

Leadership and Resilience: Evaluating Rural Development Training for Barangay Officials

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Abstract. This study assessed the effectiveness of lectures and training programs in enhancing the knowledge and skills of barangay officials and workers, aiming to facilitate positive transformations in local governance. The study gathered detailed information about respondents' knowledge, perceptions, and experiences using a descriptive research design. The objectives included identifying existing gaps in competencies, tailoring training content to meet specific needs, and evaluating the overall impact of these capacity-building initiatives. Findings revealed a significant improvement in participants' self-reported knowledge and skills, with mean scores rising from 2.51 ("Substantial") before training to 3.69 ("Highly Substantial") after training, indicating a 1.18-point increase. This improvement reflects the effectiveness of the structured training sessions in addressing gaps and boosting participants' confidence and competency. High satisfaction levels were also recorded, with mean scores for dimensions ranging from 4.63 to 4.88, all rated "Excellent." The highest ratings were attributed to learning tools and materials, underscoring their pivotal role in achieving program success. Although logistics scored slightly lower, it fell within the "Excellent" range, highlighting the program's strong organizational framework. The training significantly enhanced the capability of barangay officials and workers, enabling them to deliver more responsive and accountable public services. As a result, the local governance structure became more transparent and trustworthy, fostering public confidence and community development. Identified future priorities included livelihood and economic development programs, agricultural support, and improvements in technology and communication. Livelihood initiatives were ranked highest due to their immediate impact on economic stability, while agricultural support was prioritized for sustaining primary livelihoods. Technology and communication, although ranked lower, were acknowledged as crucial for long-term development. The study demonstrated that structured training programs are critical for empowering local leaders, driving sustainable development, and fostering community resilience. By addressing current needs and aligning future initiatives with identified priorities, barangay officials can ensure long-term prosperity and environmental sustainability.

Keywords: Extension project; Leadership; Resilience; Rural development; Satisfaction.

1.0 Introduction

Barangays are the backbone of community development, serving as vital hubs for maintaining public records and implementing national government programs related to peace, order, and environmental sustainability. However, many barangays face persistent challenges, including limited technical expertise, insufficient training, and resource constraints, which undermine their capacity to manage development projects effectively. These issues hinder the successful implementation of critical initiatives, such as farm-to-market roads, health centers, electrification, water and sanitation facilities, schools, and livelihood programs, leaving communities vulnerable to socioeconomic stagnation.

Maragondong, La Libertad, is one such barangay where these challenges are pronounced. The local economy heavily depends on farming, carpentry, buy-and-sell activities, and fishing. However, the lack of strategic planning and governance capacity among officials prevents the community from fully optimizing its resources and addressing pressing needs. Furthermore, the absence of structured training limits their ability to conduct situational analyses, manage budgets, and implement sustainable development plans, exacerbating the community's vulnerabilities. To address these critical issues, targeted training and capacity-building programs are essential. This study evaluates the transformative impact of the "Rural Development Lecture and Training for Barangay Officials of Maragondong, La Libertad." The training program aims to equip officials with the knowledge, skills, and tools to effectively plan, execute, and sustain development projects. The study seeks to determine the program's effectiveness in driving tangible change within the barangay by assessing outcomes such as improved project management, strategic decision-making, and environmental stewardship. This evaluation is urgent and necessary to bridge the gap between community needs and governance capabilities. Strengthening the skills of barangay officials can lead to more resilient, self-sufficient communities, fostering socio-economic growth and environmental sustainability. Ultimately, this initiative underscores the importance of empowering local leaders to overcome systemic challenges and achieve long-term development goals.

2.0 Methodology

2.1 Research Design

This study employed a descriptive research design to gather detailed information about the respondents' knowledge, perceptions, and experiences. The primary data collection method involved using a survey questionnaire administered after the respondents participated in lectures and training sessions. This approach allowed for a systematic examination of the respondents' insights and responses about the training provided. The design was chosen to explore the current status and conditions of the respondents, focusing on their understanding of the topics covered in the training. The research was cross-sectional, as data were collected once after the lectures and training were completed. Additionally, the study utilized a quantitative approach to analyze the responses from the survey questionnaire, providing measurable data that could be statistically analyzed to conclude.

2.2 Research Locale

The study was conducted in Barangay Maragondong, located in La Libertad, within the province of Negros Oriental, Philippines. This barangay was chosen as one of the beneficiaries of the university's extension programs due to its critical need for capacity-building initiatives and its strategic role in local community development.

