Impact of Leadership Skills on the Student Organizational Performance of PUP – Paranaque Campus S.Y. 2015 – 2016

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Abstract:

　　Leadership is seen as an important variable affecting organizational performance. The objective of this research is to determine the impact of leadership skills on the student organizational performance of PUP-Paranaque Campus S.Y. 2015-2016. The study analyzed the relationship between the levels of the leadership skills and its impact to the members of the student organization and performance of to their respective student organization. It used descriptive-correlation in answering and interpreting the research problem. The respondents of this study were chosen randomly from the

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different student organizations. It focused on the members from 1ˢᵗ year to 3ʳᵈ year students with a total of 180 students.

Key words: Descriptive-correlation, Leadership, Student Organization, Leadership Skills, Organizational Performance

INTRODUCTION

Leadership, the foundation of any organization, is visibly seen in various aspects of human endeavor such as politics, business, academics, social works, etc. Its definition, concept and style may differ from one person or situation to the other. According to Stogdill (1957 as cited in Obiwuru, T. C., Okwu, A T., Akpa, V. O., & Nwankwere, I. A, 2011), "leadership is the individual behavior to guide a group to achieve the common target"; thus, "leaders need to create the group's vision, support the individual and group strategies, and serve as catalyst for developing each individual's strength to move the organization forward. Still leadership can be an elusive characteristic and developing leaders to their full potential remains one of the greatest challenges for organizations today" (KenBlanchard, n.d.). The organizational goal is not only to survive, but also to sustain its existence by improving the performance of the group. Therefore to meet the needs of the highly competitive groups, organizations must continually increase its performance.

Good leadership skills can measure or determine what would be the overall performance of the whole organization. The leaders are the ones accountable for the achievements and failures of the group, they are the ones who will decide whether past events or activities should be maintained and continued for the benefit of the whole organization. Leadership can be

observed in groups, teams, programs, agencies, communities, societies/countries, and even worldwide.

In PUP Paranaque Campus, there are different student organizations established. Each student organization conducts their proposed events and activities spearheaded by their set of elected leaders. In this study the researchers intend to determine the impact of leadership skills of the leaders on the student organizational performance. By doing this study, this study can help the leaders to know their attributes that need to be developed and enhanced to satisfy the expectations of their members and for them to establish an outstanding performance for the whole organization.

OBJECTIVE OF THE STUDY

The main objective of this research is to identify the impact of leadership skills on the student organizational performance in PUP-Paranaque Campus. The researchers examined the relationship between the dependent variable which are performance of the students' organizations and the impact of leadership skills in organizational performance and the independent variables namely the profile of respondents and leadership skills. The researchers used the data from the variables as the input of this research. As shown on the research paradigm below, the expected outputs are the identification of the impact of leadership skills on students' organizational performance and the organizational performance itself. Further, this research intends to help the different leaders of the student organizations to know the different areas that need to be improved in leading the organization.
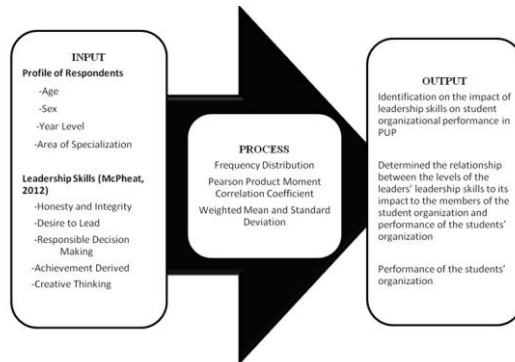
Figure 1. Research Paradigm

STATEMENT OF THE PROBLEM

The intent of this study was to identify the impact of leadership skills on student organizational performance in PUP-Paranaque Campus for the School Year 2015 - 2016. This sought to answer specifically the following questions:

1. What is the profile of the respondents in terms of
1.1 Age?
1.2 Gender?
1.3 Area of Specialization?
1.4 Year Level?

2. What is the level of the leaders' leadership skills in terms of
2.1 Honesty and Integrity?
2.2 Desire to Lead?
2.3 Responsible Decision Making?
2.4 Achievement Derive?
2.5 Creative Thinking?

3. What is the level of impact of the leaders' leadership skills to the respondents?

4. What is the overall performance of the students' organization?

5. Is there a significant relationship between the levels of the leaders' leadership skills
5.1.and its impact to the members of the student organization?
5.2 and performance of the students' organization?

