the level of performance of the DFs in terms of mobilizing funds/resources for the farmers' organization and the profile of community-clientele.

As gleaned from Table 53, the correlation analysis resulted to the following values: population, r = 0.447 with Fisher's t = 1.733 (not significant); sex - male, r = 0.455 with Fisher's t = 1.769 (not significant); sex - female, r = 0.372 with Fisher's t = 1.390 (not significant); age - <18, r = 0.439 with Fisher's t = 1.695 (not significant);with Fisher's t = 1.369 (not significant); population density, r = 0.184 with Fisher's t = 0.648 (not significant); attitude, r = 0.091 with Fisher's t = 0.317 (not significant); available resources - agri-area, r = 0.340 with Fisher's t = 1.253 (not significant); rice area, r = 0.301 with Fisher's t = 1.093 (not significant); other resources, r = 0.129 with Fisher's t = 0.451 (not significant), and location, r = -0.137 with Fisher's t = 0.481 (not significant).

The foregoing data suggested that in associating the level of performance

of the DFs in terms of mobilizing funds/resources for the farmers' organization to the profiles of the community- clientele, only rice area posed no significant influence, hence, along "organizing and maintenance of farmers' organization", all the identified problems were less serious being manifested by the sub-mean of 1.89, while along the conduct and implementation of relevant

Table 53

Relationship Between the Level of Performance of the DFs in Terms of Mobilizing Income-Generating Projects and the Profile of the Community-Clientele

Profile	r_{xy}	Fisher's t	t_{tab}; α=0.05; df=12	Evaluation
Demography				
Population	0.338	1.245	2.179	NS/Accept Ho
Sex				
Male	0.368	1.371	2.179	NS/Accept Ho
Female	0.287	1.039	2.179	NS/Accept Ho
Age				
<18	0.319	1.168	2.179	NS/Accept Ho
18 - 65	0.318	1.428	2.179	NS/Accept Ho
65>	0.263	1.946	2.179	NS/Accept Ho
Population Density	0.012	0.041	2.179	NS/Accept Ho
Attitude	0.112	0.389	2.179	NS/Accept Ho
Available Resources				
Agri-Area (Ha)	0.395	1.488	2.179	NS/Accept Ho
Rice Area	0.428	0.888	2.179	NS/Accept Ho
Other resources	-0.208	0.735	2.179	NS/Accept Ho
Location	-0.247	0.882	2.179	NS/Accept Ho

Legend: S - Significant

NS - Not Significant

farmers' training, the respondents also found the identified problems as less serious as shown by the sub mean of 2.29; along implementing, maintaining and replicating demonstration farms, the respondents identified two serious

problems which they encountered, namely: the lack of needed inputs and lack of interest on the part of the farmers, with the same weighted mean of 2.54. However, in the overall assessment of the DFs on the problems encountered along this area, they considered the same as less serious as supported by the sub-mean of 2.41. along supervision and maintenance of farmers' income generating project, all the identified problems were considered serious, namely: the lack of funds to finance the project, with a weighted mean of 3.00; inadequate transportation facilities, with a weighted mean of 3.00, and political and middlemen intervention, with a weighted mean of 2.92. In the overall assessment of the problems encountered in the four areas, the DFs viewed them as less serious. This was manifested by the grand mean of 2.35. corresponding null hypothesis stating, "There is no significant difference relationship between the level of performance of the DFs in terms of mobilizing funds/resources for the farmers' organization and the profile of community-clientele.", was accepted.

Problems encountered by the DFs in the performance of their functions. Table 54 reveals the problems encountered by the DFs in the performance of their functions which were categorized into: organizing and maintenance of farmers' organizations; conduct and implementation of relevant farmers' trainings; implementing, maintaining and replicating demonstration farms; and supervision and maintenance of farmers' income-generating project.

It can be gleaned from Table 54 that on the aspect of "Organizing and

Table 54

Problems Encountered by the DFs to the Performance of their Functions

Attitude Statements	Xm/Interpretation	
Organizing & Maintenance of Farmer's Organization		
1 Poor attendance in meetings and conferences.	2.21	LS
2 Lack of unity among organizations' stakeholders.	2.07	LS
3 Miscommunication among farmers and DFs.	1.71	LS
4 Conflict among DFs and other stakeholders.	1.57	LS
Sub-total	**7.56**	**-**
Sub-mean	**1.89**	**LS**
Conduct & Implementation of Relevant Farmer's Trainings.		
5 No systematic planning	2.21	LS
6 Inconsistencies in policies.	2.29	LS
7 Lack of support from other agencies.	2.36	LS
8 Resistance to technological change.	2.29	LS
Sub-total	**9.15**	**-**
Sub-mean	**2.29**	**LS**
Implementing, Maintaining, and Replicating Demonstration Farms.		
9 Lack of needed inputs.	2.54	S
10 Inadequate knowledge in organizational development.	2.14	LS
11 Lack of interest on the part of the farmers.	2.54	S
Sub-total	**7.22**	**-**
Sub-mean	**2.41**	**LS**
Supervision and Maintenance of farmers' Income Generating Project.		
12 Lack of funds to finance the project.	3.00	S
13 Inadequate transportation facilities.	3.00	S
14 Political and middlemen intervention.	2.92	S
Sub-total	**8.92**	**-**
Sub-mean	**2.97**	**S**
Grand Total	**32.86**	**-**
Grand Mean	**2.35**	**LS**

Legend: 4.51 - 5.00 Extremely Serious (ES)
3.51 - 4.50 Very Serious (VS)
2.51 - 3.50 Serious (S)

Maintenance of Farmer's Organization" all the sub-problems identified were interpreted "Less Serious"; on the aspect of "Conduct & Implementation of

Relevant Farmer's Trainings" all of the sub-problems considered were also interpreted as "Less Serious"; on the aspect of "Implementing, Maintaining, and Replicating Demonstration Farms" majority of the sub-problems consider were interpreted "Serious", while one was considered "Less Serious"; and on the aspect of "Supervision and Maintenance of Farmers' Income Generating Project" all the sub-problems considered were interpreted as "Serious".

On the average, however, the problems encountered by the DFs in the performance of their functions were considered "Less Serious".

