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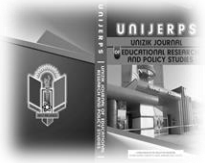
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COMPARATIVE STUDY OF STUDENTS' PERSONNEL MANAGEMENT PRACTICES OF PRINCIPALS IN PUBLIC AND MISSION SECONDARY SCHOOLS IN ANAMBRA STATE

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Abstract

The descriptive survey research design was adopted for this study. This study was carried out in Anambra State with all the 390 respondents (257 and 133) principals in the public and mission owned secondary schools. The researcher studied the entire population for the study because the size is relatively small and manageable. A-researcher developed instrument titled ''Questionnaire on Students' Personnel Management Practices (QSPMP)''was used for data collection.The instrument (QSPMP) was validated by three experts who are lecturers; two in the Department of Educational Management and Policy, and one in measurement and evaluation in the Department of Educational Foundations, all in the Faculty of Education, Nnamdi Azikiwe University. The reliability of the QSPMP was ascertained by administering copies of the questionnaire to 40 principals made up of 22 and 18 principals in public and mission owned secondary schools respectively in Enugu State. The researcher with the help of eleven research assistants who are secondary school teachers in Anambra State collected data for this study. The data were analysed using mean and standard deviation to answer the research questions and t-test to test the hypotheses. Based on data analysis, the summary of the major findings are as follow: The students' accommodation practices of principals in public and mission owned secondary schools include; students are accommodated in the class according to their performance and sitting arrangement in the class is done according to size/height of students. The students' welfare practices of principals in public and mission owned secondary schools are; allowing students to come to school with any type of food and sending sick student to a hospital for serious cases/illness. There is no significant difference in the mean scores of principals in public and mission owned secondary schools on their students' accommodation practices. The difference in the mean



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scores of principals in public and mission owned secondary schools on their students' welfare practices was not significant.

Keywords: Comparative; Students' Personnel; Management Practices; Principals; Public; Mission; Secondary Schools.

Introduction

Nations all over the world, whether developed or developing recognize the vital role of education in national development. It is an indisputable fact that no nation can advance without a sound educational programme. It is in realization of this fact that the Federal Government adopted education as an instrument per-excellence for achieving her five national objectives articulated in the National Policy on Education (Federal Republic of Nigeria (FRN), 2014). To achieve these goals, concerted efforts are made to ensure the provision of quality education at all the levels of educational system in Nigeria. Thus education has become the corner stone for development and the basis for literacy, skill acquisition and technological advancement.

Education plan of Nigeria runs from early childhood education, basic education, and secondary education to tertiary education. The study is centered on secondary education. Secondary education comes after primary and before tertiary education levels.According to Ofojebe and Nnebedum (2016), secondary school is the institution of learning that is concerned with the acquisition of fundamental principles and knowledge for the study of different disciplines at tertiary level of education.Chidobi (2015) posited that secondary school is established for refining human beings at their youthful age in terms of skills, behaviour and all round excellence in order to fit into the society where they live. Secondary level of education is owned and managed either by government (public), mission or private individuals. The interest of this study is on public and mission secondary schools.

Public school secondary are owned, financed and managed by government. Public school according to Nweze (2016) are schools mandated for or

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offered to all children without charge, funded and controlled by the Federal, State or Federal Government.

Students' personnel management as a concept has been described and defined variously by authors and scholars. Nwakpa(2015) defined students' personnel management practices as all the activities that are carried out by the school including curricular and co-curricular activities for the good of the students. In their view, Ugomma, Ochai and Obasi (2014) noted that students' personnel management practicesare aimed at the satisfying learners needs relative to admission, registration, orientation, accommodation, health services, discipline, welfare, results and supervision of school programmes. Ezeocha (1990) had earlier noted that students' personnel services are all the activities that are rendered to the students for the achievement of educational objectives apart from the normal classroom instructions. This means that student personnel management encompasses all the curricular program of guidance.

The student personnel management is achieved through the students' personnel services. Students' personnel services constitute very vital services and functions required for the realization of education. Ezeocha (1990), Ugomma, Ochai and Obasi (2014); listed the student personnel management to include, admission, welfare, discipline, accommodation, health, orientation and registration.