SCOPE AND LIMITATIONS

This research aimed to determine the impact of leadership skills on student organizational performance in PUP-Paranaque Campus S.Y. 2015-2016. There were 180 respondents that were part of the different student organizations with 30 students for each organization: Philippine Association for Students of Office Administration (PASOA), Hospitality Management Society (HM Society), Association of Information Communication Technology Students (AICTS), Society of Computer Engineering with Natural Excellence (SCENE), Supreme Student Council (SSC) and THE PATRIOT, PUP-Paranaque Campus official publication. The study was limited only for the students who were enrolled in the second semester of school year 2015-2016 and respondents were selected by quota sampling.

REVIEW OF RELATED LITERATURE AND STUDIES

This section shows studies and literatures which are relevant to the analysis of this research.

Foreign Literature and Studies
Leadership is identified as an important subject in the field of organizational behavior. It is one with the most dynamic effects during individual and organizational interaction. Effective

leadership is seen as a potent source of management development and sustained competitive advantage for organizational performance improvement (Avolio, 1999; Lado, Boyd and Wright, 1992; Rowe, 2001, cited in Yusuf 2014). Obiwuru, et. al. (2011) believe that there are several reasons indicate that there should be a relationship between leadership style and organizational performance Meanwhile, James (2012) and Lewis, Packard, & Lewis (2007 cited in Packard 2009) both agree that the organizational performance relates to how successfully an organized group of people with a particular purpose to perform a function. It is often seen as a key factor in coordinating and aligning organizational processes

According to Chen (2002, as cited in Ullah 2013), organizational performance means the "transformation of inputs into outputs for achieving certain outcomes. With regard to its content, performance informs about the relation between minimal and effective cost (economy), between effective cost and realized output (efficiency) and between output and achieved outcome (effectiveness)".

A leader is anyone who directs and controls a group of people to achieve a set purpose. However, a social organization has many leaders operating at the same time. They may be rivals but they share the various leadership functions of planning, directing, reviewing, and coordinating. Circumstances may cause changes in leadership pattern thus leading to classification of leadership, based on how it is performed (Hicks and Gullet, 1975, Riggio and Conger, 2007).

Messick and Krammer (2004, cited in Obiwuru, et. al., 2011) argued that the degree to which the individual exhibits leadership traits depends not only on his characteristics and personal abilities, but also on the characteristics of the situation and environment which he finds himself. Leadership style in an organization is one of the factors that play significant role in enhancing or retarding the interest and

commitment of the individuals in the organization (Yusuf, et al, 2014). Lee and Chuang (2009) explain that an excellent leader not only inspires subordinate's potential to enhance efficiency but also meets their requirements in the process of achieving organizational goal.

Leaders help themselves and others to do the right things. They set direction, build an inspiring vision, and create something new. Leadership is about mapping out where needed to go, to "win" as a team or an organization. It is dynamic, exciting, and inspiring. Fry (2003, cited in Obiwuru, et. al., 2011) explains leadership as use of leading strategy to offer inspiring motive and to enhance the staff's potential for growth and development. According to McPheat (2010), leadership skills are tools, behaviors, and capabilities that a person needs in order to be successful at motivating and directing others. Yet true leadership skills involve something more-the ability to help people grow in their own abilities. It is said that the most successful leaders are those that drive others to achieve their own success. Without exception, there are three skills that every leader must have in order to be successful. First is the ability to lead. The second trait is commitment to the mission and vision of the organization and the final trait is, the leader must have integrity. Great leaders create a vision of the future that is vivid and compelling and that derive others to achieve a certain goal. Economy (2014) says everyone wants to work for an organization that makes a difference in the world. A leader is the best person to help the members of the team connects what they do to the impact it has on members and the whole organization. The leaders have a mindset of accomplishing activities, have a goal that the group will always be on top, are optimistic about the accomplishment, and are very enthusiastic about every activity.

The dearth of related studies conducted in the Philippines constrained the researchers in looking for related topics.

METHODOLOGY

This section shows the statistical tool and treatment used in this research. This includes the research design, source of data, technique and data gathering procedure.

Research Design

The descriptive method was utilized in this study to answer the stated problems. Descriptive research, according to Khan (2003) is defined as an investigation which describes and interprets what is. This method is used to discover facts on which professional judgment could be based. It involves the description, recording analysis and interpretations of data have gathered. This study uses descriptive correlation in answering and interpreting the research problem. Descriptive correlation method refers to a type of study in which information is collected without making any changes to the study subject.

