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**AWARENESS ON OF THE BARANGAY JUSTICE  
SYSTEM AND ITS RELATIVITY CONFLICT  
MANAGEMENT SKILLS  
OF LUPONG TAGAPAMAYAPA IN STA. MARIA,  
DAVAO OCCIDENTAL, PHILIPPINES**

**ŚWIADOMOŚĆ “SYSTEMU SPRAWIEDLIWOŚCI  
BARANGAY” W RELACJI DO UMIEJĘTNOŚCI  
ZARZĄDZANIA KONFLIKTAMI ORGANIZACJI  
LUPONG TAGAPAMAYAPA W GMINIE STA. MARIA,  
DAVAO OCCIDENTAL, FILIPINY**

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**Abstract**

This research focused on the awareness on of the “Barangay Justice System” and its relativity to conflict management skills of Lupong Tagapamayapa in Sta. Maria, Davao Occidental in Philippines. Furthermore, it determined the strength of the correlation between the two, their level of awareness on barangay justice system and conflict management skills and which domains of awareness on barangay justice system have the most impact. A descriptive-correlational research design was utilized in the study. There were one hundred fifty-four (154) Lupong Tagapamayapa respondents included in the study and they answered an adaptive survey questionnaire. To measure the independent variable, “The Effectiveness of Conciliation Process: A

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Practical Way of Delivering Justice” from Agustin et al., (2018) was utilized, while the Conflict Management Skills questionnaire was from “Conflict Resolution Styles Among Filipino Seafarers: Inputs to a Conflict Management Program” by Garcia et al., (2018). The statistical tools used were frequency, percentage, mean, Spearman’s rho, and step-wise multiple regression analysis. The result of this study showed the levels of awareness on barangay justice system, with conciliation efforts to reconcile parties (4.63) got the highest responses and issuance of certificate to file action (4.27) received the lowest and an over all of 4.51. in terms of conflict management skills, compromising garnered the highest mean score of 4.64, while avoiding receive the lowest with 3.83 and an over all of 4.35. The significant relationship of awareness on barangay justice system and conflict management skills, the R<sup>2</sup> reveals that 35.5 percent of the considered data fit the regression model; and between the two variables, the r-value was 0.650 which indicates that there is a high correlation. Of the four predictors, the proper application of the legal procedures ( $\beta = 0.577$ , SE = 0.63,  $p < 0.001$ ) is found to be significant which is less than the threshold of 0.05 level of significance, which implies the null hypothesis is rejected. This means that proper application of the legal procedures significantly influence the conflict management skills of the Lupong Tagapamayapa.

**Keywords:** criminology, Barangay Justice System, awareness, conflict management skills, Lupong Tagapamayapa, Malita, Philippines

### **Streszczenie**

Niniejsze badanie koncentruje się na świadomości „Systemu Sprawiedliwości Barangay” względem umiejętności zarządzania konfliktami organizacji państwowej Lupong Tagapamayapa w gminie Sta. Maria, Davao Occidental na Filipinach. Określono siłę korelacji między nimi, poziom świadomości Systemu Sprawiedliwości Barangay i umiejętności zarządzania konfliktami oraz wskazano, które obszary świadomości mają największy wpływ na System sprawiedliwości Barangay. Opracowanie stanowi opisowo-korelacyjny projekt. W badaniu wzięło udział stu pięćdziesięciu czterech (154) respondentów z Lupong Tagapamayapa, którzy odpowiedzieli na adaptacyjny kwestionariusz ankiety. Aby zmierzyć zmienną niezależną, wykorzystano „The Effectiveness of Conciliation Process: A Practical Way of Delivering Justice” autorstwa Agustina i in. (2018), podczas gdy kwestionariusz umiejętności zarządzania konfliktami pochodził z „Conflict Resolution Styles Among Filipino Seafarers: Inputs to a Conflict Management Program” autorstwa Garcii i in. (2018). Zastosowane narzędzia statystyczne obejmowały częstotliwość, procent, średnią, rho Spearmana i analizę regresji wielokrotnej. Wyniki badania pokazały poziom świadomości Systemu Sprawiedliwości Barangay, przy czym mediacje mające na celu pojednanie stron (4,63) uzyskały najwyższe odpowiedzi, a wydanie certyfikatu w celu złożenia pozwu (4,27) otrzymało najniższą ocenę. Jeśli chodzi o umiejętności zarządzania konfliktami, to "kompromis" uzyskał najwyższą średnią ocenę (4,64), podczas gdy "unikanie" uzyskało najniższą ocenę (3,83). Znaczący związek świadomości Systemu Sprawiedliwości Barangay i umiejętności zarządzania konfliktami, R<sup>2</sup> ujawnia, że 35,5 procent rozważanych danych pasuje do modelu regresji; a między tymi dwiema zmiennymi wartość r wyniosła 0,650, co wskazuje

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na wysoką korelację. Spośród czterech predyktorów, właściwe zastosowanie procedur prawnych ( $\beta = 0,577$ ,  $SE = 0,63$ ,  $p < 0,001$ ) okazało się istotne, co jest wartością niższą od progu 0,05 poziomu istotności, co oznacza, że hipoteza zerowa została odrzucona. Oznacza to, że właściwe zastosowanie procedur prawnych znacząco wpływa na umiejętności zarządzania konfliktami Lupong Tagapamayapa.

**Słowa kluczowe:** kryminologia, Barangay Justice System, świadomość, umiejętności zarządzania konfliktami, Lupong Tagapamayapa, Malita, Filipiny

## **Statement of the problem in general outlook and its connection with important scientific and practical tasks**

### **Rationale**

The rise in conflicts and violence around the world shows that there is a new threat to world peace [1; 71]. It is harmful when it leads to violence, makes it harder for people to talk to each other, makes people more hostile, or keeps people from talking about the real issues or problems [12]. Conflict has been linked to a variety of negative health outcomes, including hunger, injury, illness, mental illness, and infertility [18]. The court was responsible for resolving disputes on the rights and interests, suitability, and judgement of the two opposing parties. However, in the majority of nations throughout the world, the court system has grown overpopulated in the twenty-first century, particularly in civil litigation or civil law matters [4; 75].

Conflict and violence were ever-present in the Philippines, but the country also had a long history of conflict resolution. The Barangay Justice System resolves community disputes. It was first recognized in 1979 the Presidential Decree no. 1508, also known as the Katarungang Pambarangay [48]. Lupong Tagapamayapa had been working and operating in the Philippines for over a decade under the Barangay Justice System [5]. This organized body can convene disputing parties and strive to resolve barangay conflicts as much as possible [59]. However, Lupong Tagapamayapa continues to face numerous difficulties. Inadequate barangay justice system training and seminars result in inappropriate conciliation procedures and dissatisfied residents [77].

Substantial studies on conflict management using variety skills of Lupong Tagapamayapa have concluded that awareness of barangay justice system is connected with solving disputes. Awareness is crucial for all actions linked to conflict management [101; 83]. Furthermore, study suggests that each variable such as awareness of barangay justice system and conflict management skills can have a favorable influence on the capability to resolve conflicts, more successfully with the assistance of Lupong Tagapamayapa in their perspective barangays [26].