Solutions Recommended by the DFs Relative to the Problems They Encountered. Table 55 presents the solutions recommended by the DFs relative to the problems they encountered in the performance of their functions.

There were nine recommended solutions to the problems encountered by the DFs as given by the respondents of the study. The highest group of recommended solution was five or 22.73 on the "improvement of communication system between farmers, DFs and other stakeholders through proper value reorientation"; followed by four or 18.18 on the "Make cities and municipalities an agricultural development center, and development a focus of governance", it was further followed by three or 13.67 on "Improve timely financial support to DFs and organization", and 3 or 13.67, both on "Intensify demonstration farms and on technology transfer, financial and marketing tie-ups with merchants and farmer organization".

The lowest of the recommended solution was, one or 4.55 percent the

"The barangay officials should attend leadership trainings, so as to intensify community development"; also one or 4.55 percent on the "Intensive publication of success stories in rural sector" and, finally another, one or 4.55 percent on the "Institutionalization of monthly MIS and RPS at all levels", respectively.

Table 55

Solutions Recommended by the DFs Relative to the Problems they Encountered

	Solutions	f	Percent
1	Improve communication system between farmers, DFs and other stakeholders through proper value reorientation.	5	22.73
2	Make cities and municipalities an agricultural development center, and development a focus of governance.	4	18.18
3	Improve timely financial support to DFs and organization.	3	13.67
4	Intensify demonstration farms and technology transfer, financial and marketing tie-ups with merchants and farmer organization.	3	13.67
5	DAR, DA, LBP, DBP and other agencies should have a joint planning so as to create cohesiveness of development efforts.	2	9.10
6	Government should have an on-time support to agricultural development programs for sustainable rural areas.	2	9.10
7	The barangay officials should attend leadership trainings, so as to intensify community development.	1	4.55
8	Intensive publication of success stories in rural sector.	1	4.55
9	Institutionalization of monthly MIS and RPS at all levels.	1	4.55

Chapter 5

SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

This chapter presents the summary of findings, the conclusions derived from the findings and the corresponding appropriate recommendations.

Summary of Findings

Hereunder are the findings of this study.

1. The average age of the DFs involved in this study was 51.14 years old with a standard deviation of 7.47 years with 12 DFs out of 14 married, one widow, and another one single.

2. As regards to health status of the DFs, using four health indicators, such as: weight, sickness, maintenance of medicine; and fitness activities. Out of 14 DFs 13 have normal weights with only one overweight.

Along sickness: five were never sick; 9 were sick but, not hospitalized, and; out of 14 DF - respondents, 12 had no maintenance of medicine, but two had.

Along fitness activities: of the 14 DF-respondents, only two had regular fitness program, while the 12 had no regular fitness program. Overall, the DF – respondents possessed favorable health status.

3. As regards the position/occupation, out of 14 DF – respondents: eight were Agricultural Technicians (ATs); three were Agrarian Reform Program Technologists (ARPTs); one was Agricultural Center Chief I; also, one was an Agriculturist II, and another one was a Farm Superintendent II.

4. In terms of DFs' educational background, four were Bachelor of Science in Commerce (BSC); three were Bachelor of Science in Education (BSE); two were Bachelor of Science in Agricultural Engineering (BSAE); and another two were Bachelor of Science in Agriculture (BSA); one was Bachelor of Science in Community Development (BSCD), one was Bachelor of Arts major in Economics, and finally, one was Doctor of Veterinary Medicine (DVM).

5. As regards the DFs length of service, one had the longest service of 36 years; one with 33 years; one with 31years years, and one with 10 years which is also the lowest number of years of service. The average length of their services revealed to be 22.21 years only.

6. On the area assignment: one had eight area assignments; four had seven; three had six; one had five; also one had four, and, finally, four had one area of assignment. The average area assignments among the 14 DFs were seven, with the standard deviation of three.

7. On the relevant national training hours attended by the DFs: One attended 130 hours; three had 120 hours but seven of the 14 DFs had not attended any relevant national trainings. On the average, the national relevant trainings hours was 46.57. On the relevant local training hours: one had 100 hours; three had 80 hours; also, one had 72 hours and two had eight hours of relevant local training hours. There were three of the 14 DFs had not attended any local relevant training hours. The mean of the local relevant training hours attended by the DFs was 42.85 hours.

8. One of the 14 DFs was in a family of eight, two in seven; one in six, three in four; five in three, and two in two in a family of two. The average family size among the DFs was four.

9. One of the DFs had Php 26,519.00 monthly income, followed by one with Php 25,000, and also one with Php 24,572. The DF with the lowest income was one with Php 15,000.00. The average monthly income of the DFs was Php 19,078.00.

10. For the other sources of income of the DFs: Four had income from husband's salaries; three from sari-sari stores; two from habal-habal, and one from fishing, while four of the 14 DFs did not have income from other sources.

11. The personality of the DF were evaluated based on the 10-factor points. It revealed that 12 out of 14 DFs possessed Factor B personality, "the tendency to be slow in catching instruction,"; Factor A, "reserved type; tend to be cautious in involvement and attachment; intellectual; uncomfortable talking, showing feelings of affection; tough-minded and not emphatic,"; eight; had Factor Q4, "patient individuals,"; seven with Factor N, "socially desirable person; easy to trust others,"; five with Factor E, "tend to avoid conflicts,"; five with Factor Q2, "group oriented people,"; four or 28.57 percent with Factor I, "tend to be emotionally mature; dominant non-conforming,"; three with Factor Q1, "tend to be traditional,"; only one or 7.14 percent with Factor G, "tend to be disobedient," and only one with Factor C, "tend to be emotionally unstable,"

12. The attitudes towards work of the DFs were evaluated using the 16-

factor evaluation system. The result showed that 12 of 14 DFs possessed Factor B attitude "tendency to be ineffective in jobs that require thinking skills"; eight had Factor A attitude "tendency to like working alone; seven or 50 percent had Factor Q1 "tendency to resist change, and tendency to be happy and confident working in the same thing over and over again; five had Factor E "tendency to be cooperative, tendency to agree to the wishes of others, and the tendency to be a good follower"; also five had Factor N or "tendency to be easy to trust others"; four had Factor Q4 or "tendency to work well and effectively even if there are some disturbances"; three had Factor F attitude "tend to be effective in jobs that call for seriousness, ineffective in jobs that require interaction with people"; also three had Factor I " commonly productive individuals"; one possessed Factor C attitude, "when reprimanded would usually react immaturely, would self-pity, ends up his jobs affected"; another one possessed factor G or "tendency not to conform to rules and regulations, tend not to follow deadlines" and, finally, still another one had Factor Q2 or "tendency to be ineffective working in situations where help is unavailable, dependent from instructions/directions, have less initiative, although a team player".