The researcher conducted a survey using the instrument formulated, which is the questionnaire, to gather information in Polytechnic University of the Philippines –Paranaque Campus.

Statistical Tool

SPSS Statistics is an integrated family of products that helps to address the entire analytical process, from planning and data collection to analysis, reporting and deployment. It is a widely used program for statistical analysis in social science. It is also used by market researchers, health researchers, survey companies, government, education researchers, marketing organizations, data miners, and others. The original SPSS manual (Nie, Bent & Hull, 1970) has been described as one of

"sociology's most influential books" for allowing ordinary researchers to do their own statistical analysis.

Statistical Treatment

The statistical treatment used in analyzing and interpreting the data of the study includes Frequency Distribution, and Pearson Product Moment Correlation Coefficent. Weighted Mean and Standard Deviation were used for determining the level of leadership skills of the leaders of the different student organization. Frequency Distribution was used to determine the profile, variable of the members of the different student organization in terms of age, sex, course, year level and area of specialization. Pearson Product Moment Correlation Coefficient was used to determine the relationship between the leadership skills of the leaders to the impact or influence of leadership skills to their members and the overall performance of the student organization.

RESULTS AND DISCUSSION

This presents, analyses, and interprets the data gathered out of the instruments used in the study.

Profile of the Respondents

1.1 Age: The age of the members of the student organization involved in the study ranged from 16 to 24 years of age. This data is presented in Figure 2.
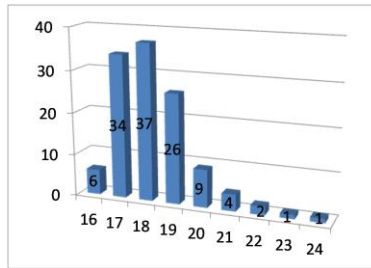
Figure 2: Frequency Distribution on the Profile of the Respondents in terms of Age

The figure shows the sample size for the students of PUP - Paranaque in terms of age. In this figure, it shows that majority of the respondents were 18 years old or 37 out of 120 respondents. 34 out of 120 respondents were 17 years old. 26 out of 120 respondents were 19 years old. Nine out of 120 respondents were 20 years old. Six out of 120 respondents were 16 years old. Four out of 120 respondents were 21 years old. Two out of 120 respondents were 22 years old. One out of 120 respondents was 23 years old. Lastly, one out of 120 respondents was 24 years old.

1.2 Gender: Sex is a range of characteristics used to distinguish between males and females.
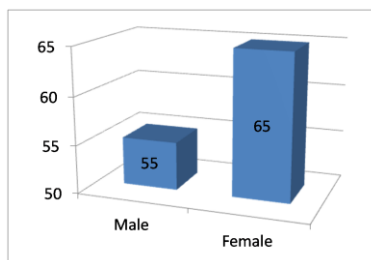

Figure 3: Frequency Distribution on the Profile of the Respondents in terms of Sex

Majority of respondents are female comprising a total of 65 out of 120 respondents. It manifested that PUP – Paranaque

Campus is indeed female dominated. The male accounted for 55 out of 120 respondents. This is shown in Figure 3.

1.3 Year Level: Year level is the level of education that college students are assumed to have attained. In this study, the year level of the respondents consists of first year, second year and third year.
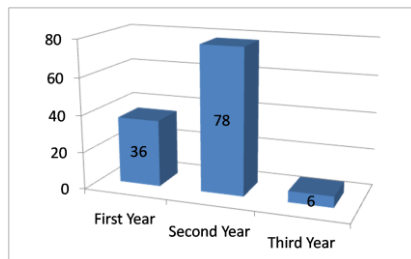
Figure 4: Frequency Distribution on the Profile of the Respondents in terms of Year Level

Figure 4 shows the sample size for the respondents in terms of year level. In this figure, it shows that majority of the respondents were from second year with a total of 78 respondents. Thirty-six respondents were from first year level and 6 respondents were from third year level.

1.4 Area of Specialization: The area of specialization determines what organizations the respondents belong to.
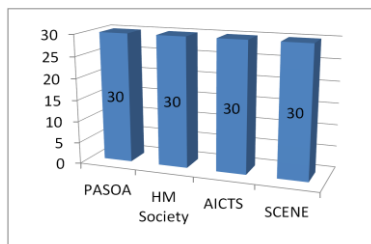

Figure 5: Frequency Distribution on the Profile of the Respondents in terms of Area of Specialization

In this figure, it shows that from the total of 120 respondents, each student's organization has 30 members that participated for this study.

