

PRINCIPALS' MANAGEMENT OF STUDENTS' PERSONNEL SERVICES FOR ATTAINMENT OF EDUCATIONAL GOALS IN ANAMBRA STATE

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Abstract

The study examined principals' management of students' personnel services in public secondary schools in the six education zones in Anambra State. The population of the study comprised 262 principals and 5970 teachers of public secondary schools in Anambra State. Stratified random sampling technique was used to select 33 principals and 326 teachers totalling 359 respondents used for the study. Three research questions and three null hypotheses guided the study. Data were collected using structured questionnaire developed by the researcher. The questionnaire consisted of 17 items validated by experts and Cronbach Alpha statistics was used to establish reliability which yielded an index of 0.87. Out of 359 copies of questionnaire distributed, 350 copies were collected indicating 97% return rate. Data collected were analysed using mean and standard deviation. The z-test statistics was used to test the null hypotheses at 0.05 level of significance. The findings of the study revealed among others that principals are not efficient in the management and provision of school medical services needed for attainment of educational goals. Based on the findings, it was recommended among others that government should provide comfortable and standard physical facilities for recreational services in schools for the total development of students' personnel needed for attainment of educational goals.

Keywords: Management, Student Personnel services, Attainment of Goal

Introduction

In the last decade, the Federal Government of Nigeria has emphasized the provision of education as a leading policy imperative. It is the process through which a society transmits knowledge, norms and culture to the younger generation. Education is the pillar of growth and development of any nation. Education is a tool used to achieve the goals and aspirations of the school and the society (Ukala, 2014). It is in view of the enormous contribution of education to socio-economic development, that effective management of students' personnel is imperative in schools. Every educational institution whether primary, secondary or tertiary has its aims and objectives which it intends to achieve within the society it operates. No matter how codified and robust the curriculum content is, effectively managed students' personnel services are needed for the actualization of set educational goals (Onyema & Chidobi, 2018).

Effective management of students' personnel services lies on the shoulders of the school principal who ensures that student personnel services are mobilized and utilized for the development of school children. It is pertinent to point out that, effective education management lays solid foundation for educational institution, hence the institution becomes a reference point and the manager takes the credit for excellence. Ogunsaju (2012) opined that management of education deals with the coordination, control and supervision of all the human and material resources in the society, which includes educational institution to achieve the goals of the institution for the benefit of the society. In furtherance, he observed that a simple way of appreciating educational management is to see it as a necessary weapon needed by school managers to effectively achieve institutional goals. Akpa (2011) stated that the gains of education cannot be effectively harnessed if proper management strategy is not adequately instituted. He emphasized that no matter how sophisticated the curriculum, Teaching force and equipment maybe, ineffective management leads to zero result. The students are the most important human resources of any educational institution which must be properly managed through adequate provision of students' personnel services without which qualitative education becomes a mirage. The welfare of students must be assured by providing meaningful students'

personnel services that would boost attainment of goals, if the education managers want to record a meaningful success in the school.

Student personnel services according to Abama (2013) are the services coordinated in the school system as it concerns none academic functions such as health, orientation, sanitation, accommodation, transportation, guidance counselling and school meal support services. This study saw student personnel services as activities that complement classroom instructions for the total development of students and attainment of educational goals. In this study student personnel service was reviewed as management of medical services, sanitation services and physical facilities for recreational services. Has the principal, as the chief executive officer of the school, ensured that all activities and services, be it curricular or non-curricular activities/services, are effectively coordinated for educational success and goal attainment? Osegbue (2018) maintained that for school administrators to achieve organizational goals, there must be well coordinated activities and resources.

As a result of the central position students occupy in educational sphere, has secondary school students' welfare services been given adequate attention through proper management of students' personnel services needed for goal attainment and sustainable development? It is against this background that this research work examined the extent of principals' management of students' personnel services for attainment of educational goals in Anambra State.

Statement of the Problem

There are increasing challenges in public secondary schools as a result of negligence of students' personnel services. Principals of public secondary schools are facing difficulty in managing students' personnel as a result of poor and inadequate students' personnel services.

