

Indicator of the Perceived Level of Effectiveness of
Low-Income Women's Organization

by

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S u m m a r y

This research studied the organizational dynamics of low-income women's groups to answer three questions in the field of measurement, hypothesis testing and methodology. First, it wanted to arrive at indices of perceived organizational effectiveness to assess the level of development of women in the Philippines. Second, it aimed to examine the relationship between organizational effectiveness with other perceived group characteristics, specifically, autonomy and participation. Finally, the research wanted to check if the survey method of data gathering was valid to the extent that the perceptions reported in the interviews were accurate reflections of organizational reality.

The findings of the study are:

1. Eight (8) indicators for perceived organizational effectiveness were studied using data from surveys undertaken in 1977 and 1979 by correlation and factor analysis. Three (3) factors emerged from the analysis: a) evaluating effectiveness in terms of the organizations functions of communicating within the barrio; b) involving barrio people in group projects and c) acting on the needs of the local people. For each of these factors, an indicator exhibited maximum variance. These were therefore proposed for measurement.
2. A negative relationship between perceived autonomy and organizational effectiveness was observed. On the other hand, organizational effectiveness was seen to be positively related to perceived participation.
3. In general, the survey method of gathering perception data on women organization was effective. Most of the discrepancies between members perceptions and the participant observer information lay in assessing organizational autonomy. Assessments of participation and effectiveness, as a whole, encountered no major contradictions between the 2 sources of data on organizational dynamics.

Proposed Indicators

The research recommended 3 indicators as the final indices for perceived organizational effectiveness. They are:

- a) the degree to which needs of people are brought to the attention of the authorities through the organization.
- b) the degree to which people are involved in planning organizational projects, and
- c) activities that the organization can do about the local problem.

The latter indicator should be used with caution. Participant observers' data from Balic-Balic contradicted survey findings from the same organization.