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### **Statement of the Problem**

The primary objective of the study was to determine the level and significant relationship between awareness on barangay justice system and conflict management skills of Lupong Tagapamayapa in Sta. Maria, Davao Occidental. Specifically, it aimed to:

1. To determine the level of awareness on barangay justice system of Lupong Tagapamayapa in Sta. Maria in terms of:
  - 1.1 conciliation efforts to reconcile parties;
  - 1.2 enforcement of rules;
  - 1.3 issuance of certificate to file action; and
  - 1.4 proper application of the legal procedures.
2. To determine the level of conflict management skills of Lupong Tagapamayapa in Sta. Maria in terms of:
  - 2.1 competing;
  - 2.2 collaborating;
  - 2.3 accommodating;
  - 2.4 avoiding; and
  - 2.5 compromising.
3. Determine the significant relationship between the awareness on barangay justice system and conflict management skills of Lupong Tagapamayapa.
4. Determined what domain of awareness on barangay justice system best influence the conflict management skills of Lupong Tagapamayapa.

### **Hypotheses:**

The null hypotheses in this study were tested at 0.05 level of significance:

**H01** There is no significant relationship between the awareness on barangay justice system and conflict management skills of Lupong Tagapamaya in Sta. Maria, Davao Occidental.

**Ho2** There is no domains of awareness on barangay justice system significantly influences the conflict management skills of Lupong Tagapamayapa in Sta. Maria, Davao Occidental.

### **Analysis of latest research where the solution of the problem was initiated**

This chapter consists of articles from authors who have done similar studies. Their research included data on the awareness on barangay justice system and its relativity to conflict management skills of Lupong Tagapamayapa in Sta. Maria, Davao Occidental. It also reviewed relevant research. Several recognized studies demonstrated how awareness on barangay justice system affected conflict management skills. This

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review served as the basis for this study, which focuses on awareness on barangay justice system and conflict management skills. The literature was divided into two variables, and their domains was discussed. Conciliation efforts to reconcile parties, enforcement of rules, issuance of certificate to file action, and proper application of the legal procedures are all indicators of awareness on barangay justice system. Conflict management skills, as well as its five domains, competing, collaborating, accommodating, avoiding, and compromising, was explored concurrently as the dependent variable.

### **Awareness on Barangay Justice System**

The independent variable which is the awareness on barangay justice system and its domains-conciliation of efforts to reconcile parties, enforcement of laws, issuance of certificate to file action and proper application of the legal procedures-were covered in this study. By virtue of Republic Act 7160, also known as the Local Government Code of 1991, Katarungang Pambarangay has been more effective in practically all of the barangays as a result of wider and better awareness; however, there are still many individuals who are unaware of the fact that, as a general rule, barangay conciliation must take place before any issue may be brought before a judge [5]. It seems that the effective implementation of the barangay justice system in the barangay is helped by the high level of education of the Lupon members, who have a better understanding of how people interact with each other and how they act [69]. According to Dela Peña (2006), Lupon members' ability to solve cases within the barangay is efficient in the sense that they have the necessary knowledge and have followed the proper procedure [31]. It is supported by Chen and Hsieh (2015), knowledge is a key part of providing the service that people in the area need [23].

### *Conciliation Efforts to Reconcile Parties*

Conciliation has changed from a primitive way to settle disagreements to a fairer way. Primitive societies have resorted to violence to settle business disagreements. In the Philippines, for state law to be respected in the rural community, the new government had to use the resources that the rural community was already used to. Due to the fact that it permits private traditions to be employed as guiding legislation in the adjudication of conflicts, conciliation was deemed a suitable concession to private traditions [32]. Currently, conciliation plays a significant role in resolving disputes arising in nearly all fields [109; 95].

They pay special attention to the key players in the conciliation negotiations because it is generally agreed that they are important relay actors [38; 86; 90]. He then carefully weighs each party's facts and arguments against the opposing party's rebuttal. In light

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of this, the conciliator formulates and offers a settlement that, in his opinion, constitutes a reasonable compromise on the issue. In conciliation, the neutral third person convinces the parties to reach a compromise. The conciliator is more akin to an interventionist who offers plausible solutions to the disputing parties in order to resolve the conflict. As a specialist in the field, he or she offers proposals and recommendations for resolving the conflict between the parties [32].

In addition, Shinde (2012)[91] and Villamor & Dagohey (2021) [105], stated that, a conciliator should make extra efforts by being aware and careful enough about their duties, functions, and obligations to make any conciliation process work by paying attention to all the things that make it work. The conciliator should also embody and follow exceptional efforts by being conscious and adequately conscientious about their prescribed duties, functions, and obligations to make any conciliation process efficient by observing all the considered aspects of effectiveness, as stated further that the two disputing parties should be brought together where they can interact and where the conciliator will arrive at the settlement of the dispute [2].

Participants, with the help of a neutral person or people, systematically pick out the things they disagree about in order to explore options, think of alternatives, and find a solution that works for everyone. The real value of conciliating comes out when both sides trust the conciliator and talk freely and honestly about their thoughts, plans, and ultimate goals in the conflict [36; 111]. It places the burden on the conciliator to operate in a way that fosters confidence, is partial, moral and consistently capable of keeping secrecy [42].

The conciliators are making efforts to reconcile parties but the parties themselves never had the interest to settle the conflict [5]. Thus, Parties should not be forced to settle their differences through conciliation. Instead, they should do so if they want to [96]. The official comment of the Technical Committee on PD 1508 (1979), states that in contrast of the concept of judicial neutrality and impartiality is not of such importance to the conciliation process. For unlike the judicial process, the hope for outcome of conciliation is not a judgment or decision imposed upon the parties but a settlement freely agreed upon by them.

### *Enforcement of Rules*

Lupong has a policy that it must follow the right steps when using its power and responsibility to look into and decide on issues brought to it, with the goal of settling disagreements in a peaceful way. To ensure successful conciliation, the lupong must adhere to and enforce the norms that conditions of settling disputes must be compulsory and obligatory upon the parties subject to the conciliation process. Moreover,

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according to the Katarungang Pambarangay Law, the Local Government Code of 1991, and other comparable statutes, it is its policy to adhere to the legal procedures with the utmost diligence [5].

According to Section 410 of the Local Government Code, "any person who has a cause of action against another person involving any matter under the jurisdiction of the Lupon may file a verbal or written complaint with the Lupon Chairman." Individual refers to a natural person, not a legal entity such as a corporation or partnership. The law is explicit in its assertion that the parties concerned in the dispute must be individuals. Thus, when one of the parties is a legal entity, the complaint may be lodged directly with the court without first undergoing barangay conciliation [39; 75].

Rule IV, Section 6(b) of the Katarungang Pambarangay Rules: It is sufficient for disputants to be natural persons; the disputants must be residents of the same city or municipality to qualify. And cases brought before the Lupon for conciliation must not be one of the exceptions. Because, in general, the Lupon can mediate civil, criminal, administrative, labor, agrarian, and numerous other cases. Nature, value, and subject matter are irrelevant so long as Rule VI, Section 2 (c) of the Katarungang Pambarangay Rules regarding exemptions is observed [66].

The primary tactic that is utilized in the barangay justice system for the purpose of conflict resolution is the provision of a setting in which the parties in conflict can look for a solution that is agreeable to both sides. However, the major function of the system is not to arbitrate conflicts and impose a solution on the parties; rather, it is to facilitate discussions between the parties regarding the possibility of an amicable resolution to their disagreements [51]. Simply expressed, the barangay justice system is responsible for enforcing laws that are intended to provide a welcoming, low-cost, and expedient venue for the settlement of disputes [104;10].

Within this forum, the disputing parties are given the opportunity to freely explore options for peacefully settling their issues without having to turn to the courts. In addition, a strict and rigid application of the rules should never be done if it would hurt the main goals of the rules, which are to ensure fair trials and get justice done quickly. Never use technicalities to thwart the substantive rights of other parties [41].