2.3 Research Participants

The respondents were barangay officials and workers from the identified barangay. They also served as the key proponents of the training and lecture conducted during the community extension project of Negros Oriental State University-Guihulngan Campus. The researcher ensured that all respondents actively participated and provided feedback following the training and lecture sessions.

2.4 Research Instrument

The primary data-gathering instrument used in the study was the Customer Evaluation and Satisfaction Survey, a questionnaire developed by the Office of the University Research, Innovation, Development, and Extension of Negros Oriental State University. The survey evaluated various aspects of the training and lecture, including Assessment and Knowledge/Skill, Evaluation, Overall Satisfaction Rating, and Future Assistance Needed. To ensure the instrument's validity, a validation process was conducted using a rating scale from 1 to 5, where 5

indicated "very much valid" and 1 indicated "not valid." Expert validation yielded an average score of 4.67, confirming the instrument's high validity for the intended purpose. The survey was administered to 40 respondents aged 20 to 65 for reliability testing. A Cronbach's Alpha test was performed on the Likert scale responses, yielding a reliability coefficient of 1.21, which is typically interpreted as excellent reliability. This high score demonstrates that the survey instrument consistently measures the intended variables. Additionally, pilot tests were conducted to refine the instrument further. These refinements aimed to enhance the survey's ability to assess the effectiveness of the training and lecture and its potential to improve the overall project outcomes.

2.5 Data Gathering Procedure

The respondents were first informed about the content and purpose of the survey questionnaire. This step involved explaining the study's objectives and how the collected data would be used. Ethical considerations, such as confidentiality and voluntary participation, were also emphasized. The study incorporated lectures and training sessions as a key component. These sessions were designed to provide the respondents with relevant knowledge and skills necessary to support the study's objectives. After the lectures and training sessions, the respondents were asked to answer the survey questionnaire. This approach ensured the participants had sufficient context and understanding of the topics discussed, allowing for more informed and reflective responses.

2.6 Data Analysis

To determine level of the substantiality of knowledge and skills acquired by the respondents, the researcher used this descriptive interpretation using the scale below:

Scale Range	Verbal Interpretation
4.00 – 3.00	Highly Substantial
2.99 – 2.00	Substantial
1.99 – 1.00	Limited
1.99 – 0.99	Very Limited

The level of satisfaction with the lecture and training of the respondents was determined using the descriptive interpretation below:

Scale Range	Verbal Interpretation
4.21 – 5.00	Excellent
3.41 – 4.20	Better
2.61 – 3.40	Good
1.80 – 2.60	Fair
1.00 – 1.79	Poor

To answer the future assistance needed, the researcher used the ranking method to rank the respondents' responses.

2.7 Ethical Considerations

The study adhered to ethical principles to protect the rights and well-being of respondents. Informed consent was obtained before answering the questionnaire, ensuring respondents understood the study's purpose and agreed to participate willingly. Confidentiality was strictly upheld, with all responses kept private and used solely for academic purposes; any personal data collected were anonymized to safeguard privacy. Additionally, care was taken to ensure that the data collection process caused no psychological or emotional discomfort, prioritizing the respondents' well-being throughout the study.

3.0 Results and Discussion

3.1 Barangay Officials' Assessment and Knowledge/Skill

Generally, the purpose of assessing the level of substantial knowledge and skills acquired by barangay officials and workers before and after lectures and training is to measure the effectiveness of these capacity-building initiatives and facilitate positive transformation in local governance. Evaluating the training establishes a baseline that helps identify existing gaps in knowledge, skills, and competencies among the officials and workers. This

allows trainers to design targeted programs that address specific needs, ensuring that the training content is relevant and aligned with the practical demands of their roles. After the training, reassessing their knowledge and skills provides a means to measure the impact and effectiveness of the instruction. The comparison between pre- and post-training results indicates how much improvement has been achieved and highlights areas that may still require further support or enhancement.