Purpose of the study

The main purpose of this study is to comparatively study students' Personnel management practices of principals in public and mission owned secondary schools in Anambra State. Specifically, the study sought to find out:

1. Students' accommodation practices of principals in public and mission owned secondary schools' in Anambra State.
2. Students' welfare practices of principals in public and mission owned secondary schools' in Anambra State

Research Questions

The following research questions guided the study.

1. What are the students' accommodation practices of principals in public and mission owned secondary schools' in Anambra State

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2. What are the students' welfare practices of principals in public and mission owned secondary schools' in Anambra State

Hypotheses

The following hypotheses were formulated and tested at 0.05 level of significance:

1. There is no significant difference in the mean scores of the principals in public and mission owned secondary schools on their students' accommodation practices.
2. There is no significant difference in the mean scores of the principals in public and mission owned secondary schools on their students' welfare practices.

Research Design

The descriptive survey research design was adopted for this study.

Area of the Study

This study was carried out in Anambra State. The state is located in the south east geopolitical zone of the country. It shares borders on the east with Enugu state, on the west with Delta state, on the north with Kogi state and on the south with Imo state.

Population of the study

The population of this study comprised of all the 390 respondents (257 and 133) principals in the public and mission owned secondary schools in Anambra State respectively.

Sample and Sampling Technique

The researcher studied the entire population for the study because the size is relatively small and manageable. Therefore, no sampling was done.

Instrument for Data Collection

A-researcher developed instrument titled ''Questionnaire on Students' Personnel Management Practices(QSPMP)''was used for data collection.

Validation of the Instrument

The instrument (QSPMP) was validated by three experts who are lecturers; two in the Department of Educational Management and Policy, and one in measurement and evaluation in the Department of Educational Foundations, all in the Faculty of Education, Nnamdi Azikiwe University.

Reliability of the Instrument

The reliability of the QSPMP was ascertained by administering copies of the questionnaire to 40 principals made

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up of 22 and 18 principals in public and mission owned secondary schools respectively in Enugu State. The instrument yielded reliability coefficient of 0.89, and 0.79 for clusters A, and B, respectively. The overall coefficient of the entire instrument was 0.87.

Method of Data Collection

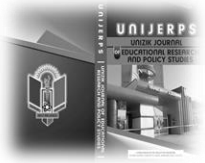
The researcher with the help of eleven research assistants who are secondary school teachers in Anambra State collected data for this study.

Method of Data Analysis

The data were analysed using mean and standard deviation to answer the research questions and t-test to test the hypotheses.

Research Question 1: What are the students' accommodation practices of principals in public and mission secondary schools in Anambra State?

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S/N	ITEMS	Government (N=243)			Mission (N = 127)		
		Mean	**Sd**	**Decision**	**Mean**	**Sd**	**Decision**
1	Accommodating students in the class is done according to their heights.	2.36	1.24	Disagree	2.38	1.02	Disagree
2	Accommodating students in the class is done according to their gender	2.43	1.04	Disagree	2.45	1.11	Disagree
3	The students are accommodated in the class according to their performance	2.79	1.08	Agree	2.90	1.14	Agree
4	Sitting arrangement in the class is done according to size/height of students.	2.55	1.17	Agree	2.53	0.94	Agree
5	Placing of students in class is done according to their health challenges	2.47	0.78	Disagree	2.42	1.06	Disagree
6	The sitting arrangement in the class allows free movement of staff and students	2.89	1.12	Agree	2.63	1.17	Agree
7	The security of the students in the class is assigned to the form teacher	2.67	1.05	Agree	2.55	1.14	Agree
8	The school provides all the students requirement in the class	2.45	1.10	Disagree	2.40	1.13	Disagree
9	The maximum number of students in the class is 35	2.48	0.85	Disagree	2.52	1.08	Agree