#### *Issuance of Certificate to File Action*

According to Rule VI, Section 7 of the Katarungang Pambarangay Rules provides, upon similar failure of the respondent to appear, any counterclaim he has made that arises from or necessarily connected with the complainant's action may be dismissed. Such dismissal, as certified to by the Lupon or Pangkat secretary, as the case may be, shall bar the respondent from filing such counterclaim in court; and it shall likewise be

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a sufficient basis for the issuance of the certification for filing complainant's cause of action in court or with the proper government agency or office [66].

Thus, the rules make it very apparent that a respondent's intentional refusal or inability to appear is sufficient grounds for the complainant present to be granted certification to file action. The issue of a certification to file action indicates that the complainant may now present his complaint to a court or other government office for judgment. In case all efforts are ineffective, a certificate to file action (CFA) is issued to allow the disputants to bring their controversy to court. Without such certification, an action may be dismissed on the ground that there has been no compliance with a condition precedent [43].

Blignaut (2018)[19], stated that, providing a certificate to file an action is a service that should not be delayed and should be done quickly in order to resolve disputes quickly and create a peaceful community. This indicates that there are more opportunities for the problem to be solved because the Lupon is easily accessible and accommodating. In order for the conciliation process to be successful and efficient, issuing certificates to file action before the conciliation and after settling disputes is necessary. However, according to the findings of the research conducted by Agustin *et al.* (2018)[5], the lupon do not immediately issue the relevant document, which is the certificate to file action. This is done so that the subjects of conciliation are given the necessary time to think over the terms of conciliation, which is an essential step in the overall process.

#### *Proper Application of the Legal Procedures*

Legal rules and procedures are vital to attaining a correct and effective conciliation process. He adds that the disputing parties should be brought together where they can interact and where the conciliator will arrive at a settlement of the dispute [91; 79]. Spence (2010)[94] emphasizes that it is essential that a public body has procedural requirements in order for them to arrive with a just decision.

Although the law provides the legal procedure that guides mediators through the steps of resolving a dispute, most of the time, Lupon members use their discretion, art, and skills to successfully mediate so that both parties must settle and agree to actions that satisfy their respective demands. This means that if something happens that isn't covered by the law, it will be handled based on what the person in charge thinks is best [69].

The Lupon is not a court but rather an entity that mediates between disputing parties. The purpose of this authority is not to pass judgment but rather to bring the parties involved together to work out their differences in an amicable manner. It is possible to immediately pursue the proceedings for conciliation upon the commencement of a

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complaint, whether verbally or in writing. A complaint ought to be personal, free, and completely voluntary. For the purpose of resolving their dispute, the parties are required to attend a meeting at the time and location indicated in the order in which they appear, with the complainant receiving prior notice of the hearing and the respondent or respondent parties receiving a summons to attend [5].

Agustin *et al.* (2018)[5], added that, it is possible for a person's next of kin who is not a lawyer to represent them in court if they are a minor, which is defined as someone who has not yet reached the age of 21, or an incompetent, which is defined as someone who is unable to care for themselves due to an illness or disease or because they have an unstable mental state. If the parties agreed to particular terms and conditions and abided by the result of the settlement, then it would be termed successful; however, if there were to be repudiation because the consent was vitiated by fraud, violence, or intimidation, then the parties may go to the courts for relief instead [75]. From Blignaut (2018)[19], point of view, decision-makers and facilitators should be well-qualified and have a good understanding of the legal framework, such as knowing the legal procedures in the conciliation process, in which they act to be legitimate and fair when making decisions, so that the right goal of resolving disputes can be reached.

### **Conflict Management Skills**

As a dependent variable, conflict management skills were assessed, along with their domains: competition, accommodation, compromise, avoidance, and cooperation. Conflict management is defined as the involvement of efforts made to prevent a conflict at the appropriate time and also to help resolve it in an effective and easy manner [60]. Conflict resolution abilities are an essential component of Lupong Tagapamaya, which is an essential component of the Barangay Judicial System. The primary purpose of conflict resolution skills is to resolve differences between parties [26]. Raising awareness and putting strategies into practice are two of Lupong Tagapamaya's conflict management skills. Compromise also causes the conflict to escalate when one of the parties is resolving. The participants' ideals and attitudes for entertaining disputing parties are also improved by Lupon's skills, which leads to the swift administration of justice [15].

### *Competing*

The first domain of conflict management skills is competing. When people take a competitive approach, they use open hostility to gain control or power in a situation. When using this tactic, authority can completely remove annoyance, anger, or an argument from the equation. When different strategies are used, the conflict may calm down for a while, but there is never a final solution [44].

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In addition, in competing, the goal is to impose one's will on others, which may involve making threats or bluffs, making persuasive arguments, or committing oneself to a viewpoint. It is a confrontational approach to conflict that is power-driven and does not compromise. The person is just concerned with achieving their own objectives with little regard for the needs or desires of others. If a decision needs to be taken quickly, if it is likely to be unpopular, or if one needs to protect himself or another person from an aggressor, this is the strategy to use [106].

Moreover, when people are competing one person tries to get what they want at the price of the other people involved. The person who is competing is power-driven and says what he or she thinks, generally making a quick decision with little or no discussion [40]. This approach is distinguished by acts that place another party in a precarious position [100]. Those who compete are aggressive and uncooperative, and they are eager to pursue their own issues at the expense of others [16]

However, when people use this style, they most likely have some sort of power over the other party involved and can demand that the conflict be resolved in their favor. Competing styles are not always “bad” conflict resolution styles; they can be useful in emergency situations where decisions must be made quickly. When a Lupong Tagapamayapa employs this style, it provides both parties with a sense of stability in knowing that their Lupong Tagapamayapa is consistent in their decision making [57]

Furthermore, according to Kilmann (2022)[63], competing has a strong effect and should be used sparingly. It may be necessary and useful in a variety of situations; it has the unintended consequences of potentially imposing a significant cost on relationships and motivations. When it escalates, it can be quite destructive. Many people are sensitive to competing behavior, and even occasional use of this conflict management style lead to negative opinions. This style is useful when making a quick decision. People in positions of power can take advantage of competing because the goal is to win. People with less power are more likely to be defeated in a conflict [82]. However, misuse of this style can result in new conflict; therefore, leaders who use this conflict-handling mode must be aware of this possibility in order to reach a productive resolution [93].

### *Avoiding*

This is the second domain of the dependent variable. If there is a chance that a cooling-off period may be helpful or if you need more time to contemplate your perspective on the issue itself, this approach can be a successful strategy for conflict resolution. But avoidance should not be used as a replacement for appropriate conflict resolution; postponing a disagreement indefinitely can and will lead to further conflicts in the future

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[9]. A low level of collaboration and conflict is seen in the avoidance approach. It is effective either when problems are minimal or when the other side is unyielding due to strict attitudes. Both of these scenarios are applicable. Get some space and time away from the argument [30].

In addition, conflict can be totally sidestepped by adopting a style that avoids it. It would not pursue either its own or the other person's beliefs while it was involved. When the conflict at hand seems to be of little consequence, this mode of communication could be appropriate [7]. The primary goal of avoidance is postponed. A person would rather avoid and ignore conflict than deal with it. When stakes are no satisfying your desires, when disruption outweighs the benefit of conflict resolution, when gathering information is more important than making decisions, when others can more effectively resolve the conflict, and when time constraints demand a delay, this style is appropriate [98]. Moreover, this style may be useful in temporarily de-escalating a highly charged, non-emergency situation [21].