This process strengthens individual competencies and drives a broader transformation within the barangay. As officials and workers acquire more substantial knowledge and skills, they become more confident and effective in delivering public services, addressing community issues, and implementing local projects. This enhanced capability fosters a more responsive, transparent, and accountable local governance structure, which can lead to improved public trust and community development. Ultimately, the transformation brought about by this assessment contributes to building a more resilient and empowered community, as barangay officials and workers are better equipped to meet the evolving needs of their constituents. According to one scholar, development and growth often become the motive and aim of organizations (Goldberg, 2018). In an increasingly changing environment, organizations find that they should embrace a new strategy to enable their competitive advantage to survive. As can be seen from Table 1, the participants self-reported knowledge or skills on a given topic before and after attending a lecture and training sessions. Before training, respondents rated their knowledge or skill as 2.51, falling under the "Substantial" category.

Table 1. *Level of Substantiality of Knowledge and Skills Acquired*

Statements	Mean	Interpretation
Knowledge or skill on the topic/s BEFORE participating in the lecture and training.	2.51	Substantial
Knowledge or skill on the topics AFTER completing the lecture and training.	3.69	Highly Substantial

This indicates that participants learned something but were not confident and sure of their skills. The rating improved to 3.69 after training and was classified as "Highly Substantive." To improve to that level means the participants learned knowledge or skills significantly, indicating that the lecture plus training is practical. This is close to 1.2 points in almost every case, demonstrating an indication of the training that enhanced the depth of understanding and competency in the topic. From the data provided, a noticeable improvement in the knowledge or skills indicates that the training was beneficial. The difference of 1.18 increases from 2.51 to 3.69, significantly reflecting that structured training programs enhance participants' skills. According to research, training, and development will enhance learning and understanding of management processes by exposing them to expansive views, talents, experience, and insights that will empower them to increase their reservoir of new and valuable innovative ideas (Muñoz Castellanos & Salinero Martín, 2011).

3.2 Barangay Officials' Evaluation of the Lecture and Training

The Barangay Officials' Evaluation of the Rural Development Lecture and Training in Maragondong, La Libertad, aims to certify that the program has been undertaken effectively in addressing the needs of the officials, helping them build capacity for local governance and community development. This can help assess the objectives and whether the training goals were clear, pertinent, and relevant to the rural development priorities of the particular barangay. It ensures that what was learned is of practical value and would be put into immediate practice to help them in their work. What was learned was evaluated to determine whether the content is competent, current, and relevant in the context of rural development in Maragondong. This feedback will help identify if what was covered was relevant and practical for the problems to be addressed at the local level.

Satisfaction level is a measure of the assessment of the features or benefits of a service or the product itself that can award a level of consumer satisfaction in terms of satisfying consumer consumption needs (Wibowo, 2022). Table 2 reflects an exceptionally high level of satisfaction among participants regarding the lecture and training program. All key aspects evaluated — objectives and learning content, learning tools and materials, resource persons, and logistics — received mean scores interpreted as "Excellent," indicating that participants were delighted across all dimensions. The objectives and learning content scored a mean of 4.75, demonstrating that the objectives were clear, relevant, and comprehensive, effectively meeting the participants' expectations. This reflects well-structured training sessions with content aligned to the audience's needs.

Table 2. Level of Satisfaction for the Lecture and Training

Variables	Mean	Interpretation
Objectives, Learning Content	4.75	Excellent
Learning Tools and Materials, Activities	4.88	Excellent
Resource Person/Consultant	4.84	Excellent
Logistics	4.63	Excellent
Total	4.71	Excellent

The learning tools, materials, and activities received the highest score, with a mean of 4.88. This indicates that participants found these resources particularly effective and engaging, suggesting they played a significant role in the program's success by facilitating active participation and practical learning. Similarly, the resource person or consultant scored a mean of 4.84, reflecting intense satisfaction with their expertise, communication skills, and delivery. The high rating indicates that the consultant was knowledgeable and approachable, greatly enhancing the participants' learning experience. According to Asgarova (2019), formal training services offered by organizations increase job satisfaction and fulfillment among workers, which in turn positively increases the productivity of their organizations.

Although logistics scored slightly lower at 4.63, it was still within the "Excellent" range. This suggests that logistical arrangements, such as venue, scheduling, and organization, were broadly satisfactory, with only minimal areas for improvement. The overall satisfaction score 4.71 reinforces the program's success, highlighting consistent excellence in all evaluated dimensions. The data suggests that the lecture and training program was highly effective and well-received by participants. To sustain these high levels of satisfaction in future programs, it is essential to continue prioritizing the quality of learning tools and activities while addressing minor logistical gaps. Ensuring the engagement of experienced and skilled resource persons will further enhance the learning experience. By maintaining these strengths and making incremental improvements, similar programs can achieve even higher levels of participant satisfaction.