Leadership Skills of the Leaders

The leadership skills of the leaders vary from a leader to another leader and also from an organization to another organization that the leaders are managing. It may depend on the goals they want to achieve or from the principles that the leaders are following and believing. There are many characteristic that a good leader should possess.

In this study the researchers measure the leadership skills of the leaders through the following indicators: Honesty and Integrity, Desire to Lead, Responsible Decision Making, Achievement Derive and Creative Thinking. To analyze the data the legend is the basis for interpretation.

Legend

Scale	Verbal Interpretation
3.41 – 4.00	Very High
2.81 – 3.40	High
2.21 – 2.80	Moderate
1.61 – 2.20	Weak
1.00 – 1.60	Very Weak

2.1 Honesty and Integrity: Honest and integrity are very important characteristics of a leader. The truthfulness of actions and words of the leaders can determine the loyalty of their followers and members. A leader with a high level of honesty and integrity can make the members of the group follow his orders and rules for they entrust the whole organization to their leader.

Table 1 shows the mean perception and computed standard deviation of the respondents to the leadership skills of their leaders in terms of honesty and integrity.

INDICATORS	Mean	SD	Verbal Interpretation
1. The leaders are reliable in handling the funds of the organization.	2.80	0.76	Moderate
2. The leaders show truthfulness with their words and actions.	2.92	0.82	High
3. The leaders are honest about their own limitation.	2.93	0.74	High
4. The leaders are keeping private subordinate information, private.	2.83	0.71	High
5. The leaders are making a priority to maintain clear communication and resolve any conflicts.	2.89	0.76	High
Average	2.88	0.75	High

Table 1: Mean Perception and Standard Deviation of Honesty and Integrity

Table 1 reveals that the leadership skills of the leaders in terms of *Honesty and Integrity* rated four (4) out of five (5) indicators or items are interpreted as high level namely: Leaders show truthfulness with their words and actions, Leaders show truthfulness with their words and actions, Leaders are honest about his/her own limitation, Leaders are making a priority to maintain clear communication and resolve any conflicts, and one of the indicators was rated in moderate level which is the Leaders are reliable in handling the funds of the organization. The weighted mean of the leadership skills of the leaders in terms of honesty and integrity is 2.88 and standard deviation of 0.75 with an interpretation of high level. The values of the standard deviation manifest almost similar responses from the respondents.

2.2 Desire to Lead: The willingness of a leader to do the work that it takes to become an effective leader of the team. Desire to lead can also be associated on the passion of the leaders in

guiding its members and bringing up the whole organization to higher opportunities and possibilities.

Table 2 shows the mean perception and computed standard deviation of the respondents to the leadership skills of their leaders in terms of desire to lead.

INDICATORS	Mean	SD	Verbal Interpretation
1. The leaders know how to motivate the members to be active in the group.	2.98	0.88	High
2. The leaders make themselves available even outside school if there is a problem to solve within the group.	2.84	0.74	High
3. The leaders are active in all the activities, even in meetings of the organization.	3.02	0.83	High
4. The leaders act as a model for the whole organization.	2.98	0.82	High
5. The leaders enjoy when other seek his/her ideas or opinions.	2.79	0.82	Moderate
Average	2.92	0.82	High

Table 2: Mean Perception and Standard Deviation of Desire to Lead

Table 2 reveals that the *Desire to Lead* by the leaders was rated four (4) of its subscale items as high level namely: Leaders know how to motivate the members to be active in the group, Leaders make themselves available even outside school if there is a problem to solve within the group, Leaders are active in all the activities, even in meetings of the organization, Leaders act as a model for the whole organization, and one of its indicators was rated in moderate level which is the item that tell that the Leaders enjoy when other seek his/her ideas or opinions.

The weighted mean of the leadership skills of the leaders in terms of desire to lead is 2.92 with a computed standard deviation of 0.82 with an interpretation of high level. The values of the standard deviation show slight disperse of the ratings from the respondents. This affirms there is uniformity of the responses.

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2.3 Responsible Decision Making: Making a choice is always hard when the leader consider what the possible outcomes of choice. It is even more difficult for a leader, in making decision because it is not just himself that will be affected but the whole organization. A good leader doesn't immediately choose the first or easiest possibility.

