

HUMAN RESOURCE MANAGEMENT AND TEACHERS' EFFICIENCY IN BAYELSA STATE**¹AKPOJOTOR J. ODERHOHWO Ph.D & ²UGE WILFRED IGHO**^{1 & 2}*Department of Educational Foundation, Niger Delta University, Wilberforce Island**Email: oderhohwojoseph@gmail.com***Abstract**

The study investigated human resource management and teachers' efficiency in Bayelsa state. Correlational design was adopted for the study. A sample of 100 administrative staff was drawn from the population of staff in the Bayelsa State post primary school board. Using a simple random sampling technique. A 16 titled Human resources management and teachers' efficiency questionnaire (HRMTEQ) was developed on a 4-point Likert scale by the researcher and was used for data collection. The reliability of the instrument was determined using Pearson product moment correlation coefficient. This yielded a reliability coefficient of 0.86 for the instrument. Data collected were analyzed using mean. Findings for the study shows that human resource management practices have influence on teachers' the study recommended that post primary school boards should endeavor to organize training programmes for teachers. They should also award certificate of recognition to deserving schools' heads and teachers. Finally, they should discipline erring teachers in order to prevent misbehavior.

Keywords: Human Resource, Management, Teachers' Efficiency

Introduction

Human effort cannot be undermined in any organization. Even in highly mechanized organization such as the manufacturing industry, human contributions are needed. This is more so, in academic organizations where human dexterity is in high demand. Gearing teachers to work efficiently rewards a concerted human resources management practice.

The word 'management' simply means judicious use of means to accomplish an end. Peretomode (2016) says human resource is variously referred to as personnel management, staff management or man power management. It is the functions of all organizations to provide for effective utilization of human resources to achieve both the objective of the organization, and satisfaction of staff and develop of the employees. According to Crriffin (2015), human resources management is the comprehensive sets of management is the comprehensive tasks of the Post Primary Schools Board (PPSB) which is responsible for the human capacity development, wage administration, discipline, recognition among others. It concern with developing and maintaining a qualified workforce.

Hanif and Saba (2018) contend that the efficiency human resource management in Bayelsa state schools is being called to question. Many educationalists fully admit that most school resources are being mismanaged and under-utilized because the schools lack qualified personnel and required management resources needed for the improvement.

Teacher's efficiency on the other hand, is the ability of teachers to know how to handle student in the class for maximum learning. It entails sparing teachers to work beyond their limits to ensure students understand what they are being taught. Height and mead (2005) states that teachers efficiency matters a lot because teachers' knowledge and commitment are vital school factors which influence children learning.

Staff development is a very important part of the human resource development (HRD) activity of human resource management practice. For teachers carry out their duties effectively and efficiently they must have the relevant skills, knowledge, values attitudes, competencies and as well, have an understanding of their organization's culture. More often, newly employed teachers do not have all the competencies usually required for successful or excellent performance on their jobs. According to Health field (2014), the right employee development, training and education at all time provides big knowledge, loyalty and contribution. However, the adequacies in teacher's professional development constitute a gap that can possibly lower the standard of teachers' efficiency and the rate at which students the subject matter in schools.

Staff recognition is the acknowledgement of an organization's staff for exemplary performance. Basically, staff recognition in the work place is to reinforce a particular behaviour, practices, or activities that result in better performance and positive result, Andrioth (2018) states that one of the biggest motivations for teachers' efficiency to be sustained is to acknowledge a teacher for being good at what key do. While most would relate rewards and recognition to monetary bonuses or extravagant awarding events, employee appreciation does not have to be experience or glamorous staff can be as candid as a pat-on-the back and a genuine compliment. It can be as simple as an award of certificate which the staff can flaunt around to rant about his efficiency.