A visit to public secondary schools today, would reveal the sorry state of students' personnel services or poorly managed available ones. Principals when confronted, complained of insufficient fund to provide adequate and enough students' personnel services. Could it be that the government had not been supportive of the provision of fund for the procurement of facilities for students' personnel services or that government doesn't realize the need of such facilities? This picture painted in public schools in Anambra State is of serious concern and this had prevented principals from actualizing set educational goals of qualitative student delivery. Based on the above, the study examined the extent of principals' management of students' personnel services for attainment of educational goals in public secondary schools in Anambra State.

Purpose of the Study

The main purpose of the study is to examine the extent of principals' management of students' personnel services for attainment of educational goals in public secondary schools in Anambra State. Specifically, the study sought to:

1. Examine the extent of principals' management of medical services in public secondary schools in Anambra State.
2. Ascertain the extent of principals' management of sanitation services in public secondary schools in Anambra State.
3. Find out the extent of principals' management of physical facilities for recreational services in public secondary schools in Anambra State.

Research Questions

The following research questions were formulated to guide the study:

1. To what extent do principals manage medical services for educational goal attainment in public secondary schools in Anambra State?
2. To what extent do principals manage sanitation services for educational goal attainment in secondary schools in Anambra State?
3. To what extent do principals manage physical facilities for recreational services for educational goal attainment in public secondary schools in Anambra State?

Hypotheses

The following hypotheses guided the study. They were tested at 0.05 level of significance.

HO₁: There is no significant difference between the mean responses of principals and teachers on the extent of principals' management of medical services for educational goal attainment in public secondary schools in Anambra State.

HO₂: There is no significant difference between the mean responses of principals and teachers on the extent of principals' management of sanitation services for educational goal attainment in public secondary schools in Anambra State.

HO₃: There is no significant difference between the mean responses of principals and teachers on the extent of principals' management of physical facilities for educational goal attainment in public secondary school in Anambra State recreational services.

Research Method

The design of the study was descriptive survey aimed at examining extent of principals' management of students' personnel services for attainment of educational goals. Awotunde and Ugodulunwa (2008) described descriptive survey as design aimed at collecting data and describing the characteristic features about the population. The study was conducted in public secondary schools in Anambra State. The population of the study was 262 principals and 5970 teachers in public secondary schools in Anambra State. Stratified random sampling technique was used to select 33 principals and 326 teachers from the six education zones in Anambra State, totalling 359 respondents. Three research questions and three null hypotheses guided the study. The instrument for data collection was a questionnaire titled "Principals' Management of Students' Personnel Services for Goal Attainment Questionnaire (PMSPSGAQ)". The questionnaire was made up of 17 structured items. The items were on a 4-point rating scale of Very High Extent (VHE), High Extent (HE), Low Extent (LE), Very Low Extent (VLE). The questionnaire was validated by three research expert, two experts in educational management and one expert in measurement and evaluation, all in Chukwuemeka Odumegwu Ojukwu University. Cronbach Alpha co-efficient was used to establish the reliability of the questionnaire with an overall reliability index of 0.87 which was considered adequate for the study. Six research assistants were used in administration and collection of the instrument. Out of 359 copies of questionnaire distributed 350 copies (representing 97%) were retrieved. Mean and standard deviation was used to answer research questions and z-test statistics was used to test the null hypotheses. Scores above 2.50 was considered High Extent and mean value below 2.50 was termed Low Extent.

Research Question1: To what extent do principals manage medical services in public secondary schools in Anambra State?

Table 1: Mean response of principals and teachers on the extent principals manage students' medical services in public secondary school in Anambra State.