3.3 Barangay Officials' Futures Assistance Needed

Identifying needed assistance for the future enables barangay officials to engage in capacity-building activities like training and workshops, which helps boost their skills regarding governance, planning, and resource management. Coordination among the barangay with the other government agencies, NGOs, and the private sectors is also put into better dynamics to bring fast solutions to its complex problems. Such a process ensures the creation of a more resilient, self-sufficient, and adequately supported barangay, thus contributing to improved quality of life among its residents.

Table 3. Future Assistance Needed

Assistance Needed	Frequency	Priority
Livelihood and Economic Development Programs	6	1
Agricultural Support	4	2
Technology and Communication	1	3

Livelihood and economic development programs are ranked as the priority of the barangay officials and workers since livelihood programs provide training and equip the residents to engage in alternative livelihood sources, including several small-scale enterprises and crafts or services. These programs prepare them to run and manage their non-agricultural enterprises, which reduces their reliance on just one sector and also reduces risk from the perspective of agriculture volatility. For this transition, economic development programs are further supported by fomenting local entrepreneurship and improving access to markets and a more diversified economic base. By prioritizing these programs, barangay officials and workers wish to build a more resilient and self-sufficient community, improve economic opportunities, and bring about further upgrades in the quality of life for the people. Agriculture support ranks second in the future requests for assistance for the barangay officials and workers because it supports a significant source of livelihood. Such support to farmers would be access to good quality seeds, modern equipment, and advanced techniques in agriculture to improve crop yields, thereby enhancing the efficiency of the farming sector. It can be an effective tool to address issues about pests, soil fertility, and climatic resilience that would make farming viable and profitable. Support for agriculture as a secondary emphasis or focus has been the intent of barangay officers and employees, as it is meant to supplement broader economic development efforts of further reinforcing the basic sector that underlies the livelihood of the barangay's

community and ensuring sustained success in their agricultural ventures. Governments paid little attention to the rural non-farm sector because they perceived it as unproductive and of negligible importance (Lanjouw, 2001). Recent contributions point out that the rural non-farm sector bridges agricultural-based livelihoods and industrial ones (Barrett et al., 2002), thereby playing an important role in a country's structural transformation.

Technology and communication fall amongst the least of the priorities for barangay officials and workers when it comes to their future requests for assistance since the immediate focus is on more pressing needs that directly affect the livelihood and economic stability of the community. Though these factors are important for improving efficiency and connectivity, the barangay's primary focus is to fortify its economic foundation and diversify its sources of income. The given needs in these areas are prior because they relate to immediate survival and growth for the benefit of the community. The improvement in technology and communication may seem highly beneficial for long-term development but comes secondary to the fundamental aspects that ensure the community has the necessary resources and skills for survival. Only after the core issues are resolved, and economic stability is achieved can technology and communication better increase productivity and connectivity.

4.0 Conclusion

Training and transformation are essential components of rural development because they empower local leaders with the necessary skills and knowledge to address the unique challenges faced by their communities effectively. By measuring the effectiveness of rural development lectures, barangay officials can identify whether the training has led to enhanced leadership, better resource management, and improved service delivery. These evaluations help ensure that the training aligns with the unique needs of rural communities, allowing for targeted improvements in administrative efficiency and development planning. In essence, training serves as a key driver for transforming barangay operations, fostering sustainable growth and environmental sustainability, and empowering local communities to build resilience and self-sufficiency. Overall, the training was impactful and well-organized, aligning with the barangay's goals for building resilience and economic independence. Ultimately, training catalyzes transformation, driving sustainable development and enhancing the capacity of barangay officials to foster long-term resilience and prosperity within their communities. Therefore, under the guidance of a proactive and visionary leader, the barangay can achieve environmental sustainability by fostering a culture of respect and protection for the environment, ensuring the conservation of resources and the well-being of the community for generations to come.

5.0 Contributions of Authors

The authors contribute to the conceptualization, formal analysis, original draft, supervision, data curation, validation, writing-review and editing, visualization, funding acquisition, investigation, methodology, and project administration of this study.

6.0 Funding

The authors fund this research study.

7.0 Conflict of Interests

The authors declare that they have no known competing financial interests or personal relationships that could have appeared to influence the work reported in this paper.

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