



INFLUENCE OF ADMINISTRATIVE PRACTICE ON MANAGEMENT RESOURCES IN COLLEGES OF EDUCATION IN SOKOTO STATE, NIGERIA.

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Abstract

The study investigated the influence of administrative practice on management resources in Colleges of Education in Sokoto State, Nigeria. The design of this study was descriptive-survey. The two research questions, objectives and hypotheses were formulated to guide the study sample was 357 respondents using proportional stratified and random sampling techniques. Data for the study were gathered using self-constructed questionnaire. The questionnaire was designed using Likert scale of five points. The instrument was validate by other colleagues and experts in the area of measurement and evaluation for furthered

pilot test. The study obtained reliability coefficient of 0.72 using split-half method. Copies of the study instrument were distributed to the respondents in their schools and offices. The data

Key words:

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collected was analysed by used mean and standard deviation for research questions while hypotheses was tested used One-way Analysis of Variance (ANOVA).

Introduction

Existence of organization pre-dated modern civilization. Man has been managing his time, shelter, consumable resources and family members for the achievement of set goal of personal security, food security and live long security of the members. The modern time organization is more advance in nature and its approach to the management of resources can be said to be sophisticated. Extension in knowledge and understanding on how nature of leadership shapes ones' behavior has made the study of influence on the management of resources in Colleges of Education.

The Colleges of Education in Nigeria as organizations exist for the sole purpose of planning, managing and coordinating various educational resources of its environment towards the achievement of some predetermined educational goals. For the Colleges of Education to carry out their functions effectively there is the need to efficiently manage its entire resources at various units to enable it harness the various resources towards achieving its optimal goal of educating the society. Also, for the educational administrators of the Colleges of Education in Nigeria to efficiently coordinate the various activities highlighted above it is mandate to them to prevail a management resources within their managerial activities (Magaji, 2020)

Resources are all kinds of organizational inputs comprising of human, material, financial, time and curriculum resources (Asiabaka,2008). These resources are very necessary in any educational management; they are indeed needed for a strategic approach for their management and utilization. For instance, human resource management and how it relates to the management process, and how it is changing in response to trends in the workplace (Asiabaka, 2008). It illustrates how all managers can use human resources concepts and techniques, human resources role in strategic planning and improved organizational performance, the competencies required of human resources managers

The material resource management and utilization is an integral part of the overall management of the school. Education in a school is determined by provision of resources, their maximum utilization and management. Advance in science and technology necessitate the school manager to adopt modern methods of facilities management in order to improve the quality of teaching and learning. The quality of school facilities, teaching and learning materials, teaching personnel and the education process will eventually determine the instructional programmers and performance of the school Kao. R.H (2015).

Time resource is very essential in organizational management being it educational or otherwise, the main focus here is its allocation to activities according to the organizational schedules and priorities. For example 7.00am is 7.00am and 06.00pm is 06.00pm everywhere in Nigeria. If two persons want to start an activity at a particular place they use the same time for the task. However, if they are at different locations their time for starting the job may differ. One important thing about time is its specificity of functions. As one chooses to start by 07.00am another may start by 07.10am. The choice of an individual or group determines to great extent the use of time in that particular situation. West (2012) observed that time resource is very useful for goal setting activities and helps in crisis management which ensures activities are measurably, realistically and specifically carried out. There is obvious need for administrators to be conscious of the value of time, and the need to timely apply administrative and interpersonal skills to the benefit of the school. A time management schedule boosts job efficiency and reduces tension. Most often we embark on unimportant task and neglect the critical activities. A time management process mends this. Time management enables placing more emphasis on

results and careful monitoring of progress through task delegation, team management and cooperative skills in accomplishing school goals.

The management of curriculum resource in any organization refers to the organizing, coordinating and implementing academic content in accordance with the provision of guiding principles of educational courses or programmes. According to Halphin in Ikediugwu (2008), curriculum typically refers to the knowledge and skills students are expected to learn, which includes the learning standards or learning objectives they are expected to meet; the units and lessons that teachers teach; the assignments and projects given to students; the books, materials, videos, presentations, and readings used in a course; and the tests, assessments, and other methods used to evaluate student learning. An individual teacher's curriculum, for example, would be the specific learning standards, lessons, assignments, and materials used to organize and teach a particular course. Based on the aforementioned resources the study embarked to find out the influence on their effective management and utilization with particular reference to the Colleges of Education in Nigeria.

