

# Management of Student Personnel Service in Public Secondary Schools in Enugu Education Zone for Sustainability of quality Human Resources for National Development

Roseline Unoma Chidobi (Ph.D)

**Abstract:** School is meant primarily for students, this is why students are central in the affairs of all levels of education. Yet a lot of anti – social behaviour are exhibited by students especially in the public secondary schools. As a result, this paper investigates ways of enhancing management of student personnel services, for sustainability of quality of human resources. This aim specifically is to examine; the extent of management of student personnel services. To identify strategies for enhancing the management of student personnel service and the influence effective management of student personnel has on sustainability of human resource. Data was collected using 24 – item questionnaire responded to by all the Principals in the zone, one Guidance and Counselor from each secondary school and all the Senior Prefects giving a sample size of 105. Data from the 3 research questions were analyzed using mean and standard deviation. Results revealed that there was no effective management of student personnel services. The strategies proffered were agreed upon by the respondents. Finally, it was found that proper management of student personnel services at the secondary level has positive influence on realization of sustainable future. Based on the above, some recommendations were made like principals in the zone should beef up their strategies on management of student personnel services.

**Keywords:** Human Resources, Management, National Development, Personnel service, Quality, Sustainability, Public School

## 1. INTRODUCTION

Secondary education occupies a strategic position in the national education system; it bridges the gap between the primary and tertiary level of education in Nigeria. According to [1], it was established to achieve variety of purpose, for example producing a generation of youths who can think for themselves, respect the feelings of others, respect the dignity of labour, and appreciate those values that are specified under the broad national goals. The aim of secondary education makes it clear that the sustainability of the human resources of any nation depends quite considerably on the quality of education and the effective management of the student's personnel. Secondary school is an institution or rather a human industry 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.

In the secondary schools, the principal is the chief administrator, the manager and the chief executive of the institution. Such a person is supposed to have a proven quality and competency to coordinate the activities of both human and material resources. The principals undertake all routine activities to accomplish numerous administrative tasks as leaders towards achieving educational objectives for realistic future of the posterity. Principals are the uncompromising leaders of secondary school as well as administrators in whose hands lies the future of the students. In Sum [2] sees the principal as the central figure in the school and pivot on which all the administrative task areas in the school revolves especially the area of student personnel management. This is because students are the benefactors of education and their future is at stake.

The fact that students are central in the affairs of secondary education cannot be overemphasized. The student resource component revealed that the education sector of any nation is very important as without it the nation would be a mirage. This is because, if the students are well formed at the secondary level, the future aspiration of the nation will be realized, also, their positive change in attitude are very relevant to national development. Therefore, as stated by [3], the proper management of the students in secondary schools would be an added advantage in attaining educational goals, producing students that will meet the needs of the society, both now and in future. The primary function of the school is to educate the child to the extent that he is not only functional, realistic and productive to himself but also to the society both now and in future. Like [4] rightly

said that the school does not exist primarily for the teachers, parents or the school administrators but essentially, for the students. Therefore, it is the responsibility of the school administrators to employ all legitimate means to ensure that the students are properly educated in a conducive - environment.

Students' personnel administration is one of the essential components of the school administrator. [5] defined students' personnel administration as involving 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 administration encompasses all the other curricular program of guidance. The student personnel management is achieved from the student personnel services. It constitutes very vital services and functions required for the realization of education and it is an important area in administration of secondary school. However, over the years, secondary schools have been experiencing student disturbances and indiscipline, which include; stealing, smoking, pilfering, absenteeism, truancy, bullying, examination malpractices, cultism, lateness to school and moral laxity, ironically, school administrators seem to cope or accommodate these emerging anti - socio behaviours. This state of affairs may suggest that something may be wrong with regards to the implementation of student personnel services. In summary, in the recent times, the administrations of student personnel services in secondary schools particularly, in Enugu State have been facing serious challenges.

The student personnel services are services coordinated in the school especially as it concerned non - academic duties students performed, according to [6] those are services and functions that complement classroom instruction for the total development of the individual. Specifically, students' personnel services seeks to provide orientation for students to facilitate adjustment to school life, perform individual inventory, aim towards self knowledge and self realization, perform individual and group counseling, provide placement and follow - up services, assistance given to students on finance, health and safety services, food and housing, variety of co - curricular activities and recommend the appropriate disciplinary actions to the school authorities.

Sustainability means training the child through education to have both economic, social growth and intellectual that will make him to have brighter future. In support of the above, [7] said that sustainable development requires empowerment of the citizens of a nation through education that develops the human capital as well as the factors of production needed for broad based economic growth that promotes the development of future generation. In view of the above proper management of student personnel services in the secondary school may go a long way to achieve a sustainability of quality human resources for national development of the students.