13. On the agency profile where the respondents are affiliated in terms of implementation of the PES. The three indicators that obtained the highest weighted means were numbers 10.1, 1, and 4, with the following statements, "Does agency require a composite rating system with supervisors"; "A memo is issued to DFs/personnel for the preparation of PES plan", and "Does agency

require submission of plan/target two weeks before the start of the planning period".

On the other hand, the indicators that were rated with the least weighted means corresponded to indicators numbered 10.4, "Does the agency require a complete rating system with clients", and number 9.2, "Are PES used by the agency as basis for personnel promotion".

In the overall assessment, the respondents denoted a "moderate" implementation of the PES.

14. On the agency profile where the DF-respondents were affiliated in terms of human resource development program.

Of the 9 indicators used, numbers 7.2, 7.3, 7.1 and 6 obtained the highest weighted means with the following statements: "Does the agency conduct trainings based on approved training design"; "DFs trainings conducted by regional trainers", and "DFs trainings conducted by provincial trainers," 3.80; and "DFs trainings conducted by national trainers", and "conducts of DFs trainings based on TNA".

On the other hand, the indicators that obtained the least weighted means were the following: numbers 8 and 1 with the statements stating, "DFs/personnel career plan periodic monitoring/updating" and "Does the agency grant scholarships to DFs/other personnel?".

In the overall assessment, the respondents denoted "moderate" implementation of the human resource development programs.

15. On agency profile where the DFs were affiliated in terms of resource allocation, the DF-respondents considered resource of the agency was moderately allocated. The indicators that obtained the highest weighted mean were numbers 2 and 1, with the statements: "agency allocate salaries and wages properly" and "agency allocate human resources objectively".

The indicators that obtained the least weighted mean, however, was number 6, stating, "Are DFs' trainings for their career development funded regularly?".

16. On the relationship between the level of performance of the DFs in terms of organizing farmers and their profiles, all the correlation analysis resulted to "not significant". The data signified no significant correlation between the level of performance of the DFs in terms of organizing farmers and their profile, therefore, the corresponding null hypothesis stating, "There that there is no significant correlation between the level of performance of the DFs in terms of organizing farmers and their profile.", was accepted.

17. On the aspect of relationship between the level of performance of the DFs in terms of maintaining farmers and their profile, the correlation analysis resulted in the following: only "average monthly income", $r = 0.630$ with Fisher's $t = 2.809$ (significant) and "personality", $r = 0.660$ with Fisher's $t = 3.040$ (significant).

The foregoing data signified that only "average monthly income" and "personality" posed significant influence to their level of performance in

terms of maintaining farmers' organization, while the other profiles did not, hence, the corresponding null hypothesis stating, "There is no significant correlation between the level of performance of the DFs in terms of maintaining farmer's organization and their profiles.", was accepted.

18. As regards the relationship between the level of performance of the DFs in terms of conducting relevant farmers' training and their profiles, the correlation analysis in all foregoing data resulted to no significant effect in all areas signifying that there is no significant correlation between the level of performance of the DFs in terms of conducting relevant farmers' training and their profiles, therefore, the corresponding null hypothesis to this effect was accepted.

19. On the relationship between the level of performance of the DFs in terms of implementing relevant farmers' training and their profiles, the correlation analysis resulted to the effect that only the "average monthly income" posed significant influence to their level of performance in terms of implementing relevant farmers' training, while the others did not, thus, the corresponding null hypothesis stating, "There is no significant correlation relationship between the level of performance of the DFs in terms of implementing relevant farmer's training and their profiles.", was accepted.

On the level of performance of the DFs in terms of implementing relevant farmers' training and their average monthly income, the correlation being positive denoted a direct proportional correlation, which means, the higher

the average monthly income of the DFs, the higher was their level of performance in terms of implementing relevant farmers' training. The situation is justified by the positive work ethics of a Filipino worker, it cannot be denied that in most cases, government supplies and materials are delayed, and if a worker has an extra money, he/she has to advance some expenses, if necessary, so as not to affect their job negatively.

20. On the relationship between the level of performance of the DFs in terms of implementing demonstration farm projects and their profile, the correlation analysis posed no significant correlation, therefore, the corresponding null hypothesis stating, "There is no significant correlation between the level of performance of the DFs in terms of implementing demonstration farm projects and their profile.", was accepted.

21. On the relationship between the level of performance of the DFs in terms of maintaining demonstration farm projects and their profile, the correlation analysis resulted that none of the profiles posed positive correlation, thus, the corresponding null hypothesis stating, "There is no significant correlations between the level of performance of the DFs in terms of maintaining demonstration farms projects and their profiles.", was accepted.

22. On the relationship between the level of performance of the DFs in terms of "replicating demonstration farm projects and their profile", the correlation analysis resulted in no significance, therefore, the corresponding null hypothesis stating, "There is no significant correlation between the level of

performance of the DFs in terms of replication demonstration farm projects and their profile.", was accepted.

23. On the relationship between the level of performance of the DFs in terms of supervising income-generating projects and their profile, the correlation analysis signified that only on "average monthly income" posed significant influence to their level of performance, while the other profiles did not, thus the null hypothesis stating, "There is no significant correlation between the level of performance of the DFs in terms of supervising income-generating projects and their profile.", was accepted.

On the other hand, the corresponding null hypothesis stating, "There is no relationship between the level of performance of the DFs in terms of supervising income-generating projects and their average monthly income.", was rejected, denoting a direct proportional correlation. This means, the higher the average monthly income of the DFs, the higher was their level of performance.

24. On the aspect of relationship between the level of performance of the DFs in terms of maintaining income-generating projects and their profiles, the correlation analysis resulted that only on "average monthly income" resulted to significant influence while the others did not, therefore, the null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of maintaining income-generating projects and their profiles.", was accepted. On the other hand, the corresponding stating, "There is no

relationship between the level of performance of the DFs in terms of maintaining income-generating projects and their average monthly income.", was rejected.