Statement of the Problem

With regards to the Human Resource management, in most of the Colleges of Education in North which has decisively led to poor staff welfare services through irregular payment of salaries and wages as well as other allowances. Alongside, management of human resource in most of Nigerian educational institutions among which is the Colleges of Education is probably affecting staff performance and service delivery which is a result of poor management as well. It also attributes to inadequate friendly atmosphere in working environment and inadequate cooperative leadership styles. David (2010) Observed that the poor Administrative styles of leaders in most of the higher institutions of learning, has produced great dissatisfaction and agitations among workers in many organizations.

In terms of Financial Resources, the Colleges of Education in North are battling with inadequate rational and purposive growth as well as insufficient and adequate funds to meet infrastructure and other development needs. Poor management and lack of managerial styles in the administration of Colleges of Education can lead to a serious pitfall in financial resource such as inadequate provision of systematic and efficient financial management service with regard to the Aforementioned constraint there is a need to make this Research as a contribution towards solution to the above mentioned problems, often do not have adequate sources of funds, balance between receipts and payment are hardly matched. Often the dearth of funds is major constrain in development of these institutions. Edem, (2002)

Time Resources has been a problem in most of the Colleges of Education in Nigeria, to the extent that crash-programmes are very common in courses allocations and time framing for other managerial services which has a link with the administrative style of the colleges

accordingly, some lectures are missing students' records and evaluation are mixing-up due to poor time allocations and management.

Objectives of the Study

The specific Objectives of this study are to:

- 10) determine the influence of administrative practice on human resources management in Colleges of Education in Sokoto state, Nigeria;
- 11) ascertain the influence of administrative practice on material resource management in Colleges of Education in Sokoto state, Nigeria;

Research Questions

The following research questions were raised in order to guide the study:

- vi. What are the administrative practice on human resources management in College of Education in Sokoto state.
- vii. In what ways the re-thinking of administrative practice on material resource management in Colleges of Education in Sokoto state.

Research Hypotheses

The following null hypotheses were formulated at 0.05 level of significance:

7. There is no significant difference in the opinions of management staff, teaching staff senior non-teaching staff representative and students' representative on the influence of administrative practice on human resources management in College of Education in Sokoto state, Nigeria;
8. There is no significant difference in the opinion of respondents on the influence of administrative practice on material resources management in College of Education in Sokoto, Nigeria;

Methodology

Descriptive survey was adopted for the study. The population of this study consist of three Colleges of Education in Sokoto state respondents which comprises of Shehu Shagari College of Education, Sokoto, Biga College of Education and Federal College of Education Gidan Madi all in Sokoto States. Sample size for this study comprised 18 Management staff, 63 Non teaching staff, 276 Teaching staff. Were drawn using proportional stratified samples techniques and Random sampling techniques. A self-constructed questionnaire titled "Questionnaire on the influence of Administrative practice on management resources in Colleges of Education in Sokoto State. (IAPMRCESQ) with the reliability coefficient. Thus, the reliability coefficient of alpha level was used determine the consistency of the result at 0.05 significant level. Inferential statistics of Analysis of Variance (ANOVA) was used in testing formulated null-hypotheses, at 0.05 significant level.

Data Analyses and Results

Hypothesis One:

H01: There is no significant difference in the opinions of management staff, teaching staff, non-teaching staff on the influence of Administrative practice on management of human resources in Colleges of Education in Sokoto State, Nigeria.

Table1: One-Way Analysis of Variance of the Opinion on Influence of Administrative Practices on Management of Human Resources by Respondents Category in Colleges of Education in Sokoto State, Nigeria.

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	1526.968	2	508.989	16.920	.000
Within Groups	14349.402	394	30.083		
Total	15876.370	396			

A one-way between-groups analysis of variance was conducted to explore if there is significant difference in the opinion of respondents on influence of administrative practices of on management of human resources by Respondents Category. There was a statistically significant difference at the $p < .05$ level in the responses of the respondents belonging to different categories, the three categories of respondents: $F(394, 2) = 16.920$, $p=0.00$. Post-hoc comparisons using the Sheffe test indicated that the mean score for management staff ($M=35.70$, $SD=6.51$) was significantly different for the mean of the teaching staff, ($M=29.51$, $SD=5.55$), Non-and teaching staff ($M=30.01$, $SD=3.10$). While the mean of the teaching staff and non-teaching staff is not statically significant. Based on this, the null hypothesis that says there is no significant difference in the opinions of management staff, teaching staff and non-teaching staff on the influence of administrative practices on management of human resources in Colleges of Education in Sokoto State, Nigeria is rejected as management staff opinion differs from other stakeholders in the colleges under study.

H02: There is no significant difference in the opinions of management staff, teaching staff and non-teaching staffs on the influence of Administrative practice on management of material resources in Colleges of Education in Sokoto State, Nigeria.

Table 2: One-Way Analysis of Variance of the Opinion on Influence of Administrative Practices on Management of Material Resources by Respondents Category in Colleges of Education in Sokoto State, Nigeria.