However, this style to conflict resolution is lacking in assertiveness and cooperation. Avoidance is counterproductive in most cases because it gives the other party the impression that you don't care [27]. This strategy entails withdrawing from the conflict and not attempting to resolve it [46]. In the long run, this is a losing situation for the individual involved. The conflict has not been resolved. It contains the ability to build faster and create more conflict [21].

However, assertiveness and cooperativeness are low in this approach of dispute resolution. Avoidance is counterproductive in most arguments since it gives the other party the impression that you don't care [27]. This method entails retreating from the disagreement and not attempting to resolve it [108]. In the long run, this is a losing position for the individuals concerned. The conflict has not been settled. It contains the ability to build faster and create more conflict. Yet, this method may be useful in momentarily de-escalating a highly charged, non-emergency scenario [21].

The primary purpose of avoidance is to postpone. A person would rather avoid and ignore conflict than deal with it. When the stakes do not satisfy your desires, when disruption outweighs the benefit of conflict resolution, when gathering information is more important than making an immediate decision, when others can more effectively resolve the conflict, and when time constraints demand a delay [98].

### *Accommodating*

This is the third domain of the dependent variable. These abilities include putting aside one's personal problems in order to address the issues that are important to other people. Most people agree that this method is based on the idea that it is more important

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to keep relationships with other people going smoothly than to start fights. Those who choose to manage conflict in an accommodating manner have a strong need to be recognized by others and to receive their support [57].

Skills in accommodating conflict resolution can be a useful approach to handle some situations, but one must be careful not to misuse them because doing so can lead to unhealthy patterns of appeasement [110]. Because the individual always gives the other party what they want while at the same time losing what is important to the individual, when this mode of communication is overused, the individual may eventually develop depression as a result of this pattern of behavior [64].

In addition, an accommodating lifestyle is not always the healthiest option available. When interacting with people who are frequently emotionally out of control or verbally abusive, you should avoid overusing this mode of communication as much as possible. They can be placated temporarily, which can help defuse the situation, but if it continues unchecked, it can build into a highly unhealthy cycle that can encourage subsequent moments of wrath and threats [87].

In this style of conflict management, the emphasis is on the other person involved and their needs. The goal of accommodating conflict management styles is to find a solution that is acceptable to one party [45]. Furthermore, accommodating necessitates extensive cooperation and legal confrontation. It minimizes differences and emphasizes similarities. When one party recognizes that it is incorrect and has a lot to gain, this type of style can be a beneficial strategy [22].

As a result, they are willing to accept the other party's wishes [20]. Willingness of one party in a confrontation to prioritize the interests of the opposing party over his or her own; and accommodating attitudes. It seems to reason that the accommodating conflict resolution approach is one of selflessness and now assertiveness [40].

### *Collaborating*

Dobao (2016) [33] definition of collaboration says that it can be either forced or cooperative. They argue that the key to successful collaboration is to assume that all parties involved have good intentions and to view the situation from all angles and in great detail. It requires being aware of and accepting of differences, as well as being open to exploring different solutions that address the needs and concerns of all parties involved. Collaboration, as they point out, is an effective method of conflict management in situations where the issues at hand are significant to everyone and where all parties involved need to be committed to finding a solution [72].

In addition to that, all parties involved are brought together for a resolution in this style of conflict resolution. For the best results, active listening, respectful communication,

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and an open mind are incorporated to the solution process [85]. An effort must be made to actively pursue effective problem-solving actions so that all parties can achieve equally satisfying outcomes [57]. This frequently entails all parties sitting down together to discuss the conflict and negotiate a solution. When it is critical to maintain all parties' relationships or when the solution itself will have a significant impact, the collaborating conflict is used. It isn't as in-depth as collaborating in that the underlying issue is addressed, but it does to get a peaceful resolution faster [6].

Moreover, this style is used when the goal is to move on from the problem. This strategy typically requires both sides of a conflict to give up aspects of their respective positions in order to reach an acceptable, if not agreeable, solution. It frequently prevails in conflicts where the parties have roughly equal power [74; 24].

Collaborating, on the other hand, takes time, and many dispute situations are either extremely time-sensitive or far too insignificant to warrant spending the time it takes to collaborate. However, the findings of this analysis suggest that collaboration is not always the best method for resolving conflict and that, in many cases, one of the other four techniques for conflict management would be more appropriate [8]. However, the findings of this analysis suggest that collaboration is not always the best method for resolving conflict and that, in many cases, one of the other four techniques for conflict management would be more appropriate. Hence, appropriate applications for the collaborative style include the integration of solutions, the acquisition of knowledge, the blending of perspectives, the attainment of commitment, and the enhancement of relationships [78].

On the contrary, approaches to resolving conflicts through collaboration try to find solutions that are both effective and acceptable to everyone involved. This approach addresses the conflict concerns in an open and honest manner without taking sides while also maintaining communication with all of the parties involved [65]. Since it takes into account all of the parties' underlying interests, collaboration is the best approach to get the greatest results on key topics and strengthen relationships [14].

#### *Compromising*

This is the fifth domain of the dependent variable. This style is moderately assertive and moderately cooperative. This can be viewed as a situation where neither party wins nor loses, but rather as an acceptable solution [67]. Individuals come to the realization, through the utilization of this tactic, that every party involved in a conflict cannot always be totally satisfied [103]. The idea behind this mode is that everyone gives up some of what they desire in exchange for something else, and nobody receives every-

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thing that they want. While working toward a solution through negotiation and compromise, the resolution that "splits the difference" is typically considered to be the most successful. Even if the end result does not meet everyone's expectations, reaching a compromise is seen as the right thing to do [25].

In addition to this, the tactic looks for a consensus between both parties in order to resolve the conflict. It is described as a lose-lose technique since both parties voluntarily give up some of their demands in order to reach an agreement. This is done out of the interest of reaching an agreement [54]. These people changed their minds either because they discovered sufficient reasons to do so or merely to avoid an ongoing conflict [76].

Furthermore, compromising style seeks to find a solution that will satisfy at least some of all sides. It would strive to find a happy medium between all of the wants, which would usually leave individuals unhappy or only partially fulfilled. This style may be useful when it is more necessary to arrive at a solution than it is for the result to be excellent [7].

Additionally, this style is a common way of dealing with conflicts, this indicates a strong concern for both oneself and others. It is more effective when both parties involved have a strong relationship. There is a bend, you bend situation, a win-win situation that both parties agree on, and four-solution to each other's disagreements [35]. Compromise can pave the way for future collaboration by making both parties feel heard. This style is sometimes referred to as lose-lose because both parties will have to give up a few things in order to reach an agreement on larger issue. This is used when there is a time constraint or when a solution must be implemented rather than perfected [9].

### **Relationship between Awareness on Barangay Justice System and Conflict Management Skills of Lupong Tagapamayapa**

According to Dofeliz & Dela Peña, (2022) [34], the fact that the members of Lupon were knowledgeable about what to do in the conflict management process contributed to their high level of productivity with the rating of ( $\bar{x}= 4.87$ ). Results indicate that awareness facilitates constructive conflict management by increasing collaboration and decreasing avoidance, demonstrating that the benefits of awareness in conflict management extend beyond its effects on emotion. While cognitive reappraisal explains why awareness increases collaboration, it does not explain why awareness decreases conflict avoidance, according to the results. This paper demonstrates that awareness can be an effective tool for promoting constructive workplace conflict management [61].

