RELEVANCE OF CONTINGENCY THEORY AMID PANDEMIC

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The COVID-19 pandemic's unparalleled magnitude and pace of change have posed numerous challenges to school management. Schools, along with their school heads or principals, are being forced to change leadership strategies and governance systems to respond to emergent and rapidly changing needs. Thus, the Contingency theory would be ideal for our current situation of the pandemic.

In a crisis like the Covid-19 pandemic, the Contingency Theory of management is useful. The Contingency Theory of Management is based on the idea that the best style of leadership is determined by the environmental circumstance that occurs in the sense of a specific action or action. The advent of the contingency theory method in the 1960s and 1970s, according to Hernandez et al (2011), was an effort to describe the effects of leadership and explain further differences in the effectiveness of leaders by taking situational factors into account more precisely.

Through contingency theory, the manager or the leader may suggest a model to explain the balance between leadership and management for schools as organizations face various stages of the COVID-19 crisis, such as shock, adaptation, recovery, and the "new normal" in education. If the pandemic progresses, I believe that organizations with governance structures that are better adapted to predictable environments will see more changes in management and leadership practices.
References: