
PERCEIVED INFLUENCE OF POLITICS ON PERSONNEL MANAGEMENT IN SECONDARY SCHOOLS IN ANAMBRA STATE

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Abstract

The study examined the perceived influence of politics on personnel management in public secondary schools in Anambra State. Two research questions and one null hypothesis guided the study. Survey design was adopted. The population of the study covered 257 principals and 312 vice principals in secondary schools in Anambra State. All the principals were used for the study and stratified random sampling technique was used to select 150 vice principal totally 406 respondents. The instrument for data collection was a researcher developed questionnaire titled Perceived influence of politics on the personnel management in secondary schools in Anambra State (PIPPM). The instrument was validated by three experts. Two experts drawn from the department of educational foundations and one expert in measurement and evaluation all in Chukwuemeka Odumegwu Ojukwu University. Descriptive statistic was adopted whereby mean scores were used to answer the research questions while t-test was used to test the null hypothesis. Cronbach alpha was used to obtain the reliability of the instrument with an overall reliability index of 0.86 which was considered adequate for the study. The finding showed that politics has affected the personnel management of secondary schools in Anambra State in such areas as recruitment, postings, promotions, planning, decision making, policy implementation among others. Based on these findings, it was recommended among others that government as a matter

of urgency should desist from interfering with the decisions that will negatively affect policy implementation in Secondary School in Anambra State.

Keyword: Politics, Politics in Education and Personnel Management

Introduction

Politics is unavoidable phenomenon that should be experienced in every society. Politics is all embracing since it affects all aspect of human endeavours. Perumal and Olujuwori (2014) noted that politics is about power and rooted in human relationship that facilitates the control of an individual over another person. For the purpose of this study, politics is the power to influence actions and policies. Okeke (2007) posited politics in education as a process of management, control, decision making, implementation, governance and a method by which resources are allocated to different ethnic group to achieve their aim. Politics in education on the other hand is a process of controlling, taking decisions, using powers and implementing policies that will lead to the realization of educational goal and objectives. At the secondary school level, the principal is the manager and the management of schools therefore cannot be separated from politics supporting with Okeke (2007) opined that politics plays an important role in decision making, control and governance of secondary school. On the other hand Ogbonnaya (2006) posited that politics may influence policies, funding, staff personnel administration, provision of basic infrastructure, equipment of the school. Obi (2003) contended that employees whose primary function is to help in production also provide some basic services. Personnel management is a complex task that involved Recruitment, training, development and motivation of human resources and policy implementation in an organization. Ukeje (1992) perceived personnel management as a function that is related to the

acquisition, development and maintenance of human resources in a working organization. In the secondary school system personnel management focuses more on how to manage human resources in educational organizations or institutions (Ume, 2002). The functions of personnel management as categorized by Nwagwu (2004) includes:

- a. Manpower Planning.
- b. Obtaining or recruiting and selecting staff.
- c. Utilizing or deploying/posting staff.
- d. Compensating or rewarding staff for work done.
- e. Developing or advancing and training of staff.
- f. Separating and discharging/ retaining staff.

To management blog (2009) Personnel management functions are categorized into two, managerial function and operative function. Managerial function involves activities like planning, organizing and controlling the employees in organizations, and operative function involves staff procurement, posting, training, development motivation of staff. All these are handled by the personnel manager which is the principal and he/she needs to handle the two functions properly in order to achieve the aims and objectives of the school.

Education and politics are inextricably related (Chapman, 2006). The political bigwigs in the society normally extend their claws on school affair sometime for good and atimes for bad in support of this view Okeke (2007) observed that government, voluntary agencies, groups and individuals within and outside the school environment have their axe to grind in public education. Such interference in the running of secondary school education comes from the political godfathers, commissioners, house of assembly members, special assistants, political

stakeholders, board members, P.T.A. etc. It has been observed that some political office holders in a bid to impress their people tend to commit blunder through the implementation or non-implementation of some educational policies that have either positive or negative effects on the school activities. Supporting this view Bolarimwa (2018) contended that “many people speak against this policy but their voice makes no difference it must be eventually implemented. The fact remains that for the school system to thrive the government in power should support the activities of the school system. Thus, these anomalies sometimes affect school rules, regulations and policy implementation, either positively or negatively and this study intends to find out the perceived influence of politics on the personnel management of secondary schools in Anambra State.