The correlation being positive denoted a direct proportional correlation. This means that the higher the average monthly income of the DFs was, the higher was their level of performance.

25. On the relationship between the level of performance of the DFs in terms of mobilizing funds/resources for the farmers' organization and their profiles, the correlation analysis resulted that only" health status" and "average monthly income" posed significant influence, while the other profiles did not, thus, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of mobilizing funds/resources for the farmers' organization and their health status and average monthly income.", was rejected. The correlation being positive along the association between the level of performance of DFs along mobilizing funds/resources for the farmers' organization and the DFs average monthly income denoted a direct proportional correlation. It means that the higher the average monthly income of the DFs was, the higher was the level of their performance.

26. On the relationship between the level of performance of the DFs in terms of "organizing farmers and the agency where they were affiliated". the correlation analysis resulted only on "on-going rural development project - individual" which posed a significant relationship, while the other profiles did

not, thus, the corresponding null hypothesis stating, "There is no significant correlation between the level of performance of the DFs in terms of organizing farmers and the agency where they were affiliated.", was accepted. On the other hand, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of organizing farmers and on-going rural development - individual.", was rejected.

The correlation being negative suggested an inverse correlation, that is, the lesser the magnitude of the on going rural development project - individual, the higher was the level of performance of the DFs in terms of organizing farmers.

27. On the relationship between the level of performance of the DFs in terms of maintaining farmers and the agency where they were affiliated, in correlation analysis in all profiles did not result in a significant correlation between the level of performance of the DFs and, therefore, the corresponding null hypothesis, "There is no significant correlation between the level of performance of the DFs in terms of maintaining farmers and the agency where they were affiliated.", was accepted.

28. On the relationship between the level of performance of the DFs in terms of conducting relevant farmers' training and agency where they are affiliated, the correlation analysis resulted only on "finished rural development project - individual and on-going rural development project - individual" posed a significant influence, while the others did not, therefore, the null hypothesis

stating, "There is no significant relationship between the level of performance of the DFs in terms of conducting relevant farmer's training.", was accepted.

On the other hand, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of conducting relevant farmer's training and the finished rural development project - individual, and on-going rural development – individual.", was rejected.

The correlation along the finished rural development project – individual being negative, suggested an inverse correlation, that is, the lesser the magnitude of the finished rural development project – individual, the higher was the level of performance of the DFs in terms of conducting relevant farmer's training.

The correlation analysis along "on-going rural development project – individual" being positive, denoted a direct proportional correlation. This means, the higher the magnitude of the on-going rural development program – individual, the higher also is the level of performance of the DFs.

29. As regards the relationship between the level of performance of the DFs in terms of implementing relevant farmers' training and the agency where they were affiliated, the correlation analysis resulted that the agency where they were affiliated, only on "on-going rural development project – individual" posed a significant influence, while the other profiles did not.

The null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of conducting relevant farmer's training and the implementation of PES, recognition of award system, finished rural development project, on-going rural development - association, HRD programs and resource allocation.", was accepted.

On the other hand, the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of implementing relevant farmer's training and on-going rural development - individual.", was rejected. The correlation along "on-going rural development project - individual" being positive, denoted a direct proportional correlation. This means that the higher the magnitude of the on-going rural development program - individual, the higher also was the level of performance of the DFs.

30. On the relationship between the level of performance of the DFs in terms of "implementing demonstration farm projects and the agency where they were affiliated", the correlation analysis resulted that of the different agency profiles, only on "finished rural development project - individual" and "on-going rural development project - individual" and "association", posed significant influences, while the other profiles did not, hence, the null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of implementing demonstration farm projects and finished rural development project - individual, and on-going rural development.", was rejected.

The correlation along finished rural development project – individual and on-going rural development project – association being negative, suggested an inverse correlation and that is, the lesser the magnitude of the finished rural development project – individual, and the on-going rural development project – association, the higher was the level of performance of the DFs. The correlation along the "on-going rural development project-individual" being positive, denoted a direct proportional correlation, this means that the higher the magnitude of the "on-going rural development program – individual", correspondingly resulted to a higher level of performance of the DFs.

31. On the relationship between the level of performance of the DFs in terms of maintaining demonstration farm projects and the agency where they were affiliated, the correlation analysis resulted that of the different agency profiles only on finished rural development project – individual" and on-going rural development project –association", posted a significant influence, while the other profiles did not, and so, the null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of maintaining demonstration farm projects and finished rural development programs and project – individual, and on-going rural development program and project – association.", was rejected.

The correlation being negative, suggested an inverse correlation, that is, the lesser the magnitude of the finished rural development program and project

- individual, and the on-going rural development program and project - association, the higher was the level of performance of the DFs.

32. On the relationship between the level of performance of the DFs in terms of replicating demonstration farm projects and the agency where they were affiliated, the correlation analysis resulted that there is no significant correlation between the level of performance of the DFs in replicating the demonstration farm projects and the agency where they were affiliated, therefore, the corresponding null hypothesis, "There is no significant correlation between the level of performance of the DFs in terms of replicating demonstration farm projects and the agency where they were affiliated.", was accepted.

32. On the relationship between the level of performance of the DFs in terms of supervising income-generating projects and the agency where they were affiliated, the correlation analysis resulted that of the different agency profiles considered, only on "on-going rural development project–association" posted a significant influence. The corresponding null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of supervising income-generating projects and on-going rural development program and project - association.", was rejected.

The correlation being negative, suggested an inverse correlation, that is, the lesser the magnitude of the on-going rural development program and project

- association, the higher was the level of performance of the DFs in terms of supervising income-generating projects.

33. As regards the relationship between the level of performance of the DFs in terms of maintaining income-generating projects and the agency where they were affiliated, the correlation analysis resulted that of the different agency profiles considered only on "on-going rural development project-association", posted a significant influence, while the other profiles did not, thus the null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of maintaining income-generating projects and on-going rural development program and project - association.", was rejected.

The correlation being negative, suggested an inverse correlation, that is, the lesser the magnitude of the "on-going rural development program and project - association", the higher was the level of performance of the DFs.