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In addition, as a result, thorough knowledge of the law and the barangay justice system, as well as conflict management skills in dispute resolution procedures, are regarded as critical training concerns for obtaining certified paralegals at the barangay level. This would give the settling process more independence and neutrality while giving the Lupong Tagapamayapa more legitimacy to supervise the conciliation panels. If this is accomplished, trust and confidence in the system will grow, and complaints will reconsider pushing complex cases to higher courts [88; 92].

According to Batool (2016) [13], to settle conflicting situations in an organization, awareness and skills are required. The local government code of law requires the municipality ensure the effective and efficient implementation of the barangay justice system by providing training for the development of conflict management skills of Lupong Tagapamayapa in the resolution for disputes. Furthermore, according to the study's findings, Guia & Mangubat's, (2021) [51], the barangay justice system was developed to facilitate the peaceful and harmonious resolution of issues within the barangay.

Conciliation efforts to reconcile parties is the domain of one of our independent variables which is awareness on barangay justice system with the highest r-value of 0.925, indicating a high correlation. On the other hand, the r-value of the certificate to file action is 0.352, indicating a low correlation [105]. Furthermore, the findings support Blignaut's claim that issuing certificates to file action before and after conciliation is critical to a successful and effective conciliation process [19].

Moreover, another indicator of the independent variable is the appropriate application of the legal procedures. This indicator has the highest weighted mean score of 5.38 and a standard deviation of 0.57, which resulted in a very high description level and is always manifested. Because of this, it can be deduced that the appropriate application of the legal procedures is an essential factor for the efficient conciliation process of the lupong [105]. Shinde's assertion that it is vital to achieve the accurate and successful conciliation process by adhering to the legal rules and regulations is validated by the findings as the results confirm his remark [91].

The outcomes of the study indicate that conflict management by local leaders is a commonly acceptable alternative to the main judicial system in Myanmar. This was found by comparing two systems [47]. The findings revealed that the use of conflict management styles was significant with ( $R^2 = 0.369$ ) at the  $p < 0.05$  level of significance [37].

The level of responsiveness of the barangay justice system as to settlement of disputes, are as follows: The following are the level of responsiveness of the barangay judicial system to dispute resolution: The mean and standard deviation are 3.51 and

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3.87, respectively; the t-calculated is 20.125; the t-critical is 1.645; the degree of freedom is 182; and the probability value is 0.0001. The estimated t-value is greater than the critical value; significant at the 0.05 level; reject the null hypothesis. According to the findings of this study of the Barangay Justice System, members of Lupong Tagapamayapa are aware of the procedures and follow them when resolving disputes [17].

### **Significance of the Study**

The findings of the study would make a significant contribution to the existing body of knowledge regarding awareness on barangay justice system and its relativity to conflict management skills of Lupong Tagapamayapa. In addition, it was extremely significant and be of great use to the following: First, Department of the Interior and Local Government (DILG) - the outcomes of this study would assist the office in providing feedback on how Lupong Tagapamayapa performed their functions and their conflict resolution skills. It would also help the office design or arrange programs to enhance their abilities and performance at the local level. Secondly, barangay local government unit – the results of this study will help the barangay local government of Sta. Maria, Davao Occidental in resolving dispute. In particular this would help them figure out, review and improve the roles and responsibilities of Lupong Tagapamayapa when it comes to conflict management and to help them organize trainings, workshops, and seminar regarding the awareness on barangay justice system. Thirdly, community -A more responsive functioning of the barangay justice system would benefit the rest of the people living in a given society. The disputing parties are expected to be more comfortable in discussing their problems and in exploring solutions to the disputes. It is likewise expected that the awareness of Barangay Justice System will ensure that community will be more convenient. Fourthly, lupon members- The findings of this study would assist them measure and improve the level of awareness of members of the Lupong Tagapamayapa and the result would point out the strengths and weaknesses by indicating how they handle disputes in the society. Lastly, future researchers - The findings of the study could be used as a starting point for more research on related topics. They could also use the results of this study as a guide and reference when doing similar research in other places, especially about how responsive the barangay court system is.

### **Theoretical and Conceptual Framework**

The figure 1 shows the study's conceptual framework. It consists of the independent variable and its indicators, dependent variable and its indicators, and an arrow that indicates how the independent variables effects the dependent variable. The awareness on barangay justice system and its indicators; conciliation efforts to reconcile both

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parties, enforcement of laws, issuance of certificate to file action, and proper application of the legal procedures are seen in the first box as the independent variable of the study while the conflict management skills was classified into five, namely, competing, accommodating, compromising, avoiding, and collaborating are the study's dependent variable.

It is believed that the independent variable has a casual connection with conflict management abilities. This study is anchored on the following:

The constructivism theory and constructive approach by N.Onuf (1998), work in the mediation process for conflict resolution, what methods are used to find out the nature of the conflict, and what results can be achieved if the parties acquire additional abilities and skills in partnership with a professional mediator, how the mediator manages the mediation process and teaches the disputants the skills they need. With the mediator's support and awareness, the parties gained a new perspective on themselves, their partner and the situation, allowing them to see the conflict resolution options and choose the best for both parties and their life situation. Both parties won and improved their talents and personality. Conflict resolution can only be achieved through mediation, which involves both sides. Mediators are neutral, both parties are self-determining [99].

It is also anchored on the negotiation approach. This approach covered issues that have been chosen and approved by the parties. For a plan to be effective, the needs and view point of both parties must be clearly set out on the negotiating table. An effective negotiator must specifically choose which broad outcomes are agreed upon in order to establish an effective plan. A third, neutral party is frequently involved in negotiations in order to remove emotional worries and keep the parties participating focused. The discussions' goal is to establish a working relationship that will lead to tremendous trust. It is an effective means of resolving disputes, but knowledge and experience are needed. This is also in line with Fisher and Ury's theory, which shows that bargaining with the neutral may affect others' actions, leading to a peaceful resolution. Appropriate resolution if one party requires the approval of the other party to attain its objective [99].

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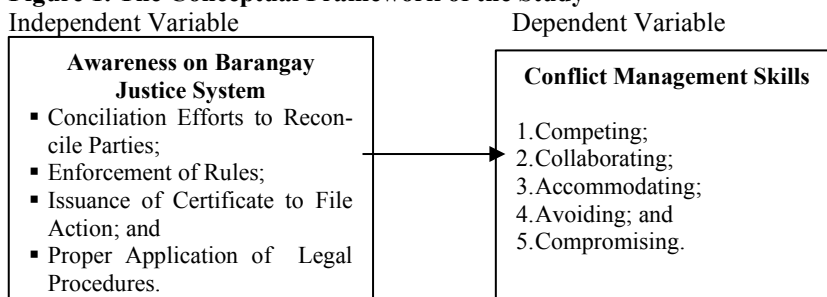
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**Figure 1. The Conceptual Framework of the Study**



Source: own work

### **Aim of papers. Methods**

This chapter showed different kinds of methodology to determine the relationship between the two variables. It includes the research locale, research design, sampling design and technique, respondents of the study, research instrument, data analysis, data gathering procedure, ethical considerations and statistical analysis.

#### *Research Design*

The researchers used a non-experimental quantitative design utilizing descriptive-correlational method. A descriptive-correlational design describes the variables and the relationships among them that occur naturally [48]. To organize or analyze data, the quantitative design collected quantifiable data and employ statistical tests that are commonly used in quantitative research. According to Creswell (2014), in correlational research design, researchers use the correlational statistical test to describe and measure the degree of relationship between two or more variables or sets of scores among variables to enable the prediction of future social events based on existing information [28]. This technique is appropriate for this study since the researchers want to find a link between barangay justice system awareness and conflict resolution skills of the Lupong Tagapamayapa in Sta. Maria, Davao Occidental. The researchers were able to evaluate the obtained data from the survey by having participants fill out an assessment sheet that was given to the selected Lupong tagapamayapa in the 22 barangays of Sta. Maria, Davao Occidental.