Statement of the Problem

Politics has penetrated everywhere, the market, banks, churches, trade unions and even educational Institutions. Studies have continued to point on the political interference in secondary schools on issues like: procurement of staff, posting, promotion, admission, funding, planning, decision making, allocation of resources and policy implementation. Government in power seems to patronize the schools that support their political interest. Politics atimes encourages the state of mediocrity in schools system which could lead to non-implementation of educational policies and it is against this backdrop that the study on perceived influence of politics on personnel management of Secondary Schools in Anambra State is deemed worthy of empirical investigation.

Purpose of the Study

The general purpose of the study is to investigate the influence of politics on personnel management in secondary schools in Anambra State. Specifically the study sought to:

1. To examine the influence of politics on rural and urban secondary school in Anambra State.
2. Find out the influence of politics on personnel management.

Research Question

The following research question guided the study

1. What are the perceived influences of politics on rural and urban secondary school in Anambra State?
2. What are the perceived influences of politics on personnel management?

Hypothesis

A null hypothesis was formulated and tested at 0.05 level of significance

- (1) There is no significant difference between the mean perception of principals and vice principals on the influence of politics on personnel management in secondary schools in Anambra State.

Methodology

The study adopted a survey research design. Descriptive survey design is a type of design which aims at collecting data on, and describing in a systematic manner, the characteristics, features or fact about a given population (Nworgu 2015). The population of the study is made up of all the 257 principals and 312 vice principal in public secondary schools in Anambra State. All the 257 principals were used and stratified random sampling techniques was used to select 53% of the population of the vice principals which is 150 totaling 405 respondents. The instrument for data

collection was a researcher designed questionnaire titled “Perceived Influence of Politics on Personnel Management “PIPPM”. The instruments were validated by three experts drawn from the department of Educational Foundations, Chukwuemeka Odumegwu Ojukwu University. The instrument was divided into two sections. Section A elicited personal information from the respondents and section B contains 10 items on personnel management. Three research assistants were used in the distribution and retrieval of the instrument. Out of 406 instrument distributed the researcher was able to retrieve 400 copies of the instrument from the respondents. The instrument collated was subjected to data analysis. Cronbach Alpha was used to establish the reliability of the instrument with an overall reliability coefficient of .87 which was considered adequate for the study. Mean and standard deviation scores were used in answering the research question and t-test was used to test the null hypothesis at .05 level of significant. The items were assigned the following scores 3.58 – 4.00 Strongly Agree, 2.50 – 3.46 Agree, 2.00 – 2.49 Disagree and 1.00 – 1.99 Strongly Disagree. The criterion score for decision making is 2.50 in other words, scores above 2.50 indicates Agree while scores below 2.49 indicates disagree.

RESULTS

Research Question 1: What are the perceived influence of politics on rural and urban secondary school in Anambra State.

S/N	Items	\bar{X}	SD	Decision
1	Renovation of schools	3.50	0.65	Agree
2	Provision of school buses to all secondary school in the state.	3.17	1.11	Agree
3	Encouraging sports and provision of sporting equipment.	3.83	0.37	Agree

4	Handing over of some schools to the missionaries	3.58	0.64	Agree
5	Payment of teachers salary as at when due.	3.75	0.44	Agree

The data on table 1 shows that both principals and vice principal agreed that all the item are the influence of publics on rural and urban secondary schools in Anambra State. This was shown by the highest mean value ranges from 3.17 to 3.83 which were above the criterion mean of 2.50 in agreement with the principals and vice principal that renovation schools, provision of school buses to all secondary school in the state encouraging sport and provision of sporting equipment, handing over of schools to the mission, payment of teachers salary at when due are all the influence of politics in urban and rural secondary school in Anambra State. The table shows that the standard deviation of all the items regarded from 0.37 to 1.11 which means that the responses were not too far in the opinion from one another.