34. The relationship between the level of performance of the DFs in terms of mobilizing funds/resources for the farmers' organization and the agency where they were affiliated, the correlation analysis resulted that of agency profiles only on "on-going rural development project -association", posted a significant influence, while the rest of the agency profiles did not, so the corresponding null hypothesis stating, "There is no significant relationship between the level of performance of the DFs in terms of mobilizing funds/resources for the farmer's organization and on-going rural development program and project - association.", was rejected.

The correlation being negative, suggested an inverse correlation, that is, the lesser the magnitude of the" on-going rural development program & project - association", the higher was the level of performance of the DFs.

35. On the relationship between the level of performance of the DFs in terms of organizing farmers and the profile of community-clientele, the correlation analysis resulted to none of the considered profile variables posted significant influence, thus the corresponding null hypothesis that "There is no significant correlation between the level of performance of the DFs in terms of organizing farmers and the profile of community-clientele.", was accepted.

36. On the relationship between the level of performance of the DFs in terms of maintaining the farmer's organization and the profile of community-clientele, the correlation analysis result suggested that none of the considered profile variables posted significant influence, therefore, the corresponding null hypothesis stating, "There is no significant correlation between the level of performance of the DFs in terms of maintaining the farmer's organization and the profile of community-clientele.", was accepted.

37. On the relationship between the level of performance of the DFs in terms of implementing demonstration farm projects and the profiles of community-clientele, the correlation analysis resulted that only the "location" posted a significant influence, while the others did not, hence, the null hypothesis stating that "There is no significant correlation between the level of performance of the DFs in terms of implementing demonstration farm project

and the location of community-clientele.", was rejected.

The correlation being negative, suggested an inverse correlation. This means that the further the location of the community clientele was, the higher was the level of performance of the DFs.

38. On the relationship between the level of performance of the DFs in terms of supervising income-generating projects and the profile of community-clientele. Most of the results of the correlation analysis posted no significant relationship, except for "rice-area" which posted a significant influence. The rest in "location" posed no significant relation and, therefore, the null hypothesis stating that "There is no significant relationship between the level of performance of DFs in terms of supervising income-generating projects and the available "rice area of community-clientele.", was rejected.

The correlation being positive, suggested a direct proportional relationship. This means that the more available the rice area in the community clientele, the higher was the level of performance of the DFs.

Conclusions.

On the basis of the cited findings of this study, the following conclusions were drawn:

1. At the time this study was conducted, the average age of the DFs in the First Congressional District of Samar was 51.14 years old; majority were married, they were on favorable health condition, and therefore, had the capability to discharge their functions and duties as development facilitators.

2. Academically, the DFs were graduates of baccalaureate degrees with the average of 22.21 years of service.

3. The DFs had different personality being manifested, which was associated to different factors which they may or may not be aware of. This is a matter of confirmation of the notion of individual differences, or the uniqueness of every individual as compared with the others.

4. The nature of the job of the DFs and their area of assignment were unique and deviant from the others, in the following aspects:

4.1. On the aspect of regular working hours, the DFs sometimes deviate from the usual 8:00 to 12:00 in the morning and 1:00 to 5:00 in the afternoon regular working hours. As a front-line personnel, the DFs had no regular/standard number of hours in the field; they sometimes came home early, but sometimes had to stay late and even stayed over-night if needed by their client, just to adjust to their time availability.

4.2. On organizational set-up and compliance: the DF's performance was evaluated by the agency where they were connected and, yet, the same personnel had to follow orders, satisfied orders from their community clientele and the local government executives covering their area of assignment.

5. There were advantages of group efforts. Applying the "tripartite" approach through the joint efforts of the National Government/DF, the LGU officials, and the NGO that intervened in the development process improvement

of the program and project-planning, implementation, evaluation as well as in matters of follow-up was brought to a visible work.

Recommendations

Based on the findings and conclusions given earlier, the following recommendations are hereby proposed that could be used by planners as a reference in the model of development of the DF's job performance as well as their performance evaluation:

1. On matters of clarifying and role definition, the following are Recommended:

1.1. There is a need for proper definition of the DFs' role in community development through an appropriate job description and the extent and limitation of their functions;

1.2. There is also a need for value-reorientation of the DFs, cooperatives/barangays and community officers and members to establish the total context of partnership in terms of cooperation in rural development program, and

1.3. A clear definition of support system to the DFs, the cooperatives, the LGU where the DFs are affiliated is necessary to facilitate effective performance.

2. There is a need to institutionalize cooperation "tripartism". The joint efforts in planning, implementation, monitoring, as well as, follow-up of rural development programs should be given attention by the national government/DF, the LGU officials, and the NGOs intervening in the

development processes, to improve programs and project planning, implementation, evaluation as well as in monitoring and benchmarking activities. There is a necessity for a cohesive rural development program for the First Congressional District of Samar as well as the whole Samar Island.

3. There is a need to revisit the "Performance Evaluation System", so as to truly reflect the performance of the DFs and other personnel. It was noted in Table 12, that most DFs possessed "Factor B personality" or "Tend to be slow in catching instructions", and also in Table 13, that most DFs possessed "Factor B attitude towards work" or "Tend to be ineffective in jobs that require thinking skills", however, "in Table 14 most the DFs had a performance rating of "Very Satisfactory".

4. The national government, the LGUs, and the private sectors should consider sustainable rural area as their major focus of intervention, with special attention be given to rural infrastructures and other projects that facilitate easy access to other development projects for sustainable rural areas.

5. The barangays should internalize and institutionalize technology transfer trainings and seminars, and proper support to technology transfer programs so that, being leaders in their communities, they can be a good partners and change agents in all development processes.

6. There is a need for a consistent and intensive publication of all success stories that are observed and experienced by any rural development stakeholders, especially the farmers and cooperative members.

6. Retrofitting and proactive measures of on-going rural development projects to reduce the adverse effect of globalization and in avoidance of frustrations of the clientele in times of natural calamities.

7. Timely monitoring of all rural development projects through a multi-sectoral teams representing the national government, the LGUs, private sectors, and other stakeholders, to cover the finished , the on-going, and the proposed projects, so as to develop a culture of shared responsibility and partnership between the government and the private sectors in maintaining and monitoring rural development projects on a regular bases.