According to White (2020), employee discipline is occasionally necessary in order to correct unacceptable behaviour. The time to act is as soon as a problem develops. Discipline is a form of training to help an employee change his behavior. The main objective is to get the employee safety and sensibly on the job. That is what takes place in the Bayelsa state Post Primary Schools Board. As the occasion may serve, they transfer teachers whose behavior is out of track to rural area or they place them on suspension for some time. Teachers on suspension are usually paid half of their salary. It is against these backdrops that the study investigates human resource management and teachers' efficiency in Bayelsa state.

Statement of the Problem

The drive to reduce the wage bill of the state at all cost, led to a forceful drift of cavorting the staff of the Bayelsa state environmental serve into teachers in various schools. Most of these converted teachers lacked skills on how to disseminate knowledge and to manage their classrooms. This of course led to noisy classrooms even teachers are presents.

It irritates to see learners note books empty. This is obviously due to inability of teachers to provide lesson notes. With such scenerous, teachers' efficiency is in doubt.

Lateness and absenteeism are bad acts which bedevil schools in the state. Teachers stroll in at will, not giving a hoot of the official time of resumption. Others comfortably stay at home even they subjects to teach. With these ugly trends, one wonders if the Bayelsa state Post Primary School Board can apply human resources management practice such as training, recognition and discipline to make amend in the state schools.

Purpose of the Study

The main purpose of the study is to investigate human resource management and teachers efficiently in Bayelsa specifically, the study sought to:

- i. Find out whether training can help to improve on teacher's efficiency in Bayelsa stare.

- ii. Establish the effect of recognition on teachers' efficiency in Bayelsa state can influence teacher's efficiency in Bayelsa state.
- iii. Ascertain whether discipline can influence teachers' efficiency in Bayelsa state.

Research Questions

The following questions guided the conduct of the study;

- i. To what extent can training help to improve on teachers' efficiency in Bayelsa State.
- ii. What effect has recognition on teachers' efficiency state?
- iii. To what extent can discipline influence teachers' efficiency in Bayelsa state?

Methodology

The study adopted a correlational design. The design is considered most appropriate for this study in that it was used to determine if a change in one variable can lead to a change in another and the extent of the change. All the administrative staff in Bayelsa state Post Primary School Board formed the population of the study. The sample size of the study consists of the 9 educational zones in the state. The instrument titled: Human Resources Management and Teachers' Efficiency Questionnaire (HRMTEQ). Section A of the questionnaire consist of demography information template of respondents, while section B consist of 16 items which are divided into 3 clusters based on the items that address each research questions. The instrument was validated by two specialists. One in educational foundations and the other in Measurement ad evaluation.

To ensure the reliability and evaluation of trial test was conducted on 20 administrative staff that did not constitute part of the study. A test re-test reliability was computed using Pearson product moment correlations coefficient. This yielded a coefficient of 0.86. This value obtained indicated that the instrument was reliable indicated that the instrument was reliable for the study. The data collected from the instrument were therefore analyzed using weighted means. The decision rule of 2.5 and above were accepted while any item below 2.5 were rejected.

Results and Discussion

Research Question One: To what extent can training help to improve on teachers' efficiency?

Table 1: mean rating of administrative staff on how training help to improve on teachers' efficiency in Bayelsa State.

S/N	Items	N	$\bar{X}$	Decision
1	School administrators organize training for teachers	100	3.66	A
2	Training programmes increase teacher's efficiency	100	3.47	A
3	Teachers are accorded training based on their levels	100	2.51	A
4	Teachers are recommended for conferences workshop by school administrators	100	3.42	A
5	Training brings about subject mastering by teachers	100	3.34	A
6	Teacher's subject helps in achieving better academic performance by learners	100	3.10	A

Key: N = Number of respondents, X=Mean, A = Accepted

The result on table 1 shows the mean rating of administrative staff on how training help to improve teachers' efficiency in Bayelsa state. The result indicates that staff had mean rating of 3.66, 3.47, 2.51, 3.42, 3.34 and 6. Their mean rating fall above the acceptance region and are accepted to indicate that raining helps to improve on teachers' efficiency.

