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TITLE: Climate Building Skills of Chiefs of Police and its Relationship to Organizational Performance.
YEAR: 2000
Acc. No.: 660231
Abstract: This research work was conducted to look into the climate building skills of the chiefs of police in Ilocos Norte and the performance of their police offices. It also determined the level of climate building skills of the chiefs of police as rated by themselves and their subordinates; the relationship between climate building skills and the personal and professional profiles of the respondents; the level of performance of the police offices; and the relationship between climate building skills and organizational performance.
Sixteen police offices in the province of Ilocos Norte were involved in the study. The police offices are those in Laoag City, Bacarra, Bangui, Batac, Burgos, Currimao, Dingras, Pagudpod, Paoay, Pasuquin, Piddig, Pinili, San Nicolas, Solsona and Vintar. Two Hundred Twenty One (221) or 51% of the total number of subordinates in every police office was taken as samples and were selected through random sampling.
This study used the descriptive-correlation research design to describe the respondents’ personal and professional profiles and their climate building skills. Frequencies, percentages, weighted means, and Pearson r were the statistical tools employed to interpret the data gathered.

The research study found out that the chiefs of police of Ilocos Norte have not yet attained a very satisfactory level of climate building skills. It further revealed that their personal and professional profiles are not significantly related to their climate building skills. However, the climate building skills of the police influenced their organizational performance in terms of work coordination, sensitivity and concern for human rights and evaluating subordinates.

Moreover, the climate building skills of the chiefs of police are not significantly related to their organizational performance in terms of initiative, morality and ethical conduct, planning and organizing, scheduling and coordinating, concern for development and welfare, effectiveness in law enforcement and
maintenance of order, decisional ability, leadership, supervisory control, operation and economy and the overall organizational performance. The research also revealed that the police offices have very satisfactory performance.