



## DISSERTATION ABSTRACT

Title : **MANAGEMENT BEHAVIOR OF PUBLIC ELEMENTARY SCHOOL PRINCIPALS AS RELATED TO TEACHERS' MORALE AND ACADEMIC ACHIEVEMENT IN SILANG DISTRICT II, CAVITE**

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Major : **EDUCATIONAL MANAGEMENT**

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This study aimed to determine the management behavior of public elementary school principals and their relation to teacher's morale and school academic achievement in Silang District II, Cavite.

As assessed by the principals themselves and their teachers the level of principals' management behavior in terms of technical skills, human skills, conceptual skills and design skills are all highly acceptable.

Significant difference exists between the assessments of the principals and their teachers on their management behaviour. The assessment of the principals and their teachers on management behavior is significantly different with the mean score of 3.96 on principals self assessment and 3.82 on teachers self assessment on management behavior.

As assessed by the teachers themselves and their principals the level of teachers' morale in terms of rapport with administrator are both highly



acceptable, so with that of satisfaction with teaching, teachers' salary, teachers' load and school facilities and services. This means that both teachers and principals agreed on how teachers act on the situation.

Significant difference exists between the assessments of the teachers and their principals on the teachers' morale. The assessment of the principals and their teachers on teachers' morale has no significant difference with the mean score of 4.16 on principals self assessment and 4.04 on teachers self assessment on teachers' morale.

The school's academic achievement of the District of Silang II is under proficiency level. This proved that the learners really give their best not only for themselves but also for the improvement the school.

Significant relationship between principal management behaviour and teachers' morale falls under a very high positive correlation which means that they are significant with each other, except only in terms of teachers' salary which explains a moderately small positive correlation that is not significant. In terms of principals' management behavior and school academic achievement all skills reveals a high positive correlation that is significantly related with each other. When we talk of teachers' morale and school academic achievement not all results gives the same interpretation, in terms of rapport with administrator it reveals a moderately small positive correlation, while in satisfaction with teaching it gives the result of high positive correlation, teachers' salary with a very small positive correlation which is not significant and teachers' load and



school facilities and services are both high possitive correlation, yet most of the results end up in a significant relationship with each other.

Based on the results above a development program in the school was formed, when it comes to principals development attending seminars from division, regional up to the national level is recommended same as thru with the teachers development to maintain their good morale. When it comes to pupils development they should be more acquainted in school activities and programs.