Research Question Two: What effect has recognition on teachers' efficiency?

Table 2: mean rating of administrative staff, on the effect of recognition on teacher's efficiency.

S/N	Items	N	$\bar{X}$	Decision
7	Teachers are motivated by recognition	100	3.76	A
8	Monetary recognition is cherished by teachers	100	3.22	A
9	Award of certificate of recognition is cherished by teacher	100	3.47	A
10	Parts on the back and hands hake recognized is cherished by teachers	100	2.31	R
11	Recognition spur teachers to improve on their skills.	100	3.84	A

Key: N= Number of respondents, X= Mean, A=Accepted, R=Rejected

The result above on table 2 shows the mean rating of administrative staff on effect of recognition on teachers' Efficiency in Bayelsa State. The result indicates that staff and mean rating of 3.76, 3.22, 3.49, 2.31 and 3.84 respectively for items 7, 8, 9, 10 and 11. Their mean rating fall above the above the acceptance region and are accepted to indicate recognition affects teachers' efficiency in Bayelsa State. Item 10 with mean rating of 2.31 falls below the acceptance region. It is rejected to indicated that handshakes and part on the back is not appreciated as a firm of recognition.

Research Question Three: To what extent can discipline influence teacher's efficiency in Bayelsa State?

Table 3: Mean rating of administrative staff on the influence of discipline over teacher's efficiency.

S/N	Items	N	$\bar{X}$	Decision
12	Discipline is a form of training.	100	3.31	R
13	Discipline can help to improve on teachers' efficiency.	100	3.05	A
14	Discipline is enemical to teachers' efficiency.	100	3.20	A
15	Discipline brings about corrective action.	100	3.49	A
16	Discipline can help teachers to meet schools expectation.	100	4.00	A

Key: N= Number of respondents, X= Mean, A=Accepted, R=Rejected

The result on table 3 shows the mean rating of administrative staff on the influence of discipline on teachers efficiency in Bayelsa State. The result indicates that staff had mean rating of 2.31, 3.05, 3.21, 3.49, and 4.00 respectively for items 12, 13, 14, 15, and 16. Their mean rating fall above the acceptance region and are accepted to indicate that discipline can influence teachers' efficiency. Item 12 with mean rating of 2.31, falls below the acceptance region. It is rejected to indicate that discipline is not form of training.

Discussion

The study shows that human resources management assist in a measure to improve teachers' efficiency in the state. Many of the administrative staff agreed as discovered in their mean rating that

training can lash up teachers' efficiency. This is in line with Sanghi (2015) when he affirms that teachers need to be trained in to expose them to modern teaching aids and to achieve mastering of the subjects they teach.

The study also shows that recognition, a practice of human resources management affects teachers' efficiency. The mean rating of many of the administrative staff affirms that recognition affects teachers' efficiency. This is in agreement with Androith (2018) when he stated that workers would want to be accorded respect as one who gets job done perfectly.

The study further shows that teachers' efficiency can be influenced by discipline. Many of the administrative staff agreed as x-rayed in their mean rating that discipline influences teachers' efficiency. This is in consonant with Wolton (2019), when he ascertains that disciplining on erring staff is in itself a measure for whipping others to align with expected behaviours.

Conclusion

The study shows that human resources management practices such as training, recognition and discipline influence teachers' efficiency. On the premise of this findings, it is concluded that Bayelsa state post primary school board should put to practice human resources manage in order to promote teachers' efficiency.

Recommendations

With reference to the findings of the study and its implications, it is recommended that post primary school boards should liaise with the government and school heads to send teachers on training regularly, especially during long vacations.

Also, primary school boards should endeavor to organize periodically a recognition ceremony, where certificates are given to schools' heads and teachers. Instead of mere recognition by words and appraises.

Finally, school heads should be effectual in disciplining lazy and ineffective teachers as a form of deterrent to others.

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