8. Optimization of support program for both DFs and the community where they area assigned. These support programs can come in terms of marketing tie-ups and product promotions, added complementation on purchase/ownership of farm implements, farm inputs, agricultural technology, demonstration farms, rural infrastructures and facilities. These can be channeled in different cooperatives for institutionalizing cooperative movement and sustainable development.

9. The institutionalization of one rural development program of the following agencies, such as the DA, DAR, DENR, NIA, DBP and LBP, for a common development agenda, through joint planning and integration of priorities by pooling resources to have a better opportunity of achieving sustainable rural development.

Indeed, rural development is achieved in an integrated approach.

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APPENDICES

APPENDIX A

Letter to the Municipal Mayors, City Mayor, and

DAR Provincial Officer

May 10, 2010

_____

_____

_____

Sir/Madam:

The undersigned is a researcher conducting a dissertation entitled "LEVEL OF PERFORMANCE OF THE DFs IN THE FIRST CONGRESSIONAL DISTRICT OF SAMAR" the study will evaluate the working condition and performance of the Development Facilitators in your area so as to propose a performance model that will be fitted to their working environment.

Please allow me to gather data relative thereto through your Municipal Agricultural Officers and their staff so as to make this study a reality. The information that will be gathered will be treated in generality and confidential in nature.

Thank you very much and more power.

Very truly yours,

(SGD) BERNARDINO A. BACURIO, CSEE

Researcher

APPENDIX B

LETTER TO THE RESPONDENTS

Sir/Madam:

Please be informed that you were chosen as respondents of my study entitled "LEVEL OF PERFORMANCE OF THE DEVELOPMENT FACILITATORS (DFs) IN THE FIRST CONGRESSIONAL DISTRICT OF SAMAR". Kindly give your honest and sincere opinion/answer to the questions to make the study a reliable one. Your answer will be treated as confidential and the data will be processed with generality.

Thank you very much.

Very truly yours,

(SGD) BERNARDINO A. BACURIO, CSEE
Researcher

APPENDIX C

THE QUESTIONNAIRE

(For DFs and Supervisors)

General Direction:

Please write the information being asked from you in the space provided for and check ( ) when necessary.

I-A – Profile of Respondents:

Name _____ Age _____ Sex _____

Position/Occupation_____

Agency/Office _____

Educational Attainment_____

Number of hours of Relevant Training Attended:

Provincial _____ Regional _____

National _____ International _____

Main Occupation:

Respondent _____ Spouse _____

Number of Years in Main Occupation _____

Number of Family Members _____

Other Source/s of Income _____

Performance Rating for the Last Three Rating Periods: ____/ ____/ ____/

Personality (Standardized Test)

Attitude Towards Work (Standardized Test)

I-B – Respondent's perception on the job performance of the Development Facilitators:

What is the extent of performance of the development facilitators in the First congressional District of Samar on the following.

Please give your honest opinion as to the extent of performance of DFs on the following functions by checking ( ) the space in the column 1-5 which corresponds to every item. Your responses are scaled according to the following:

5 if the extent of performance is excellent (E)

4 if the extent of performance is very satisfactory (VS)

3 if the extent of performance is satisfactory (S)

2 if the extent of performance is fair (F)

1 if the extent of performance is poor (P)

FUNCTIONS	(P) 1	(F) 2	(S) 3	(VS) 4	(E) 5
1. Organizing Farmers?	( )	( )	( )	( )	( )
2. Maintaining Farmers Organization?	( )	( )	( )	( )	( )
3. Conducting Relevant Farmers Training?	( )	( )	( )	( )	( )
4. Implementing Relevant Farmers Training?	( )	( )	( )	( )	( )
5. Implementing demonstration Farm?	( )	( )	( )	( )	( )
6. Maintaining Demonstration Farm?	( )	( )	( )	( )	( )
7. Replicating Demonstration Farm?	( )	( )	( )	( )	( )
8. Supervising Income Generating Project?	( )	( )	( )	( )	( )
9 Maintaining Income Generating Project?	( )	( )	( )	( )	( )
10.Mobilizing Funds for the Farmers' Org?	( )	( )	( )	( )	( )

I-C – Problems Encountered and Suggested Solutions:

Extents of seriousness of problems encountered by the DFs in the performance of their functions.

Please give your honest opinion as to the extent of seriousness of problems encountered by the DFs in the performance of their functions of by

checking ( ) the space in columns 1 to 5 which corresponds to every item. Your responses are scaled according to the following:

II. PROBLEMS ENCOUNTERED	(P) 1	(F) 2	(S) 3	(VS) 4	(E) 5
11-A Organizing and Maintenance of Farmer's Organization					
1. Poor attendance in meetings and Conferences	( )	( )	( )	( )	( )
2. Lack of unity among farmers	( )	( )	( )	( )	( )
3. Miscommunication among farmers and development facilitators	( )	( )	( )	( )	( )
4. Conflict among DFs and other stakeholders	( )	( )	( )	( )	( )

II. PROBLEMS ENCOUNTERED	(P) 1	(F) 2	(S) 3	(VS) 4	(E) 5
II-B Conduct and Implementation of Relevant Farmer's Trainings					
5. No systematic planning	( )	( )	( )	( )	( )
6. Inconsistencies in policies and directions	( )	( )	( )	( )	( )
7.Lack of support from other agencies	( )	( )	( )	( )	( )
8. Resistance to technological change	( )	( )	( )	( )	( )
II-C Implementing, maintaining, and replicating demonstration farms					
9. Lack of needed inputs	( )	( )	( )	( )	( )
10. Inadequate knowledge in OD	( )	( )	( )	( )	( )
11. Dependence on dole-out of clientele	( )	( )	( )	( )	( )
II-D Supervision and maintenance of farmers' income generating project					
13. Lack of funds to finance the project	( )	( )	( )	( )	( )
14. Inadequate transportation Facilities	( )	( )	( )	( )	( )
15. Political and middlemen intervention	( )	( )	( )	( )	( )

16 Others (please specify) ( ) ( ) ( ) ( ) ( )

II-E What are your suggested solutions to the above problems?

_____

_____

III – In what area of the DFs job performance would you like them to be fairly evaluated considering the nature of their functions as a front-liners in the government's rural development program?