	Sum of Squares	df.	Mean Square	F	Sig.
Between Groups	440.977	2	146.992	5.822	.001
Within Groups	12042.503	394	25.246		
Total	12483.480	396			

A one-way between-groups analysis of variance was conducted to explore if there is significant difference in the opinion of respondents on influence of administrative practice on management of material resources by Respondents Category. There was a statistically significant difference at the alpha level of 0.05 in the responses of the respondents belonging to different categories, the three categories of respondents: $F(394, 2) = 5.822, p=0.01$. Post-hoc comparisons using the Sheffe test (See details in Appendix iv) indicated that the significant different exit in the means scores of the groups comparing. This difference is between management staff ($M=42.30, SD=5.81$) and teaching staff, ($M=38.95, SD=38.95$). Based on this, the null hypothesis that says there is no significant difference in the opinions of management staff, teaching staff and non-teaching staff on the influence of administrative practice on management of material resources in Colleges of Education in Sokoto State, Nigeria is rejected as management staff opinion differs from that of teaching staff.

Discussions of Findings

The analysis of the data collected for this study provided some insight into the main objective of the study, assessment of the influence of administrative practices on management of resources in Colleges of Education in Sokoto State, Nigeria. the analyzed data comprised of 397 internal stakeholders of Colleges of Education in Sokoto State, Nigeria which include management staff, teaching staff, non-teaching staff . This section discussed the findings as they confirm or disagree with the opinions of some authors as earlier cited in the review of related literature.

The information got from analysis of the data elicited to answer research questions one shows that administrative practices positively influences the management of human resources (overall mean rating of table 10= 3.5.; “Agree”). The corresponding hypothesis one also revealed a significant different in the participant opinion (Management staff: $M=35.70, SD=6.51$) was significantly different for the mean of the teaching staff, ($M=29.51, SD=5.55$) and Non-teaching staff ($M=30.01, SD=3.10$) at $p= 0.00$. This implies that management staff, teaching staff and non-teaching staff belief that administrative practice enhanced management of human resources but majority of management staff strongly agreed with most of the items of the questionnaire. This finding is in line with Mtinkulu, Naranje and Karodia, (2014) findings which revealed that employees’ motivation, performance was decreased while absenteeism was increased as a result of the none administrative leadership style such as autocratic and laissez-faire exhibited by the administrator. In the same horizon, Abdul Basit, Sebastian, and Hassan, (2017) found that autocratic leadership negatively impact on employee performance and the impact is statistically significant. Kaweesi (2015) study shows that for proper management of human resources, leaders like principal must embraced administrative leadership style. The research question two shows that administrative practices positively influences the management of material resources (overall mean rating of table 11= 3.96) “Agree”). The

corresponding null hypothesis two also revealed a significant different in the participant opinion. This significant different only occurred between the management staff opinion ($M=42.30$; $SD=5.81$) and that of teaching staff, ($M=38.96$; $SD=5.40$). This implies that virtually all respondent agreed that administrative practice influence proper management of material resources. This finding is in line with Nsukka and Tedson (2012) findings which indicated that none administrative leadership style accounted for huge wastage of materials resources as worker in those companies are working under tension, they cannot express their feeling on how best to used company resources. This finding is contrary to Idowu (2012) findings which indicated that involvement of subordinate in some vital decision making process pertaining procurement of materials resources slowdown the process. The interviewed management staff in the study suggested that it is good for managers to exhibit administrative attributes but there are situations that warrant being autocratic, must especially when it comes to procurement materials needed for qualitative outputs.

Conclusion

From the opinions of the respondents in respect to the influence of administrative practices in managing resources in Colleges of Education in Sokoto State, Nigeria; whereby majority of respondent expressed positive opinions that such nature (administrative practices of manager) positively influence management of resources be it human, materials, financial, time or curriculum resources. The study therefore concluded that for resources to be managed effectively, it is fundamental for manager to be administrative in dealing with both human and none human resources in the colleges.

Recommendations

Based on the outcome of the study, the following recommendations were advanced for proper management of the resources in colleges of educations

- i. Administrative practice in management of human resources in Colleges of Education in Sokoto State, Nigeria should be characterized by administrative practices as this can influence effective management of human resources. When manager are transparent, competent, broad-mindedness, disciplined and courageous it motivates others stakeholders to properly manage human resources delegated to them.
- ii. Administrative practice in management of material resources in Colleges of Education in Sokoto State, Nigeria should be characterized by administrative practices as this can influence effective management of material resources. When manger are transparent, competent, broad-mindedness, disciplined and courageous it motivates others stakeholders to properly manage material resources delegated to them.

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