New strategies are needed in order to provide more access to student personnel services through effective organization and management of schools. In support of the above assertion that the capacity building will require new strategies, effective use of student personnel services in school therefore, will guarantee more access to information and experiences to students in the new era of globalization and sustainability of quality human resources. There is an important link between organization and management of school, especially in the knowledge based society to meet the challenges of the 21<sup>st</sup> century and sustainability of quality human resources and national development. It is noted that the link to enhancing student personnel services is education which potentially results in providing a nation with a pool of well - trained and skilled labour to meet the demand of both the public and private sectors. In other words, it is based on this background that the researcher is looking for a way to enhance student personnel services to develop responsible attitude and good moral training which prepare them for sustainable future life [8]. The main purpose of the study is to identify ways of enhancing student's personnel management by principals for sustainability in secondary schools in Enugu educational zone. Specifically, the study will seek to;

- i. Find out the extent of management of student personnel services
- ii. Identify strategies for enhancing student personnel services in secondary schools.

- iii. Examine the influence of student personnel services on sustainability of quality human resources for national development.

The problem posed by this study is, therefore, stated in question form as stated below;

### 1.1 Research questions

The following research questions were formulated to guide the study:

1. To what extent are student personnel services managed in secondary schools in Enugu State Education Zone?
2. What are the strategies for enhancing effective management of student personnel services in secondary schools in Enugu Education Zone?
3. What are the influences of student personnel services on sustainability of human resource for national development?

Department of Educational Management, Enugu State University of Science & Technology, Nigeria. E-mail: [chidobiroseoline123@yahoo.com](mailto:chidobiroseoline123@yahoo.com)  
Phone: +234-8068439262

## 2. METHODOLOGY

The design of the study is descriptive survey and was limited to principals, guidance and counselors and senior prefects in Enugu Education Zone. The data collected from the Post Primary School Management Board showed that there were 35 secondary schools in the zone, all were used in the study. Since there were 35 secondary schools, this implies 35 principals; the main guidance and counselors were chosen and 35 senior prefects giving a total of 105 population. The entire population was used.

A structural questionnaire, which was validated by experts in measurement and evaluation and educations, at Enugu state university of science and technology, was the instrument used for data collection. In order to collect data for answering research questions, a 24 – item questionnaire, each with four response categories (4 point scale) were formulated. For research question one High Extent, Moderate Extent, Low Extent and No Extent was used. For research question 2 and 3, Strongly Agreed, Agreed, Disagreed and Strongly Disagree, were equally used. The questionnaire was personally distributed to all the respondents with the help of two trained research assistants. Out of 105 questionnaires, only 100 copies of the questionnaire were properly completed and returned to the researcher. This represented 95% rate of return which was adequate for analysis of the data.

The mean value of 2.50 was considered as the mid – point for acceptance, which means any mean score that is 2.50 and above was accepted, while mean value below 2.50 is considered not to be accepted.

## 3. RESULTS

The results were presented in table according to research questions.

TABLE 1

MEAN RATING OF PRINCIPALS AND SENIOR PREFECTS (FUNCTIONARIES) ON THE EXTENT OF PROPERLY MANAGING OF THE STUDENT PERSONNEL SERVICES FOR SUSTAINABILITY FUTURE

Items	Principal = 34	Guidance and	Senior prefect = 32
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					counselors = 34					
		$\bar{X}$	SD	Dec	$\bar{X}$	SD	Dec	$\bar{X}$	SD	Dec
	The following student personnel services are implemented in secondary schools									
1	Students disciplinary measures are in good order	2.12	0.66	LE	2.17	0.71	LE	2.18	0.65	LE
2	Orientation exercise for students	2.51	0.50	GE	2.61	0.53	GE	2.70	0.79	GE
3	Medical services to students	2.27	0.64	LE	2.24	0.62	LE	1.44	1.05	LE
4	Counseling services unit well equipped	3.01	0.59	GE	2.50	0.51	GE	2.88	0.86	GE
5	Keeping students safe	2.45	0.55	LE	2.16	0.98	LE	2.43	0.56	LE
6	Proper managing of boarding accommodation and feeding	2.26	0.61	LE	2.25	0.61	LE	1.55	0.74	VLE
7	Admission exercise	3.17	0.53	GE	2.31	0.54	LE	2.18	0.66	LE
8	Proper handled security services for students	1.72	0.73	VLE	1.42	0.69	VLE	2.17	0.71	LE
	Grand Mean	2.39		LE	2.26		LE	2.19		LE

Summary of table revealed that almost all the items have their mean score below the decision point, except item 2 and 4, which means that principals, guidance and counselor and senior prefects agreed that students' personnel services were not properly managed.

TABLE 2

MEAN RATING OF PRINCIPALS, GUIDANCE AND COUNSELORS ON THE STRATEGIES TO IMPROVE THE STUDENT PERSONNEL SERVICES.