Please give your honest opinion as to what area would you like the DFs be evaluated by checking ( ) the space in the columns which corresponds to every item.

III – A. Administrative Aspect	Yes	No	Don't know
1. Absenteeism and tardiness	_____	_____	_____
2. Attendance to meetings and conferences	_____	_____	_____
3. Submission of DTR and reports	_____	_____	_____
4. Others (please specify) _____			

III – B. DF's Functions	Yes	No	Don't know
1. Organizing Farmers?	_____	_____	_____
2. Maintaining Farmers Organization?	_____	_____	_____
3. Conducting Relevant Farmers Training?	_____	_____	_____
4. Implementing Relevant Farmers Training?	_____	_____	_____
5. Implementing demonstration Farm?	_____	_____	_____
6. Maintaining Demonstration Farm?	_____	_____	_____
7. Replicating Demonstration Farm?	_____	_____	_____
8. Supervising Income Generating Project?	_____	_____	_____
9 Maintaining Income Generating Project?	_____	_____	_____
10. Mobilizing Resources for the FOs?	_____	_____	_____

11.Others (pls. specify) _____

_____

Signature

APPENDIX D

Communication to the Agency-Respondents

Republic of the Philippines
SAMAR STATE UNIVERSITY
Catbalogan City

January 11, 2012

Sir/Madam;

The undersigned, a student in Doctor in Management of the Samar State University, Catbalogan City, Samar is conducting a research entitled: "PERFORMANCE MODEL OF DEVELOPMENT FACILITATORS IN THE FIRST CONGRESSIONAL DISTRICT OF SAMAR". This study is conducted to identify the performance of Development Facilitators/Agricultural Technician of the First District of Samar so as to create a development model for their performance.

In this connection, your sincere and honest responses to this interview sheet are earnestly solicited. Your answer will be treated as confidential and the data will be processed with generality.

Thank you very much.

Very truly yours,

(Sgd) BERNARDINO A. BACURIO, CSEE

Researcher

APPENDIX E
The Interview Sheet
(For the Agency-Respondents)

General Direction:

Please give the appropriate information being asked in this interview sheet.

I - What is the profile of the agency where the respondents are affiliated in terms of:

1. A memorandum is issued to DFs/personnel for the preparation of PES Plan? _____ Yes _____ No
2. A conference/agreement of plan target between supervisors and supervisees is undertaken?
   _____ Yes _____ No
3. Does agency PERC conducts meeting to approve the PES targets/ratings?
   _____ Yes _____ No
4. Does agency requires submission of plan/target two weeks before the start of the semester?
   _____ Yes _____ No
5. A monthly review, feedback and replanning sessions for the status of plan compliance is undertaken?
   _____ Yes _____ No
6. A support to DFs/personnel in times of difficulties accomplishing planned target is undertaken?
   _____ Yes _____ No
7. A conduct of one-on-one conference to discuss DFs/personnel rating is undertaken?:
   _____ Quarterly _____ Semestral _____ Annual
8. Are DFs/personnel called for a meeting if there are changes in the PES rating?
   _____ Yes _____ No
9. Are PES used by the agency based on;
   9.1 incentive/rewards, and _____ Yes _____ No
   9.2 personnel promotion? _____ Yes _____ No
10. Does agency require a composite rating system with;
    10.1 supervisor; _____ Yes _____ No
    10.2 peers; _____ Yes _____ No
    10.3 subordinate, and _____ Yes _____ No
    10.4 clients? _____ Yes _____ No

II - What is the profile of the agency where the respondents are affiliated in terms of recognition and award system?

1. A memo is issued to the DFs/personnel informing them of the agency program on awards and incentives for career excellence (PRAISE)?
   _____ Yes _____ No
2. Has the PRAISE been fully discussed making all DFs aware of it?
   _____ Yes _____ No

3. Has there been a conference /agreement between the supervisors and the supervisees?
   _____ Yes _____ No
4. Have the DFs been advised to adhere to the PRAISE or any other forms of recognition and award system when undertaken?
   _____ Yes _____ No
5. Does the agency encourage DFs/other personnel a commitment to surpass target in order to be entitled to recognition and awards?
   _____ Yes _____ No
6. Has a support to DFs and other personnel been timely given to enhance their performance, so that they can be entitled to incentives and awards?
   _____ Yes _____ No
7. Is a monthly review, feedback and replanning session for the status of plan compliance undertaken for the DFs entitlements to awards?
   _____ Yes _____ No
8. Is PES used by the agency in connection with recognition and awards system?
   _____ Yes _____ No
9. Does the committee for recognition and awards conduct meetings to officially recognize the awardees?
   _____ Yes _____ No
10. Does the agency organize the committee for the recognition and award that is composed of:
    10.1 Division Chiefs; ____Yes ____No
    10.2 Representatives of the first level employees, and____ Yes ____No
    10.3 Representatives of the second level employees? ____ Yes ____No

III – What is the profile of the agency where respondents are affiliated in terms rural development programs and projects?

Rural Development Programs and Projects implemented/supported by the agency:

1. _____ Number of finished/serviceable development projects
   _____ Commercial: _____ individual _____ assn..
   --------- Backyard: _____ individual _____ assn..
2. _____ Number of on-going development projects, and
   _____ Commercial: _____ individual _____ assn..
   _____ Backyard: _____ individual _____ assn..

IV - What is the profile of the agency where the respondents are affiliated in terms human resource development program?

1. Are DFs/personnel required to submit a career plan? ____ Yes ____ No
2. Are DFs/personnel career plan has periodic monitoring for program on awards and incentives for career development? ____ Yes ____ No

3. Are (PRAISE) implemented with:
   3.1 DFs; ____ Yes ____ No
   3.2 DF's supervisors, and ____ Yes ____ No
   3.3 other personnel? ____ Yes ____ No
4. Are career advancement and promotion implemented with:
   4.1 DFs, and ____ Yes ____ No
   4.2 DF's supervisors? ____ Yes ____ No
5. Other career advancement program? ____ Yes ____ No
6. Are DFs trainings conducted based on training design? ____ Yes ____ No
7. DFs trainings conducted by:
   7.1 National Trainers; ____ Yes ____ No
   7.2 Regional Trainers; ____ Yes ____ No
   7.3 Provincial Trainers, and ____ Yes ____ No
   7.4 Municipal trainers? ____ Yes ____ No
8. Are there professional growth and upgrading program (graduate studies) for the DFs and other personnel? ____ Yes ____ No
9. Does agency grant scholarship to DFs and other personnel? ____ Yes ____ No

V - What is the profile of the agency where the respondents are affiliated in terms resource allocation?