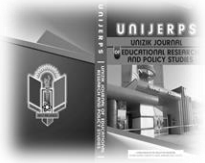
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10	The students are accommodated in the hostel	2.43	1.10	Disagree	2.50	1.04	Agree
11	Hostel accommodation has enough ventilation	2.47	1.14	Disagree	2.51	1.05	Agree
12	There are enough water for students use in the hostel	2.44	1.11	Disagree	2.46	1.11	Disagree
13	Electrical light is provided in the hostel	2.47	0.81	Disagree	2.49	1.01	Agree
14	The students stay in the hostel according to their class	2.46	1.16	Disagree	2.48	1.09	Disagree
15	The students stay in the hostel according to their gender	2.98	1.10	Agree	2.90	1.14	Agree
16	The students in the hostel are instructed by the hostel master on daily basis	2.41	0.92	Disagree	2.34	1.12	Disagree
	Cluster Mean	**2.55**	**1.05**	**Agree**	**2.53**	**1.08**	**Agree**

Table 3: Mean Ratings and Standard Deviation Scores of the Students' Accommodation Practices of Principals in Public and Mission Secondary Schools

As shown on Table 3, the mean scores of public and mission secondary school principals for all the items 3, 4,6, 7 and 15 are above the cut off mean of 2.50 indicating agreement with the statements. On the other hand, mean ratings of both public and mission school principals for items 1, 2, 5, 8, 9, 10 and 11 fell below the acceptable mean score of 2.50 indicating their disagreement with the item as their students' accommodation practices

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Research Question 2: What are the students' welfare practices of principals in public and mission secondary schools in Anambra State?

S/N	ITEMS	Government (N=243)			Mission (N = 127)		
		Mean	**Sd**	**Decision**	**Mean**	**Sd**	**Decision**
117	Students are well feedby the school	2.43	1.13	Disagree	2.46	1.10	Disagree
18	Students are allowed to come to school with any type of food	2.78	1.14	Agree	2.89	1.09	Agree
19	Sick bay is provided in the school for the students	2.45	1.10	Disagree	2.42	1.11	Disagree
20	Sick student is sent to a hospital for serious cases/illness.	2.76	1.10	Agree	2.58	1.04	Agree
21	Students are taught how to keep their personal hygiene in the school	2.82	1.11	Agree	2.92	1.05	Agree
22	Students are taught how to keep their environment clean in the school	2.97	1.00	Agree	2.81	1.08	Agree
23	The school authority provides water in the school.	2.43	1.02	Disagree	2.39	1.12	Disagree
24	The students are advised to use the library in the school.	2.75	1.13	Agree	2.64	1.09	Agree

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25	The school authority provides water for washing hands in the class.	2.40	1.17	Disagree	2.51	1.21	Agree
26	The school provides drinking water in the class.	2.39	1.22	Disagree	2.35	1.18	Disagree
27	Toilet facilities are provided in the school	2.53	1.02	Agree	2.61	1.03	Agree
28	The students are advised to use the toilet in the school	2.50	1.24	Agree	2.56	1.09	Agree
29	Students with communicable disease are advised to stay away from other students	2.43	1.12	Disagree	2.32	1.12	Disagree
30	Health personnel are invited to provide preventive medicine to the students.	2.56	0.91	Agree	2.53	1.14	Agree
	Cluster Mean	2.59	1.10	Agree	2.57	1.10	Agree

Table 4: Mean Ratings and Standard Deviation Scores of the Students' Welfare Practices of Principals in Public and Mission Secondary Schools

Table 4 revealed that principals in public and mission owned secondary schools mean scores for items 18, 20, 21, 22,246, 27, 28 and 30 are above the bench mark mean score of 2.50 indicating agreement with the items. The mean scores of public and mission owned secondary school principals for items 17, 19, 23, 26 and 29 are below the cut-off mean score of 2.50 and this indicated disagreement with the items. The principals in public secondary schools disagreed with their counter in mission schools in item 67. The overall standard deviation scores of 1.10 and 1.10 for principals in

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public and mission owned secondary schools indicated that their responses are close to the mean, implying that the respondents are homogenous in their responses amongst cluster.

Ho_1: There is no significant difference in the mean scores of principals in public and mission secondary schools on their students' accommodation practices.

Table 3: The t-test of Significant Difference between the Mean Ratings of Principals in public and mission secondary schools on their students' accommodation practices.