#### *Sampling Design and Technique*

The researcher utilized a stratified random sampling technique. It is a sampling technique that involves dividing respondents into smaller sub-groups known as strata [53].

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From the 22 barangays in this municipality, the researchers used this strategy to choose the Lupong Tagapamayapa as our respondents. The 22 barangays served as the study's starting point, or group.

#### *Respondents of the Study*

The Municipality has 22 barangays and each barangay consists of 10 members of Lupong Tagapamayapa. Using the mentioned sampling technique, the respondents of the study were the 154 selected Lupong Tagapamayapa among the 22 barangays of Sta. Maria, Davao Occidental.

#### *Research Instrument*

The researchers used two survey questionnaires from the articles “The Effectiveness of Conciliation Process: A Practical Way of Delivering Justice” [5], and “Conflict Resolution Styles Among Filipino Seafarers: Inputs to a Conflict Management Program” [44], to collect data.

The survey questionnaire consists of two parts: awareness on the barangay justice system and conflict management skills. The awareness on the barangay justice system has 16 items divided into four domains, namely, conciliation efforts to reconcile parties (items 1-6), enforcement of rules (items 7-8), issuance of certificate to file action (items 9–10), and proper application of the legal procedures (items 11–16). The effectiveness of lupong tagapamayapa scale garnered a Cronbach’s alpha of .878 higher than the required .70 for the reliability from the pilot-testing of the scale given. The results concluded that the questionnaire is reliable and can be used in gathering the data of the study (Villamor & Dagohoy, 2021). The 5 Likert-type scales were adopted to analyze and interpret the data.

On the other hand, the conflict management skills have a total of 23 items divided into five domains, namely, competing (items 1–5), collaborating (items 6–10), accommodating (items 11–15), avoiding (items 16–19), and compromising (items 20–23). The reliability of the questionnaire was ascertained using the Cronbach’s alpha. Each domain of the questionnaire was calculated. The competing style garnered 0.868, accommodating style garnered 0.831, avoiding style has 0.892, collaborating style has 0.923 and the compromising style garnered a Cronbach’s alpha 0.856 [62]. The respondents’ evaluations of each indicator will be based on a 5-point Likert scale.

#### **Data Analysis**

The Likert scale, which offers five possible replies to a statement or question and allows respondents to indicate their positive or negative strength of agreement regarding the issue or comment, was employed by the researcher to interpret the data that was collected. Below is an illustration of the scale using Likert scale analysis.

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**Table 1. The Ranges of Means of Awareness on Barangay Justice System.**

Range of Means	Descriptive Level	Interpretation
4.21 – 5.00	Fully Aware	This means that the Lupong Tagapamayapa always manifested awareness on barangay justice system.
3.41 – 4.20	Aware	This means that the Lupong Tagapamayapa oftentimes manifested awareness on barangay justice system.
2.61 – 3.40	Neither Aware or Unaware	This means that the Lupong Tagapamayapa sometimes manifested awareness on barangay justice system.
1.81 – 2.60	Unaware	This means that the Lupong Tagapamayapa seldomly manifested awareness on barangay justice system.
1.00 – 1.80	Unaware at all	This means that the Lupong Tagapamayapa never manifested awareness on barangay justice system.

Source: own work

The dependent variable, conflict management skills, was also measured using a five-point Likert scale:

**Table 2. The Ranges of Means of Conflict Management Skills.**

Range of Means	Descriptive Level	Interpretation
4.20 – 5.00	Excellent	This means that conflict management skills are always manifested.
3.40 – 4.29	Outstanding	This means that conflict management skills are oftentimes manifested.
2.60 – 3.49	Average	This means that conflict management skills are sometimes manifested.
1.80 – 2.69	Poor	This means that conflict management skills are seldom manifested.
1.00 – 1.89	Very Poor	This means that conflict management skills are never manifested.

Source: own work

### Statistical Treatment of Data

The following statistical methods were employed in data calculation and hypothesis testing at the alpha level of 0.05.

**Mean** – This was used to measure the level of awareness of barangay justice system and conflict resolution skills of Lupong Tagapamayapa in Sta. Maria, Davao Occidental.

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**Spearman’s Rank-Order Correlation Analysis** – this was used to determine the significant relationship between the level of awareness of barangay justice system and conflict management skills of Lupong Tagapamayapa in Sta. Maria, Davao Occidental. The values below were used to analyzed the relationship between awareness on barangay justice system and conflict management skills of Lupong Tagapamayapa as follows [54]:

<b>r-Values</b>	<b>DESCRIPTION</b>
0.00	No correlation
± 0.01 – ± 0.20	Slight correlation
± 0.21 – ± 0.40	Low correlation
± 0.41 – ± 0.60	Moderate correlation
± 0.61 – ± 0.80	High correlation
± 0.81 – ± 0.99	Very High correlation
± 1.0	Perfect correlation

**Step-wise Multiple Regression Analysis** – this tool was used to figure out which domain/s of barangay justice system best influence/s the conflict management skills of Lupong Tagapamayapa in Sta. Maria, Davao Occidental.

### **Ethical Considerations**

The following ethical standards were used to run the study in a systematic and problem-free manner. Furthermore, the researcher ensured that the questionnaires do not contain any offense language they would be offensive to any of the respondents, thus protecting their morale and dignity. The following ethical principles were discussed and adhered to: **Voluntary Participation.** All Lupong Tagapamayapa in Sta. Maria, Davao Occidental were permitted to participate voluntarily without consequence or penalty. Therefore, after presenting the purpose and benefits of the study to the respondents, their rights to contribute to the study are carefully considered and respected. **Privacy and Confidentiality.** The respondents’ personal information that may be required in the study was kept private, and the respondents’ data was kept confidential. **Consent.** Consent and authorization was needed to be obtained. Permission letters were also issued to complete this report. Respondents were not forced to share their interactions with the researcher; instead, they were given the option to withdraw. **Risk.** The research was risk-free since no responder was put in danger; rather, they were given the opportunity to fully express themselves in accordance with the stated goal. **Plagiarism and Fabrication.** The researcher ensured that the proper and exact method of citing ideas from other writers and academics was properly followed. The writings

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in this study did not use any type of deception to affect the respondent's welfare. The panel of experts reviewed and evaluated all written material. **Conflict of Interest.** The data acquired in this study was objectively assessed to fit its aim. The researcher ensured that there was no conflict of interest in the development of this research report. In this study, it is hoped that the findings would serve as feedback on the awareness of the barangay justice system and its relativity to conflict management skills, which are primarily influenced by financial gain or recognition. **Reliability.** The researchers offered dependable data as well as the accuracy of the devices that was used to provide consistent study outcomes. **Credibility.** In addition to ensuring the beneficence, fairness, and consideration of the individual's capacity, beliefs, and actions, the researchers guarantee the credibility of the research findings. **Falsification.** The researcher guaranteed that the study was not misrepresented as what other studies showed or indicated, that it was correctly cited, and that it was based on the truth rather than on theories, thoughts, ideas, or conclusions that are false or fabricated. **Permission fro Organization or Location.** The researcher got an authorization from the government offices where the study was performed in order to send the survey questionnaire to the expected respondents. The letter was properly signed, acknowledged by the researcher's mentor, and approved by the college's dean. Furthermore, the researcher stated categorically that we have gotten formal permission from the organization where the study was conducted. When asking for written permission, the researcher checked that the persons with whom they communicated have the power to provide the requested permission. **Transferability.** The researchers established the findings of the research study that could be applied to other contexts, situations, times, and population. **Authorship.** Because the study was properly guided by the research advisor, the research adviser became a co-author. Without the skills, knowledge, and leadership of the research adviser, this study remained a notion and was not completely realized.

