

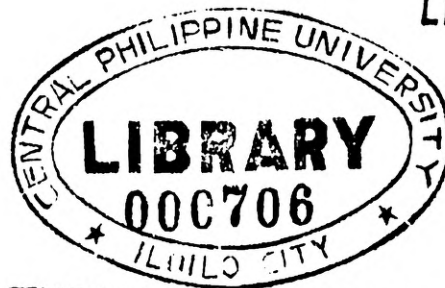
**MOTHERS' INVOLVEMENT IN ORGANIZATIONAL MANAGEMENT
TOWARDS SELF - RELIANCE: THE PCA-IWAG EXPERIENCE**

A Thesis

**Presented to
The Faculty of the School of Graduate Studies
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**MARIBEL M. GONZALES
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by

MARIBEL GONZALES

ABSTRACT

This study described the involvement of thirty six mothers in managing their organization, which is the PC-IWAG, towards the vision of Self-reliance.

Specifically, the study described the mothers in terms of age, civil status, educational attainment and number of years in the organization. It addressed the following issues: the inputs and factors that brought about the development of the mother's capacity in managing their programs and services. Likewise, it described the various interventions and processes which were conducted to enhance their knowledge, skills and commitment in sustaining their organization. Perceived effects of these interventions in their personal lives as well as in serving their organization were presented. More so, gaps and weaknesses which lessen the efficacy of the organization and dampen their vision to carry out their goals towards development continuum were spelled out.

The study used the descriptive exploratory design with historical approach describing the development and growth of the organization as well as the involvement of

the mothers in the management process. It focused on the qualitative dimension of people participation through a case study.

The thirty six mothers were the key informants of this study. Primary data were drawn through interview and questionnaire. Other data were taken from written documents and records of the Project. The retrospective accounts were validated through focus group discussion.

The findings of the study revealed that the assistance of Christian Children's Fund contributed greatly in the development of the capacity of the mothers in managing their organization. The inputs in the form of funds, assets and personnel and other interventions such as trainings, seminars had helped them in harnessing their skills and building their capacities as well as deepened their cohesiveness in pursuing their goals. Institution building was emphasized.

Nevertheless, gaps and problems in management were identified and recommendations were drawn to resolve such weaknesses and attain Self-reliance and sustainability.