Table 3 shows the level of leadership skills in terms of Responsible Decision Making and it also shows the mean perception and computed standard deviation of the responses from the participants to this particular skill by the leaders.

INDICATORS	Mean	SD	Verbal Interpretation
1. The leaders take the responsibility on the achievements and failures of the whole organization.	2.94	0.75	High
2. The leaders after every activity are reflecting on previous choices and their consequences.	2.93	0.68	High
3. The leaders always consider the consequences of choices and think before acting.	2.98	0.80	High
4. The leaders know the impact that their behavior will have on others.	2.93	0.75	High
5. The leaders know how to speak respectfully to every member of the organization.	3.10	0.78	High
Average	2.98	0.75	High

Table 3: Mean Perception and Standard Deviation of Responsible Decision Making

Table 3 reveals that the *Responsible Decision Making* by the leaders rated all subscale items as in high level namely: Leaders take the responsibility on the achievements and failures of the whole organization, Leaders after every activities, are reflecting on previous choices and their consequences, Leaders always consider the consequences of choices and think before acting, Leaders know the impact that their behavior will have on others, and Leaders know how to speak respectfully to every member of the organization.

The leadership skills of the leaders are high level in terms of responsible decision making. This is proven by the weighted mean of 2.98 with a computed standard deviation of 0.75. The values of the standard deviation show slight disperse of the ratings from the respondents. This affirms that there is uniformity of the responses.

2.4 Achievement Drive: This leadership skill of the leaders refers to the effort of the leaders to motivate its members to do their best to achieve a certain goal. This also refers on how the leaders manage to attain the highest performance that the organization can give and strive to be successful in each and every events and activities.

In this table, it shows the level of leadership skills in terms of Achievement Derived and it also shows the mean perception and computed standard deviation of the responses from the participants to this particular skill by the leaders.

INDICATORS	Mean	SD	Verbal Interpretation
1. The leaders have a mindset of accomplishing more activities that will benefit the group.	3.01	0.75	High
2. The leaders have a goal that the whole group will always be on top of other student organization.	3.00	0.76	High
3. The leaders are optimistic about achieving more accomplishment for the group.	2.95	0.78	High
4. The leaders are very enthusiast about every activity will become successful.	3.05	0.75	High
5. The leaders assume responsibility for the actions of their entire team.	3.00	0.77	High
Average	3.00	0.76	High

Table 4: Mean Perception and Standard Deviation of Achievement Derive

Table 4 shows that the level of the leadership skills of the leaders in terms of *Achievement Derived* rated all in high level

The weighted mean of the leadership skills of the leaders in terms of achievement derive is 3.00 with a computed standard deviation of 0.76 with an interpretation of high level. The values of the standard deviation show slight disperse of the ratings from the respondents.

2.5 Creative Thinking: Creative thinking by the leaders is when their creativity proves to be vital in critical situations. Creative thinking is important for leaders because it helps them to think outside the box and which of the different choices is the best for that situation.

Table 14 shows the level of leadership skills in terms of creative thinking and it also shows the mean perception and computed standard deviation of the responses from the participants to this particular skill by the leaders.

INDICATORS	Mean	SD	Verbal Interpretation
1. The leaders show creativity in planning upcoming activities of the organization.	3.07	0.81	High
2. The leaders know how to use available resources meaningfully.	3.02	0.78	High
3. The leaders always utilizing all possible options before making rash decision.	2.92	0.74	High
4. The leaders don't immediately choose the first or easiest possibility when critical situation occur.	2.95	0.68	High
5. The leaders allow time for brainstorming and let them express their ideas freely.	2.87	0.78	High
Average	2.97	0.76	High

Table 5:   Mean Perception and Standard Deviation of Creative Thinking

Table 5 reveals that the *Creative Thinking* by the leaders rated all subscale items as in high level.

The weighted mean of the leadership skills of the leaders in terms of creative thinking is 2.97 with a computed standard deviation of 0.76 with an interpretation of high level. The values of the standard deviation show slight disperse of the

ratings from the respondents. This affirms there is uniformity of the responses.

Impact of Leadership Skills to the Members of the Organization

There are different leadership skills that a leader possesses and some of these skills can change perspective of the group and the members of the organization. The impact or influence of the leaders to their members may vary from each member. Influenced made by the leaders may affect on how the members perform their task and duties in the group. Also the change among the members will depend on how the leaders portray themselves, either the members will look up to them as an inspiration or the members will hate them for their actions.