### **Exposition of main material of research with complete substantiation of obtained scientific results. Discussion**

Presented and discussed in this chapter were the results of the study on the awareness on barangay justice system and its relativity to conflict management skills of Lupong Tagapamayapa in Sta. Maria, Davao Occidental.

#### **Level of Awareness on Barangay Justice System**

Table 3 shows the level of awareness on barangay justice system in the Municipality of Sta. Maria, Davao Occidental. Conciliation efforts to reconcile parties got the highest categorical mean score, 4.63, which means that the Lupong Tagapamayapa were

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fully aware on what to do in reconciling parties. This indicates that the members are aware at all times particularly on their duties and responsibilities. The effective conciliation of Lupong Tagapamayapa, many of the problems or disputes in the barangay need not to be taken to court to resolve it. It helps to reduce the volume of problems in court [50]. [16] added that, the Lupong Tagapamayapa in the barangay demonstrated a profound comprehension of the conciliation process and excelled at settling the conflict between parties. Furthermore, the level of awareness of Lupon in barangay is directly linked to the efficiency of the conciliation process. As a result, lupon with a high level of awareness is more likely to produce better results in an alternative dispute settlement. Moreover, various studies stated that conciliator should also embody and follow exceptional efforts by being conscious and adequately conscientious about their prescribed duties, functions, and obligations to make any conciliation process efficient by observing all the considered aspects of effectiveness [2;105]. Shinde's assertion that it is vital to achieve the accurate and successful conciliation process by adhering to the legal rules and regulations [91]. On the other hand, issuance of certificate to file action got the lowest categorical mean score, 4.27 (fully aware). According to the findings of research done by [5], that a positive result suggests that the issuance of certificate to file action is a service not to be delayed but to be furnished in no time for a speedy disposition of conflicts. Moreover, [19] stated that, providing a certificate to file an action is a service that should not be delayed and should be done quickly in order to resolve disputes quickly and create a peaceful community. [105] also added that, the issuance of a certificate to file action signifies that the awareness of the Lupong Tagapamayapa does indeed influence the decision to file a certificate to initiate legal proceedings, whether it is done before or after the case is resolved, regardless of the outcome.

The overall mean which is 4.51 indicates that the Lupong were fully aware of the barangay justice system. Therefore, Lupong Tagapamayapa with high level of awareness with the subject matter for amicable settlement emphasized the significant role of barangay justice system in fostering an environment conducive for resolution of community disputes. They are keenly aware of the procedures for dispute resolution and demonstrate a commitment to adhering to these rules and regulations. It is clear that the Lupong Tagapamayapa are fully aware in their roles and responsibilities as per the Local Government Code of 1991, and they are effectively executing their tasks [52]. Moreover, [69], stated that the effective implementation of the barangay justice system in the barangay is helped by the high level of education of the Lupon members, who have a better understanding of how people interact with each other and how they

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act.[82] added that, Lupon are aware to the very great extent about barangay justice system. By being mindful and disciplined enough over their assigned roles, functions, and responsibilities to ensure the success of each and every conciliation proceeding by adhering to all of the considered aspects of effectiveness, they were able to successfully discharge their exceptional efforts.

High level of awareness of Barangay Justice System and skills in dispute settlement procedures are perceived as key training issues to attain qualified paralegals at the Barangay level. This would give the settling process more independence and neutrality, whilst the lupon would have more legitimacy to “exercise supervision over the conciliation panels”. “If it is achieved, trust and confidence in the system will increase, and consequently, complainants will reconsider elevating complicated cases to higher courts [88]. Also, the Department of Local Government (2019) states that, Lupon should be aware in the barangay justice system because citizens prefer to resolve their conflicts first at the barangay level through the Lupong Tagapamayapa.

**Table 3. Awareness on Barangay Justice System of Lupong Tagapamayapa**

<b>Leadership Styles</b>	<b>Mean</b>	<b>Description</b>
Conciliation Efforts to Reconcile Parties	4.63	Fully Aware
Enforcement of Rules	4.60	Fully Aware
Issuance of Certificate to File Action	4.27	Fully Aware
Proper Application of the Legal Procedures	4.53	Fully Aware
<b>Overall Mean</b>	<b>4.51</b>	<b>Fully Aware</b>

Source: own work

### **Level of Conflict Management Skills**

Table 4 shows the level of conflict management skills of Lupong Tagapamayapa in the Municipality of Sta. Maria, Davao Occidental. As shown in the table above, compromising got the highest categorical mean score, 4.64, which indicates that the conflict management skill of Lupong Tagapamayapa which is compromising is excellent.

The idea behind this mode is that everyone gives up some of what they desire in exchange for something else, and nobody receives everything that they want. While working toward a solution through negotiation and compromise, the resolution that “splits the difference” is typically considered to be most successful. Even if the end result does not meet everyone’s expectations, reaching a compromise is seen as the right thing to do [25]. Moreover, the purpose of this technique is to maintain a certain

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amount of assertiveness while remaining cooperative in order to find an efficient, mutually acceptable solution that partially satisfies both parties involved in the controversy.

In addition to this, the tactic looks for a consensus between both parties in order to resolve the conflict. It is describe as a lose-lose technique since both parties voluntarily give up some of their demands in order to reach an agreement [54]. Moreover, compromising style seeks to find a solution that will satisfy at least some of all sides [7]. Individuals come to the realization, through the utilization of this tactic, that every party involved in a conflict cannot always be totally satisfied [103]. However, [9] states that, compromise can pave the way for future collaboration by making both parties feel heard. Contrarily, the result implies that this approach can be a successful strategy for conflict resolution but avoidance should not be used as a replacement for appropriate conflict resolution; postponing a disagreement indefinitely can and will lead to further conflicts in the future [9]. In addition, conflict can be totally sidestepped by adopting a style that avoids it. It would not pursue either its own or the other person's beliefs while it was involved [7].

Moreover, they would never pursue either their own or other people's points of view. To put it another way, if there is a problem, they would postpone or avoid it entirely. If the disagreement appears to be minor, they don't have or require much further information. If they have time to think about it, believe that they have no chance of winning, or are terrified of being treated with resentment, this technique may be appropriate for them [26]. This style to conflict resolution is lacking in assertiveness and cooperation. Avoidance is counterproductive in most cases because it gives the other party the impression that they don't care [27]. This strategy entails withdrawing from the conflict and not attempting to resolve it [46]. In addition to that, results indicates that awareness facilitates constructive conflict management by increasing collaboration and decreasing avoidance, demonstrating the benefits of awareness in conflict management extend beyond its effect on emotion. While cognitive reappraisal explains why awareness increases collaboration, it does not explain why awareness decreases conflict avoidance, according to the results [61].

Conflict management skills overall mean garnered 4.35, which means that conflict management skills of Lupong Tagapamayapa is excellent. The result implies that conflict resolution abilities are an essential component of Lupong Tagapamayapa, which is an essential component of Barangay Judicial System. The primary purpose of conflict resolution skills is to resolve differences between parties [26]. Excellent conflict management skills can bring creative ways of solving problems and prevent long term

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demoralization and weakening of an organization [5]. It is also essential for the development of people and inter-group relationships, as conflict is inevitable when ideas and traditions differ. It also promotes positive working relationships and resolving issues related to interpersonal relationships, change, and poor leadership [3]. Moreover, [29] added, that the desire to fulfill the interest of the opposing party and the not to satisfy their own interest may both be used to identify potential methods for conflict resolution. [102] states that, they emphasized that conflict need to be handled well for organizations to run smoothly and for people to grow as individuals, as members of a culture, and as members of society.