Variables	N	$\overline{X}$	SD	t-cal.	t-crit.	df∞	Remarks
Public Principals	243	40.75	16.770.10	1.96	368	0.05	Not Significant
Mission Principals	127	40.46	17.35				

The result of data analysis presented on Table 7 revealed that the t-calculated value of 0.10 is less than t-critical value of 1.96 at 0.05 level of significance and 368 degree of freedom. Thus, the null hypothesis is not significant. Therefore, there is no significant difference in the mean scores of principals in public and mission owned secondary schools on their students' Accommodation practices.

Ho_2: There is no significant difference in the mean scores of principals in public and mission owned secondary schools on their students' welfare practices.

Table 4: The t-test of Significant Difference between the Mean Ratings of Principals in public and mission owned secondary schools on their students' welfare practices.

Variables	N	$\overline{X}$	SD	t-cal.	t-crit.	df∞	Remarks
Public Principals	243	36.20	15.410.12	1.96	368	0.05	Not Significant
Mission Principals	127	35.99	15.45				

The result of data analysis presented on Table 8 revealed that the t-calculated value of 0.12 is less than t-critical value of 1.96 at 0.05 level of significance and 368 degree of freedom. Thus, the null hypothesis is not significant. Therefore, the difference in the mean scores of principals in public and mission owned

secondary schools on their students' welfare practices was not significant.

Summary of Findings

Based on data analysis, the summary of the major findings are as follow:

The students' accommodation practices of principals in public and mission owned secondary schools include; students are accommodated in the class according to their performance, sitting arrangement in the class is done according to size/height of students, the sitting arrangement in the class allows free movement of staff and students, the security of the students in the class is assigned to the form teacher and the students stay in the hostel according to their gender.

The students' welfare practices of principals in public and mission owned secondary schools are; allowing students to come to school with any type of food, sending sick student to a hospital for serious cases/illness, teaching students on personal hygiene and keeping the school environment clean, advising students to use the library and toilets in the school as well as inviting health personnel to provide preventive medicine to the students.

There is no significant difference in the mean scores of principals in public and mission owned secondary schools on their students' accommodation practices.

The difference in the mean scores of principals in public and mission owned secondary schools on their students' welfare practices was not significant.

Discussion

Students' accommodation practices of secondary school principals.

The result of the study indicated that students' accommodation practices of principals in public and mission owned secondary schools include; students are accommodated in the class according to their performance, sitting arrangement in the class is done according to size/height of students, the sitting arrangement in the class allows free movement of staff and students, the security of the students in the class is assigned to the form teacher and the students stay in the hostel according to their gender. This refuted the finding of Ereh and Nkoye (2018) who reported that the provision of students' accommodation practices (services) are poor and grossly inadequate. The

possible explanation for the disagreement in the two findings could be attributed to difference in geographical location and participants. The reviewed study was conducted in Tertiary institution in Akwa Ibom State and utilized students as the participants, while the current study which was conducted in Anambra State utilized principals as the participants. Sitting arrangement in the class according to size/height of students reduce distraction during instruction. This promotes favourable learning environment.

Students' welfare practices of secondary school principals

This study found that the students' welfare practices of principals in public and mission owned secondary schools are; allowing students to come to school with any type of food, sending sick student to a hospital for serious cases/illness, teaching students on personal hygiene and keeping the school environment clean, advising students to use the library and toilets in the school as well as inviting health personnel to provide preventive medicine to the students. This is in agreement with the finding of Yusuf and Afolabi (2017) who reported that students' welfare practices such as health services such as medical examination of students before admission. Provision of school first aid such as safety services such as students' urinals and toilets in conveniently placed in the school, regular portable water supply in the school for students use and number of security officers were inadequately provided and poorly administered in the schools. This contradiction could be as a result of difference in geographical location and participants.

It was also reported that the difference in the mean scores of principals in public and mission owned secondary schools on their students' welfare practices was not significant. This finding is similar to that of Nwadialo (2004) who found that out welfare practices of principals in the private and public secondary schools do not significantly differ. This similarity in the findings could be as a result of the fact that the two studies were carried out in Nigerian secondary education setting.

Recommendations

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

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Principals in public and mission schools should seek financial support of individuals and groups to improve the students' accommodation practices in school.

State Ministry of Education and Mission school proprietors/proprietress should embark on regular supervision of schools to monitor students' welfare practices and properly guide the principals to improve on the practices.

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