S/N	Item Description	Principal X	No=33 SD	Decision	Teacher X	No=317 SD	Decision
1	Principal ensures that there is a sick bay in the school	2.70	1.13	HE	2.96	1.21	HE
2	Principal ensures that sick bay is managed by a qualified nurse	2.32	1.07	LE	2.30	1.06	LE
3	Principal ensures that sick bay is well equipped with drugs to cater for the students' health needs	2.26	1.06	LE	2.34	1.07	LE
4	The sick bay has comfortable bed	1.80	0.90	LE	2.01	1.00	LE
5	Principals ensures that health facilities are maintained regularly	2.00	1.00	LE	1.80	1.00	LE
	Cluster mean	2.22	1.04	LE	2.28	1.07	LE

The data presented in Table 1 above showed that item 1 with a mean score 2.70 is above the cut-off point of 2.50 which indicated a (HE). This implied that most schools have a sick bay. Item 2,3,4, and 5 have their

weighted mean scores below the cut-off point of 2.50 showing a Low extent (LE). The grand mean of 2.22 for principals and 2.28 for teachers also implied that the facilities for medical services were not enough and properly managed in schools.

Research Question 2: To what extent do principals manage sanitation services in public secondary schools in Anambra State?

Table 2: Mean response of principals and teachers on the extent principals manage sanitation services in public secondary schools in Anambra State.

S/N	Item Description	Principals X	No=33 SD	Decision	Principals X	No=33 SD	Decision
6	Principals ensures that cleaners have adequate Cleaning materials in the school e.g. glove, toilet broom, disinfectant etc	2.33	1.07	LE	2.40	1.10	LE
7	There are adequate toilet facilities in the school	2.38	1.09	LE	2.45	1.11	LE
8	Principals provide sufficient water for cleaning in the school	2.45	1.12	LE	2.40	1.10	LE
9	Principal tells the parents to support sanitation services during meetings	1.80	0.90	LE	2.00	1.00	LE
10	Principals ensures that over grown grasses are cut regularly in the school	2.85	1.18	HE	2.60	1.03	HE
11	Principal set aside a day for cleaning the school compound	2.50	1.02	HE	2.52	1.02	HE
12	Principal provides enough wash hand basins in the classroom	2.40	1.10	LE	2.49	1.11	LE
Cluster Mean		2.24	1.07	LE	2.41	1.07	LE

The data presented in Table 2 above revealed that item 6,7,8,9 and 12 have weighted mean score below the cut-off point of 2.50 showing a Low Extent. However, items 10 and 11, which have mean scores 2.85 and 2.50 respectively indicated High Extent which implies that most school principals have their weed under control and set aside a day for cleaning the school compound. The grand mean score of 2.24 and 2.41 for principals and teachers respectively implied that the facilities for sanitation services are not properly managed in the school.

Research Question 3: To what extent do principals manage physical facilities for recreational services?

Table 3: Mean response of principals and teachers on the extent principals manage physical facilities for recreational services.

S/N	Item Description	Principals X	No=33 SD	Decision	Teachers X	No=317 SD	Decision
13	Principal ensures that there are well equipped sport fields in the school	2.13	1.04	LE	2.34	1.07	LE
14	Principal ensures that there are competent sports professionals in the school	1.79	0.70	LE	1.90	0.92	LE
15	Principal provide sufficient Sport equipment	2.02	1.00	LE	2.30	1.06	LE
16	Principal ensures that available obsolete facilities for recreation services are repaired	3.09	1.26	HE	2.89	1.24	HE
17	Principal provides a place for storage of Physical facilities for recreational services	2.59	1.12	HE	2.61	1.13	HE
	Cluster Mean	2.32	1.04	LE	2.41	1.08	LE

The data above in Table 3 revealed that item 13,14 and 15 have weighted mean score below the cut-off point of 2.50 showing Low extent which implied that principals do not manage them well. Item 16 and 17 with mean scores 3.09 and 2.59 respectively indicated High extent which implied that principals repair the obsolete materials regularly because that is all they have. The grand mean of 2.32 for principals and 2.41 for teachers implied that principals don't manage physical facilities for recreational services well in public secondary schools in Anambra State.

Hypotheses

Table 4: z-test analysis of the mean response of principals and teachers on the extent principals manage medical services.