Research Question Two: What are the influence of politics on staff personnel management.

Table 2: Mean rating of the responses of principals on the influence of politics on the staff personnel management

S/N	Items	\bar{X}	SD	Decision
1	Imposition of unqualified teachers on schools	2.75	0.83	Disagree
2	Inability of the trade union to fight for their right due to intimidations by the powers that be.	3.92	0.28	Agree
3	Non compliance of the principals not in political party in power results to conflict in the school.	3.00	0.58	Agree

4	Non implementations of educational policies due to the powers that be.	3.17	0.90	Agree
5	Indiscriminate promotion and posting of teachers thereby leaving schools in remote area at the mercy of dropout which the PTA can cater for.	3.25	0.60	Agree

Table 2 shows that all items 6 – 10 showed that both principals and vice principals agreed that politics has influenced on personnel management in secondary schools in Anambra State. This was indicated by their mean values ranging from 2.75 and 3.92 which were above the criterion mean of 2.50. The table also shows that the standard deviation of all the items ranged from 0.28 – 0.90.

H₀₂: There is no significant difference between the mean perception of principals and vice principals on the influence of politics on personnel management in secondary schools in Anambra State.

Table 3: Summary of t-test Analysis on the rating of responses of principals and vice principals on the influence of politics on personnel management

	N	\bar{X}	Sd	t-cal	t-crit	df	Decision
Principals	250	3.25	0.79				
				0.61	1.96	3.96	NS
Vice Principals	150	3.14	0.92				

Table 3 shows that the means, standard deviation and t-test difference between the mean rating of principals and vice principals on the influence of politics on personnel management. The calculated t and t-critical stood at 0.61 and 1.96 respectively with 3.96 degree of freedom at .05 level of significances some of the calculated t is less than critical t. Hence the hypothesis retained that there is no significant difference

between the mean response of principal and vice principals on the influence of politics on personnel management.

Discussion of Finding

The result of indicates that out of 5 items both principal and vice principal agreed that renovation of schools, provision of school buses to all secondary school in the state, encouraging sports and provision of sporting equipment, handing over of some schools to the missionaries and payment of teachers salary as at when due are the influence of politics in urban and rural secondary school in Anambra State in line with Okeke (2007) that politics plays an important role in decision-making, control and governance of secondary schools. Similarly Ogbonnaya (2006) are of view that politics may influence policies, funding, staff personnel administrations provision of basic infrastructural and equipment in the school.

Research questions two and null hypotheses two focused on the influence of politics on the personnel management in secondary schools in Anambra State.

The result of data analyzed for research question two indicated agreement that politics has affected the 2 categories of personnel management which are the managerial function and operative functions. These influence normally comes from the government in power and other stakeholder. Supporting Okeke (2007) that government, voluntary agencies, groups and individuals within and outside school environment have their axe to grand in public education. The null hypothesis on table 3 therefore indicated that there is no significant different between the mean response of principals and vice principals on the influence of politics and personnel management in secondary schools in Anambra State.

Conclusion

Based on the findings it is clear that political interference at the secondary school is positive when it involves provision of human resources, material resources, funding and motivation of staff.

Recommendation

Based on the findings it was recommended that:

1. Government should not interfere with the management of the schools.
2. Education should not be politicized by the government officials rather they should join in adequate implementation of educational policy.
3. Principals should be allowed to take decision that concerns the school.
4. PTA in collaboration with the government should endeavour to make provision for facilities and equipments in the school.

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