

Leadership Competencies Towards Enhanced Productivity Framework

Irene Juana A. Acacio CPA, MBA-Public Administration

<https://orcid.org/0009-0003-3767-7939>

irenejuanaacacio@gmail.com

Bureau of Internal Revenue, Manila, Philippines

Abstract

This study was designed to address leadership competencies at Revenue District Office No. 28 Novaliches, Quezon City, with the goal of enhancing workforce productivity. The research employed quantitative-correlational analysis and involved surveying 323 employees from the Bureau of Internal Revenue, Manila (NCR). Researcher's made questionnaire was employed in gathering data. The findings revealed that leadership competencies were generally rated at a neutral level. Specifically, creating and communicating vision and strategy scored an average of 2.67, indicating significant room for improvement. The competency of mobilizing people achieved a score of 2.61, highlighting a need for better team motivation and inspiration. Upholding integrity and respect received an average score of 2.72, suggesting that ethical behavior and transparency require improvement. The ability to achieve results was rated 2.65, pointing to the necessity of better resource management and performance target achievement. Lastly, promoting innovation and driving change had an average score of 2.68, reflecting the need for enhanced management of change and feedback mechanisms. In terms of productivity, efficiency was rated at 2.64, showing a "Moderately Productive" level with room for better resource use and deadline management. Quality of work was assessed at 2.67, indicating a similar productivity level with variability in attention to detail. Output relative to input received a rating of 2.80, suggesting a fair balance between effort and results. Impact on organizational goals scored 2.87, reflecting a moderate contribution to organizational objectives. Work efficiency and effectiveness were rated at 2.74, indicating moderate effectiveness with room for improvement in time management and task prioritization.

Keywords: Leadership competencies, employee productivity, quantitative- correlational performance, workforce enhancement