Legend

Scale	Verbal Interpretation
3.41 – 4.00	Very High
2.81 – 3.40	High
2.21 – 2.80	Moderate
1.61 – 2.20	Weak
1.00 – 1.60	Very Weak

The table below shows the level of influence of the leaders to the members of the organization and this table also shows the mean perception and computed standard deviation.

INDICATORS	Mean	SD	Verbal Interpretation
1. I know how to establish good relationship with the other members of the group.	3.01	0.70	High
2. Initiate successful resolution of conflict with the other members of the group.	2.88	0.66	High
3. I engage in friendly conversations with others.	3.04	0.70	High
4. I feel more welcome because of the leaders initiative to get socialize with their	3.04	0.78	High

	members.			
5.	I resolve immediately the conflicts I have with the other group members.	2.76	0.70	Moderate
6.	I always think that every idea is important and should not be wasted.	3.05	0.78	High
7.	I can easily get along with classmates because of the bonding I get with my student organization.	2.91	0.77	High
8.	I can stay motivated when doing uninteresting work within the group.	2.75	0.65	Moderate
9.	I stop or change my ineffective/ unproductive habit that may affect the organization.	2.98	0.64	High
10.	I always show respect to each leaders and every members of our student organization.	3.13	0.76	High
Average		**2.95**	**0.71**	**High**

Table 6: Mean Perception and Standard Deviation of Impact of Leadership Skills to the Members of the Organization

Table 6 reveals that 8 out of 10 indicators for measuring the impact of leadership skills are interpreted as high level namely the members of the organization: Know how to establish good relationship with the other members of the group, Initiate successful resolution of conflict with the other members of the group, Engage in friendly conversations with others, Feel more welcome because of the leaders initiative to get socialize with their members, Always that every idea is important and should not be wasted, Can easily get along with classmates because of the bonding I get with my student organization, Stop or change my ineffective/ unproductive habit that may affect the organization, Always show respect to each leaders and every members of our student organization, and 2 out of 10 indicators or sub items including: Resolve immediately the conflicts I have with the other group members, and Can stay motivated when doing uninteresting work within the group.

The weighted mean of the level of impact or influence of the leadership skills to the members of the organization is 2.95 with a computed standard deviation of 0.71 with an interpretation of high level. The values of the standard

deviation show slight disperse of the ratings from the respondents.

Performance of the Student Organization

Performance of the student organization depends on the events and activities conducted by the group, whether it is successful or not. On the other hand, success of the events will depend on two things: First, if the goals for that particular event were achieved, second, if the participants of that event were giving positive feedback about that activity.

Legend

Scale	Verbal Interpretation
3.41 – 4.00	Excellent
2.81 – 3.40	Good
2.21 – 2.80	Average
1.61 – 2.20	Fair
1.00 – 1.60	Poor

Table 7 shows the quality of performance of the leaders to the members of the organization and this table also shows the mean perception and computed standard deviation.

INDICATORS	Mean	SD	Verbal Interpretation
1. The activities within the group are very interesting and entertaining.	2.95	0.73	Good
2. Events that were organized by our organization are always successful.	2.85	0.73	Good
3. The events and activities of the group benefit not just the leaders but also their members.	3.03	0.74	Good
4. The activities we have within our group help us to develop our social skills.	3.00	0.68	Good
5. The events we have within our group encourage us to participate more to our group.	3.00	0.71	Good
6. The group organized seminars that are knowledgeable to our participants.	3.01	0.70	Good
7. Students who participate in the events and activities of the groups always gave us a good and positive feedback.	2.84	0.73	Good
8. The projects that we have within our group are very meaningful and beneficial to the	3.01	0.74	Good

	other students of our campus.			
9.	The projects that we have within our group are very meaningful and beneficial to the development of the campus.	3.02	0.75	Good
10.	The project that we have within our group always met the expectations of our participants.	2.93	0.70	Good
Average		**2.97**	**0.72**	**Good**

Table 7: Mean Perception and Standard Deviation of the Performance of the Student Organization

Table 7 reveals that all of the indicators for measuring the overall performance of the student organization are interpreted as good performance namely: The activities within the group are very interesting and entertaining. Events that were organized by the organization are always successful. The events and activities of the group benefit not just the leaders but also their members. The activities we have within the group help them to develop their social skills. The events within the group encourage them to participate more to the group. The seminars that organized by the group knowledgeable by the participants. Students who participate in the events and activities of the groups always gave them a good and positive feedback. The projects by the group are very meaningful and beneficial to the other students of the campus. The projects that group have are very meaningful and beneficial to the development of the campus. The project that group have always met the expectations of the participants.