1. Agency allocates salaries and wages properly. ____ Yes ____ No
2. Agency allocates human resources objectively. ____ Yes ____ No
3. Are office equipments utilized properly? ____ Yes ____ No
4. Are trainings conducted by DFs funded regularly? ____ Yes ____ No
5. Are supplies and materials allocated objectively? ____ Yes ____ No
6. Are vehicles assigned to DFs utilized properly? ____ Yes ____ No
7. Are DFs trainings for their career development funded regularly? ____ Yes ____ No

APPENDIX F

The Interview Sheet

(For the Community-Respondents)

General Direction:

Please give the appropriate information being asked in the information sheet.

I. What is the profile of the community-clientele in terms of:

1.1. demographic characteristics;
_____ Total number of population;

_____ Male, _____ Female

_____ Below 18 yrs old;

_____ 18 to 65 yrs old, and

_____ above 65 yrs old?

1.2. Attitude towards development programs/projects:
Please check in the parenthesis provided the corresponding to your answer: 1 - strongly disagree, 2 - disagree, 3 - undecided, 4 - agree, and 5 - strongly disagree;

		(1)(2)(3)(4)(5)
2.1.	Planning is necessary in the implementation of barangay level project, so as to prioritize and, rationalize funding?	( ) ( ) ( ) ( ) ( )
2.2.	Planning is not important in barangays, what is needed most is the funding to immediately start the project?	( ) ( ) ( ) ( ) ( )
2.3.	Barangay projects should be contracted by the congress-man and his allies, and there is no need for bidding?	( ) ( ) ( ) ( ) ( )
2.4.	Barangay officials and residents should be vigilant in project implementation and project monitoring?	( ) ( ) ( ) ( ) ( )
2.5.	It is necessary for barangays to have a "POW" before the project starts as a monitoring instrument?	( ) ( ) ( ) ( ) ( )

2.6. The barangay chairman should be a sub-contractor of barangay projects; no one can intervene in the activities? ( ) ( ) ( ) ( ) ( )

2.7. After the project turn-over, the community recipient has the right to institute measures to maintain the project? ( ) ( ) ( ) ( ) ( )

2.8. An LGU projects could just be neglected by the recipient-barangay, anyway; it was funded by the government? ( ) ( ) ( ) ( ) ( )

2.9 Private sectors should not in any way be involved in a community projects, as it is a government responsibility? ( ) ( ) ( ) ( ) ( )

2.10. Barangays should sign project turn-over documents in advance, even if not in accordance with POW? ( ) ( ) ( ) ( ) ( )

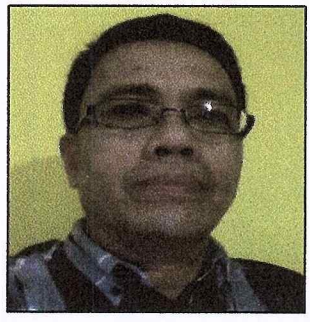
1.3. Available resources in the community clientele:
Please check in the space provided the corresponding crops available in your barangay:

3.1. ____ IRA estimate in Pesos?
3.2. ____ agricultural land approximate area in hectares?
3.3. ____ abaca, approximate area ____;
____ cassva, approximate area ____;
____ coconut, approximate area ____;
____ corn, approximate area ____;
____ rice, approximate area ____;
____ other crops, approximate area ____?
3.4. Other resources in the community, please specify _____?
3.5. Accessibility to, please specify_____?

End

CURRICULUM VITAE

CURRICULUM VITAE



BERNARDINO ALVAREZ BACURIO

Nickname : Dennis
Birthdate : October 01, 1959
Age : 52 years old
Civil Status : Married
Address : 61 Porok 7, Canlapwas, Catbalogan City, Samar
Spouse : Lita Navales-Bacurio
Children : Joy Berlette N. Bacurio, RN
Dennis Bernard N. Bacurio, RN
Carl Bernard N. Bacurio, Registered Criminologist
Kenneth Bernard N. Bacurio, Licensed Custom Broker
Occupation : Government Employee/Businessman

Education:

College

Bachelor of Science in Agriculture (BSA)
University of Eastern Philippines, Northern Samar, April, 1981
Bachelor of Laws (LLB)
Samar College, Catbalogan City, Samar, March, 1991

Graduate

Master in Management in Public Management
UP College Tacloban, Tacloban City (24 Units) March, 1986
Master of Arts in Public Management (MAPM)
Samar State University, Catbalogan City, Samar
March, 1996

Post Graduate

Doctor in Management (DM)
Samar State University, Catbalogan City, Samar

Eligibilities:

Career Service Executive Examination (CSEE),	03-29-06
Soils Technologists Examination,	10-17-82
Career Service Professional,	12-06-81

Work Experiences:

Positions Held	**Inclusive Dates**
Agrarian Reform Technologist	03-20-84 to 09-30-84
Municipal Agrarian Reform Officer	10-01-88 to 07-25-99
Chief Agrarian Reform Program Officer	7-26-99 to 08-24-06
OIC-PARO I	08-23-06 – 10-01-13
OIC-PARO II	03-15-12 - 10-01-12
Affiliate Professor	04-10-98 to present

College of Graduate Studies,
Samar State University, Catbalogan City
Subjects Handled:
Practicum 3 -Preparation of Development Model
Rural Development and Extension Services Management
Practicum 1 - Management Clinic

Management Trainings Attended:

1. "Salamin-Diwa ng Paglilingkod, August 12 to 26, 2008, given by Career Executive Service Board.
2. "Supervisory Development Course" - Track 1 given by the Civil Service Commission.
3. "Supervisory Development Course" - Track 2 given by the Civil Service Commission.
4. "Supervisory Development Course" – Track 3, given by Civil Service Commission.
5. "Performance and Result Management" – 8-6-12 & 2-21-13 Given by HuRIS and CES Board.

(SGD) BERNARDINO A. BACURIO, CSEE

LIST OF TABLES

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