**Table 4. Conflict Management Skills of Lupong Tagapamayapa**

<b>Leadership Styles</b>	<b>Mean</b>	<b>Description</b>
Competing	4.33	Excellent
Collaborating	4.45	Excellent
Accommodating	4.50	Excellent
Avoiding	3.83	Outstanding
Compromising	4.64	Excellent
<b>Overall Mean</b>	<b>4.35</b>	<b>Excellent</b>

Source: own work

**Correlation Analysis of Awareness on Barangay Justice System and its Relativity to Conflict Management Skills of Lupong Tagapamayapa**

Table 5 shows the correlation analysis of awareness on barangay justice system and conflict management skills of Lupong Tagapamayapa. The r-value indicates the strength of the relationship between the two variables, while the p-value indicates whether or not the correlation is statistically significant. For all the domains of the two variables, awareness on barangay justice system and conflict management skills of Lupong Tagapamayapa in Sta. Maria, the generated r-value is 0.650 which implies a high correlation between the two variables, awareness on barangay justice system and conflict management skills. The result of the r-value is positive which implies that as the level of the independent variable (awareness on barangay justice system) increases, dependent variable (conflict management skills) also increases or vice-versa. Furthermore, since the p-value of <0.001 is less than the 0.05 level of significance, this shows the rejection of the null hypothesis and the result shows that there is a significant relationship between the independent variable (awareness on barangay justice system) and the dependent variable (conflict management skills). According to [34], the fact

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that the members of Lupong were knowledgeable about what to do in the conflict management process contributed to their high level of productivity.

In addition to that, [13] stated that, to settle conflicting situations in an organization, awareness and skills are required, supporting the statistical link and correlation of these variables. With this, the local government code of law requires each municipality to ensure the effective and efficient implementation of the barangay justice system by providing training such as in conflict resolution, communication skills, legal knowledge and problem solving skills. By addressing these training needs, the barangay justice system can enhance its effectiveness in managing conflict at the local level. Moreover, the result of the study of [17] shows the significance of barangay justice system and conflict management with the probability value of 0.0001 and the estimated t-value, 20.125 is greater than the critical value, 1.645. As a result, thorough knowledge of the law, barangay justice system, as well as conflict management skills in dispute resolution procedures, are regarded as critical training concerns for obtaining certified paralegals at the barangay level. This would give the settling process more independence and neutrality while giving the Lupong Tagapamayapa more legitimacy to supervise the conciliation panels [88; 92].

**Table 5. Correlation Analysis Between Awareness on Barangay Justice System and Conflict Management Skills**

Particulars	r-value	Description	p-value	Decision
Awareness on Barangay Justice System and Conflict Management Skills	0.650*	High Correlation	0.000	Reject null hypothesis No.1

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Source: own work

### **Regression Analysis on Awareness on Barangay Justice System and its Relativity to Conflict Management Skills of Lupong Tagapamayapa**

Table 6 shows the summary of stepwise multiple regression analysis. The stepwise multiple regression analysis was used to predict which among the domains of awareness on Barangay Justice System best influenced the conflict management skills of Lupong Tagapamayapa in Sta. Maria.

Based on the result, among the four (4) constructs, proper application of the legal procedures best influenced conflict management skills of the Lupong Tagapamayapa, with a significant regression equation of  $(F(1,152) = 83.541, p < .001)$ , with an  $R^2$  value =

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0.355. The  $R^2$  value reveals that 35.5 percent of the data fit the regression model; the remaining 64.5 percent could not be attributed to awareness on barangay justice system. The 64.5 percent are the other factors that influenced conflict management skills of Lupong Tagapamayapa in Sta. Maria.

The result of the regression analysis is aligned with the proposition of [19], who emphasized the pivotal role of awareness on legal procedures to the successful conflict management undertakings of Lupon members. It also highlights the impact and influence of such awareness to the job of the respondents. Hence, decision-makers and facilitators should be well-qualified and have a good understanding of the legal framework, such as knowing the legal procedures in the conciliation process, in which they act to be legitimate and fair when making decisions, so that the right goal of resolving dispute can be reached. The legal procedures also help in preventing conflicts by promoting clear communication, setting boundaries, and establishing rules and regulations [70]. In this context, legal rules and procedures are vital to attaining a correct and effective conciliation process (91;79). The application of legal procedure in conflict management skills is necessary to effectively resolve conflicts in various contexts. It is important to develop and implement conflict management systems that include policies, organizational conditions, local regulation, and procedures for anticipating, preventing, and resolving conflicts [107].

Lastly, [106] added that, legal procedures establish guidelines and processes for addressing conflicts, ensuring that all parties involved have equal opportunities to present their case and be heard. Moreover, legal procedures can contribute to conflict management by providing mechanisms for mediation and negotiation, allowing parties to find mutually acceptable solutions [49]. [82] stated that, by following established legal procedures, conflicts can be managed in a systematic and transparent manner, promoting trust, fairness, and accountability.

**Table 6. Regression Analysis on Barangay Justice System and Conflict Management Skills of Lupong Tagapamayapa**

Model	Standardized Coefficients		p-value	Decision
	Beta	Std. Error		
Constant	1.737	0.287	< .001	
Proper Applications of Legal Procedures	0.0577	0.063	< .001	Reject null hypothesis No. 2

Source: own work

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## Conclusion

This research focused on the Awareness on Barangay Justice System and its Relativity to Conflict Management Skills of Lupong Tagapamayapa in Sta. Maria, Davao Occidental. Furthermore, it determined the strength of the correlation between the two, their level of awareness on barangay justice system and conflict management skills and which domains of awareness on barangay justice system have the most impact. A descriptive-correlational research design was utilized in the study.

There were one hundred fifty-four (154) Lupong Tagapamayapa respondents included in the study and they answered an adaptive survey questionnaire. To measure the independent variable, “The Effectiveness of Conciliation Process: A Practical Way of Delivering Justice” from Agustin *et al.*, (2018) was utilized, while the Conflict Management Skills questionnaire was from “Conflict Resolution Styles Among Filipino Seafarers: Inputs to a Conflict Management Program” by Garcia *et al.*, (2018). The statistical tools used were frequency, percentage, mean, Spearman’s rho, and step-wise multiple regression analysis.

The result of this study showed the levels of awareness on barangay justice system, with conciliation efforts to reconcile parties (4.63) got the highest responses and issuance of certificate to file action (4.27) received the lowest and an over all of 4.51. in terms of conflict management skills, compromising garnered the highest mean score of 4.64, while avoiding receive the lowest with 3.83 and an over all of 4.35.

The significant relationship of awareness on barangay justice system and conflict management skills, the  $R^2$  reveals that 35.5 percent of the considered data fit the regression model; and between the two variables, the  $r$ -value was 0.650 which indicates that there is a high correlation.

Of the four predictors, the proper application of the legal procedures ( $\beta = 0.577$ ,  $SE = 0.63$ ,  $p < 0.001$ ) is found to be significant which is less than the threshold of 0.05 level of significance, which implies the null hypothesis is rejected. This means that proper application of the legal procedures significantly influence the conflict management skills of the Lupong Tagapamayapa.



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