The weighted mean of the overall performance of the student organization is 2.97 with a computed standard deviation of 0.72 with an interpretation of good performance. The values of the standard deviation show slight disperse of the ratings from the respondents. This affirms there is uniformity of the responses.

Leadership Skills

Level of leadership skills of the leaders may differ from each other. They may have the same goal but the process in attaining this goal will be different from one another. In this study, the researchers gather data that will determine and measure the level of leadership skills of the leaders.

Table 8 shows the overall measurement of the leadership skills of the leaders and it also shows the mean perception and computed standard deviation.

INDICATORS	Mean	SD	Verbal Interpretation
1. Honesty and Integrity	2.88	0.76	High
2. Desire to Lead	2.92	0.82	High
3. Responsible Decision Making	2.98	0.75	High
4. Achievement Derive	3.00	0.76	High
5. Creative Thinking	2.97	0.76	High
Average	2.95	0.77	High

Table 8: Mean Perception and Standard Deviation of Level of Leadership Skills of the Leaders

Table 8 reveals that the level of the leadership skills of the leaders rated all subscale items or indicators as in high level in terms of: Honesty and Integrity, Desire to Lead, Responsible Decision Making, Achievement Derive, Creative Thinking.

The weighted mean for the level of leadership skills of the leaders is 2.95 with a computed standard deviation of 0.77 with an interpretation of high level. The values of the standard deviation show slight disperse of the ratings from the respondents. This affirms there is uniformity of the responses.

Correlation between the Level of Leadership Skills and the Level of Influence of the Leaders to the Members of the Organization

To determine the significant relationship between these two (2) variables, Pearson Product Moment Correlation was used to test the relationship between level of leadership skills and the impact of leadership skills to the members of the organization.

Legend: According to Cohen (1988)

Computed r- value	Verbal Interpretation
r = 0.10 to 0.29 or r = - 0.10 to - 0.29	Small (Weak) Correlation
r = 0.30 to 0.49 or r = - 0.30 to - 0.49	Medium (Moderate) Correlation
r = 0.50 to 1.00 or r = - 0.50 to - 1.00	Large (Strong) Correlation

	Leadership Skills	*Level of Influence*	*Overall Performance*
Leadership Skills	1		
Level of Influence	0.859629073	1	
Overall Performance	0.450781049	0.447338459	1

Table 8 Computed r- values between the Level of Leadership Skills and the Level of Influence of the Leaders to the Members of the Organization

The data on Table 18 shows the relationship between the level of leadership skills and the impact of leadership skills to the members of the organization. The computed value of r is 0.859629073 or r-value is 0.8596 with a total number of 120 respondents. The rule in correlation is that if the absolute value of r is greater than r-critical we reject the null hypothesis.

The computed r-value is 0.8596 and the r-critical is 0.179 (for n=120 at 0.05 level of significance). This proves that we should reject the null hypothesis and accept the alternative hypothesis. Table 18 proves that there is a large (strong) relationship between the level of leadership skills and the impact of leadership skills to the members of the organization.

Correlation between the Level of Leadership Skills and the Overall Performance of the Student Organization

To determine the significant relationship between these two (2) variables, Pearson Product Moment Correlation was used to test the relationship between level of leadership skills and the overall performance of the student organization.

	Leadership Skills	*Level of Influence*	*Overall Performance*
Leadership Skills	1		
Level of Influence	0.859629073	1	
Overall Performance	0.450781049	0.447338459	1

Table 8: Computed r- values between the Level of Leadership Skills and the Overall Performance of the Student Organization

The data on Table 19 shows the relationship between the level of leadership skills and the impact of leadership skills to the members of the organization. The computed value of r is 0.450781049 or r-value is 0.4508 with a total number of 120 respondents. The rule in correlation is that if the absolute value of r is greater than r-critical the researchers reject the null hypothesis.

The computed r-value is 0.4508 and the r-critical is 0.179 (for n=120 at 0.05 level of significance). This proves that we should reject the null hypothesis and accept the alternative hypothesis. Table 19 proves that there is a medium (moderate) relationship between the level of leadership skills and the overall performance of the student organization.

SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

Summary of Findings

The following are the salient findings of the study.