		Principal = 34			Guidance and counselors = 34			Senior prefect = 32		
		$\bar{X}$	SD	Dec	$\bar{X}$	SD	Dec	$\bar{X}$	SD	Dec
	Suggested strategies for enhancing pupils' personnel services									
9	Students admission being guided by existing students personnel services	3.30	0.76	SA	3.20	0.81	SA	3.10	0.97	A
10	Qualified nurses should be employed in the school clinics and closely supervised	3.00	0.83	A	3.15	0.89	A	3.57	0.64	SA
11	Establish G/C unit in the school and giving them free hands to do their work	2.98	0.84	A	3.64	0.60	SA	3.30	0.76	SA
12	Effective organization of orientation programme	3.21	0.91	A	3.25	1.03	A	3.23	1.06	A
13	Record of which in the school should be effectively managed	3.30	0.87	SA	3.04	0.82	A	2.92	0.91	A
14	Centralized feeding should be reinforced	2.69	1.16	A	2.92	0.91	A	3.04	0.82	A

	in our schools									
15	Proper management of the existing facilities	2.91	0.91	A	3.10	0.84	A	3.25	1.03	A
16	Principal management of school finance especially as it regards to students	3.08	0.96	A	3.53	1.12	SA	3.68	0.07	A
	Grand Mean	3.15		A	3.22		A	3.63		A

Summary of table 2 showed that the suggested strategies for enhancement of student personnel services were agreed to be positive, based on the fact that all the items had a mean score above the mid – point of 2.50.

TABLE 3

MEAN RATING OF PRINCIPALS AND GUIDANCE AND COUNSELORS RESPONSE ON THE INFLUENCE OF STUDENT’S PERSONNEL MANAGEMENT ON SUSTAINABILITY OF QUALITY HUMAN RESOURCES.

	Items	Principal = 34			Guidance and counselors = 34		
		$\bar{X}$	SD	Dec	$\bar{X}$	SD	Dec
17	Discipline of students make them have brighter future	2.75	1.01	A	3.08	0.96	A
18	G/C unit will make them have a sense of direction which they will utilize in future	2.61	1.09	A	3.32	0.69	A
19	Using the existing admission guidance will encourage adverting the right cable of students who are ready to learn use it in future.	3.21	0.91	A	3.08	0.70	A
20	Exposing the students to students leadership will make them have sustainable future	3.04	0.82	A	3.34	0.87	A
21	Students health will be taken care of in the school so that they will have sound health even in future	2.93	0.91	A	3.17	0.53	A
22	Borders will be well fed so that they will be well developed for future use	3.25	0.81	A	3.37	0.62	A
23	Proper management of socialites used by students should make the students to be wall organized even in future	3.20	0.82	SA	3.24	0.80	A
24	Students having sense of security will make them to be adaptable to the society in future	3.55	0.53	A	3.57	0.49	A
	Grand Mean	3.60		A	3.27		A

Table 3 revealed that all items raised on the management of students’ personnel services have positive influence on the sustainability of the students and nation in future, owing to the fact that all the mean scores were above the decision point of 2.50.

#### **4. DISCUSSION**

From the result of research question one, all the items were disagreed, judging from the grand mean score, except item 2 and 4 where they all agreed and item 7 where only the principals agreed. From the above, it was discovered that students' personnel services are not properly managed in the public secondary school in Enugu Education Zone. The above findings did not maintain what [4] on the need for school administration to provide essential services to the students as a way of encouraging students personnel.

The responses to research question two revealed that all the respondents accepted the strategies proffered to enhance the management of students personnel services. This agreed with the recommended strategies of [9] on the improvement of student personnel services namely, establishment of guidance and counseling services, restoration of boarding system in secondary schools and posting and supervision of medical personnel to all secondary schools in Enugu Education Zone.

In research question three; it was found out that all the items were accepted. This indicates that they agreed that student personnel services have influence on the achievement of sustainable future. This runs in consonance with the words of [10] that in making the graduate of secondary schools to be self employed and self reliant in the productive sectors of the private and civil service, a lot of proper planning and management of the student personnel services has to be done.

#### **5. CONCLUSION**

Student personnel management is one of the essential components of educational administration. The primary function of the school is to educate the child to be functional and productive both to himself and to the society. In other words, prepares the child to have a sustainable future, this could only be achieved through the school administrators improvement of the student personnel services such as going through how the student personnel services are implemented and proffering effective strategies for the implementation of student personnel services in the school, all the above will culminate into making the students having a sustainable future.

#### **6. RECOMMENDATIONS**

1. Principals in Enugu Education Zone secondary schools needed to beef up the management of student personnel services.
2. Trained guidance, counselors, support staff and nurses need to be deployed and supervised in the public secondary schools in the zone to assist in the implementation of student personnel services.
3. Proper strategies on the management of student personnel services should be evolved by all principals in the zone.
4. Since the effective management of the student personnel services may definitely influence students having sustainable future. State Ministry of Education in conjunction with the Post Primary School Management Board should organize seminars, workshops and in – service training for principals to enable them acquire skill in the management of student personnel services.
5. Emphasis should be given in the management of student personnel over and above all other administrative task areas by the secondary school principals so that the student should have a brighter and sustainability of quality human resources and national development.

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