Variables	N	X	SD	Df	O	z-crit	z-cal	Decision
Principals	33	2.22	1.04	348	0.05	0.32	± 1.96	Accepted
Teachers	317	2.28	1.07					

Table 4 showed the mean, standard deviation and z-test difference between the response of principals and teachers on the extent principals manage medical services. The z-test shows that there is no significant difference in the mean responses of principals and teachers on the extent principals manage medical services. This was so because the calculated z value of 0.32 is to a great extent less than the critical value of ±1.96 at 0.05 level of significance.

Table 5: z-test analysis of the mean responses of principals and teachers on the extent principals manage sanitation services.

Variables	N	X	SD	df	O	z-crit	z-cal	Decision
Principals	33	2.24	1.07	348	0.05	0.85	± 1.96	Accepted
Teachers	317	2.41	1.07					

The result of the analysis on Table 5 using z-test revealed that there is no significant difference in the mean responses of principals and teachers on the extent principals manage sanitation services since the calculated z-value of 0.85 is less than the critical z-value of ± 1.96 . The decision is to accept the null hypothesis.

Table 6: Z-test analysis of the mean responses of principals and teachers on the extent principals manage physical facilities for recreational services.

Variables	N	X	SD	df	O	z-crit	z-cal	Decision
Principals	33	2.32	1.04	348	0.05	0.47	± 1.96	Accepted
Teachers	317	2.41	1.08					

The result of the analysis on Table 6 using z-test revealed that there is no significant difference in the mean responses of principals and teachers on the extent principals manage physical facilities for recreational services, since the calculated value of 0.47 is less than the critical value of ± 1.96 . The decision is to accept the null hypothesis.

Discussion of the Findings

The result of the findings in research question one revealed that medical services are grossly inadequate in the management of student personnel. The result showed that most schools have sick bay which are managed by unqualified medical personnel. The sick bays are also not equipped with drugs to cater for student needs, there are no comfortable bed and the health facilities are hardly maintained. This is in line with the views of Mezieobi and Nzokurum (2014) who pointed that public schools do not have adequate and appropriate health facilities in the school to cater for the health needs of student personnel. This view is in agreement with Nwimo (2016) who observed that school health programme form part of the school curriculum provision in Nigeria but unfortunately, schools seemed not to have acknowledged or accorded it the attention and treatment it deserved.

Findings on research question two, revealed that though the schools are not over grown with weeds and most schools set aside a day to clean up the school, there is still much to be done in the area of sanitation as most schools have inadequate cleaners, poor toilet facilities and insufficient water supply. The result further revealed that health workers seldom visit the school. This had posed a great challenge in the management of student personnel in the school because most principals often treat the issue of sanitation with levity and the health workers who are supposed to salvage the situation are nowhere to be found. This view is in line with Dike (2014) who opined that the health of the school is in a state of total collapse as most school don't have enough health facilities to cater for the needs of the students and maintained that health workers who are supposed to salvage the situation hardly make their visit.

Finally, the findings on research question three, revealed that physical facilities needed for recreational services were practically in a deplorable state as sport field were sub-standard, available sports equipment in the school were obsolete and sporting activities and recreational services were managed by non-professionals. This is a big challenge in the management of students' personnel who are supposed to engage in activities that help to relax their brain and mind after the day's mental exercise of curricular activities. Bassey (2001) observed that physical facilities being one of the basic human needs is an aspect of development hence of topical interest to the education sector.

Conclusion

The main goal of education is the attainment of educational goals and that is made possible when all activities and services in the school are centred on the students. This is made possible by principals' effective management of educational services. Regrettably most school principals are lagging in their duty to provide these services for the all-round development of student personnel in their schools.

Recommendation

The following recommendations were made based on the findings of the study

1. Principals should ensure that the sick bay is well equipped with necessary first aid equipment and drugs.
2. Sanitary inspectors from the Ministry of Environment should visit the school on regular basis. This would ensure principals adherence to sanitary rules in the school.

3. The government in synergy with the principals, should encourage sports and other recreational services by providing comfortable and standardized physical facilities in schools.

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