1. Profile of the Respondents

Among the 120 student-respondents:

1.1 Age

Majority of the respondents are 18 years old, 37 out of 120 students, followed by 34 respondents who are 17 years old, then followed by 19 years old out of 26 respondents. Next are 20 years old followed by 16 years old then 4 respondents who are 21 years old and 2 respondents who are 22 years old and finally 1 respondent for both 22 and 23 years old.

1.2 Sex

Most of the respondents are Female with 65 out of 120 while the male respondents who are only 55 out of 120 respondents.

1.3 Area of Specialization

There are an equal number of respondents when it comes to the area of specialization; 30 members for PASOA, AICTS, SCENE, HM SOC and CSC

1.4 Year level

Majority of the respondents were second year level with a total number of 78 respondents out of 120 followed by first year level with 36 respondents and the rest 6 respondents belongs to the third year level.

2. Level of Leadership Skills

There is a "High Level" of leadership skills of the leaders from the different student organization. This is proven with a grand mean of 2.95 and computed standard deviation of 0.77.

2.1 Honest and Integrity

It obtains a grant mean of 2.88 and SD of 0.75 with the verbal interpretation of "High Level" which means there is a high level of leadership skills in terms of honesty and integrity.

2.2 Desire to Lead

It obtains a grant mean of 2.92 and SD of 0.82 with the verbal interpretation of "High Level" which means there is a high level of leadership skills in terms of desire to lead by the leaders.

2.3 Responsible Decision Making

It obtains a grant mean of 2.98 and SD of 0.75 with the verbal interpretation of "High Level" which means there is a high level of leadership skills in terms of responsible decision making by the leaders.

2.4 Achievement Derive

It obtains a grant mean of 3.00 and SD of 0.76 with the verbal interpretation of "High Level" which means there is a high level of leadership skills in terms of achievement derive.

2.5 Creative Thinking

It obtains a grant mean of 2.97 and SD of 0.76 with the verbal interpretation of "High Level" which means there is a high level of leadership skills in terms of creative thinking.

3. Level of Influence of the Leaders to the Members of Student Organization

There is a "High Level" of influence of the leaders to the members of the student organization. This is proven with a grand mean of 2.95 and computed standard deviation of 0.71.

4. Overall Performance of the Student Organization

There is a "Good Level" of performance of the student organization. This is proven with a grand mean of 2.97 and computed standard deviation of 0.72.

5. Correlation

5.1 Level of Leadership Skills and Level of Influence of the Leaders to the Members of Student Organization

There is a strong positive relationship between level of leadership skills of the leaders and the leaders influence to the members of the student organization. This is proven and revealed by the results gathered.

5.2 Level of Leadership Skills and Overall Performance of the Student Organization

There is a strong positive relationship between level of leadership skills of the leaders and the overall performance of the student organization. This is proven and revealed by the results gathered.

Conclusions

The researchers obtained the following conclusions from the findings of the research:

1. Most of the respondents are female and are 18 years of age.

2. The researchers found-out that if a leader possesses a high level degree of the following leadership skills honesty and integrity, desire to lead, responsible decision making, achievement derive and creative thinking have the interpretation of "High Level", it means that they have an influence/impact to the members of their organization.

3. Since the leaders possess the above mentioned skills, the performance of their respective organization accomplishes their activities well.

4. The researchers found out that there is a strong positive relationship between level of leadership skills of the leaders and the leaders influence to the members of the student organization. It means that as the level of leadership skills of the leaders increases the influence they made to their members

also increases and as the level of leadership skills of the leaders decreases the influence they made to their members also decreases.

5. The researchers found out that there is a moderate positive relationship between level of leadership skills of the leaders and the overall performance of the student organization. It means that as the level of leadership skills of the leaders increases the performance of the organization also increases and same as with as the level of leadership skills of the leaders decreases the performance of the organization also decreases.

Thus, the hypothesis of this study is accepted.

Recommendations

Based on the foregoing conclusions, the following are the recommendations were offered by the researchers.

Since the leaders got a high level of leadership skills, the leaders of organization must maintain to improve their leadership skills to help and motivate their members and be effective leaders to lead the whole organization to work more productively.

In view of the fact that the performance of the organization got a good level of performance, the organization must sustain or even develop their performance to achieve and satisfy the needs and expectation of the whole organization.

For future researcher, further study on background of the group's member such as their culture and differences and teamwork for better understanding of importance of having leadership skills and team performance in a diverse organization. Future researchers are also encouraged to conduct a study patterned to this one and check if the results would change over time.

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