

ASSESSMENT OF ROLE-PERFORMANCE OF POST-PRIMARY SCHOOLS MANAGEMENT BOARD IN RECRUITMENT OF PHYSICAL EDUCATION PERSONNEL IN TARABA STATE, NIGERIA

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Abstract

This study examined the Role-Performance of Post-Primary Schools Management Board in Recruitment of Physical Education Personnel in Taraba State, Nigeria. The design adopted for the study was ex-post facto research method. The population of the study consisted of Principals, Vice Principals, Game Masters, Physical Education Teachers and Zonal Sports Coordinators totaling 13,700. The study used a sample size of 372(50.96%) based on Krejcie and Morgan (1970) table. The study used stratified random sampling and simple random sampling techniques. A self-developed questionnaire was used as data collection instrument. A 5-point Likert scale was used for scoring responses provided by the respondents. The research instrument was duly vetted by the experts from the Department of Human Kinetics and Health Education and Science Education respectively, Ahmadu Bello University, Zaria. The data collected was subjected to statistical analysis. Mean ($\bar{x}$) and Standard Deviation were used to answer the research question while Chi-square (χ^2) was used to test the formulated hypothesis at 0.05 level of significance. The study found that the Post-Primary Schools Management Board played significant role in the provision of adequate and qualified personnel for effective implementation of Physical Education programme in Secondary Schools in Taraba State. This study recommends the need to employ more personnel in the area of Physical Education with ICT knowledge so as to meet up with the current global ICT practices.

Keywords: Recruitment, Physical Education Personnel, Role-Performance, PPSMB, Taraba State.

Introduction

Recruitment and selection are termed as processes of getting the human resources into the organization, departments, sections and jobs. Recruitment is regarded as the art of discovering and procuring potential applicants for actual and anticipated vacancies within the organizations. In the process of recruitment, locating, maintaining and contacting the sources of human resources are required to be of utmost significance. Recruitment and selection constitutes the staffing function of management. It focuses on making selection of the right candidate for the right job. Recruitment and selection continues as the staffing function of management. Scientific selection ensures that right man is selected for the right job (Anderson & Benson, 2019).

The processes of recruitment and selection are regarded as indispensable in leading to effective growth and progression of the organization. In order to implement various types of

organizational tasks and activities in an appropriate manner, it is vital to make sure right candidates are selected in the right positions at the right time (Adewole & Michaels, 2020). Furthermore, the candidates need to possess the essential knowledge, competencies and abilities. In implementing these functions, there are various factors that need to be taken into consideration. These include educational qualifications, competencies, aptitude, personality traits, experience, job requirements and so forth. The task of getting jobs done accurately is a function of personnel involved in administration. Personnel can be seen in a simple sense to mean people who carry out specific duties in an organization. They perform major administrative jobs as opposed to technical staff in other departments (Fasan. 2004).

Egbunike (1985) reported that; qualities, characteristics and skills required in a leader are determined to a large extent by the demands of the situation in which he found as a leader. Personnel in Physical Education circles today, one of the personalities that readily come to mind is the teacher. Others like the organizing secretaries, officiating officials and sports directors hardly received so much attention from public like the coach. This is because of the position the coach occupies in Sports Development. The coaches are recruited from among those involved in active participation in a particular Sport. The Universities and the National Institute for Sports runs courses on coaching, Sports administration and organization, and helps to train coaches, organizing secretaries and administrators for councils (Fatile, 1983; Biki, 1998). In the United States of America, the University team Sports are usually under the supervision of coaches who are full time employees of the institution, and in some cases, faculty staff. Egbunike (1985) in his research reported that “International programme of Physical Education for College age youth”, has shown that many of these coaches have Master’s degree and some doctorate in Sports Administration and Coaching.

In Canada, there are very few coaches employed on full-time basis, and in most cases they are expected to teach courses in the Physical Education Department. Coaches in Australian Universities are largely volunteers who, in most cases, are proficient in their Physical Education Programme. They do not receive any form of salary and have no faculty status. This must be one of the reasons why Australian universities students have not been performing well in Federation International Sports Universities (F.I.S.U) competition. In some cases, coaching and administration of Sports are done by Physical Education Personals, who do this on voluntary basis (Benneth, Howell &Uriel, 1975).

It is the researcher opinion that in most of the State Primary Education Board as it is in Taraba State Post-Primary Schools Management Board, the Physical Education programme Coordinator is the head of the unit that controls Physical Education programme and Sports in the Board and in all Post-Primary Schools in the State. There is also Board Chairman who controls the Board; there are Physical Education and Sports coordinators in Local Government Education Authorities, (LGEA) and Education Secretaries. There are headmasters, games masters/mistresses, storekeepers’ accountants and various principal officers and personnel who are responsible for the development of Sport in the Post-Primary Schools in the State. This study examines the role-performance of post-primary schools management board in recruitment of physical education personnel in Taraba State, Nigeria.

Purpose of the Study

This study examines the role-performance of post-primary schools management board in recruitment of physical education personnel in Taraba State, Nigeria. Specifically, the study sought to:

- i. Find out if Post-Primary Schools Management Board (TSPPSMB) provides qualified personnel for the development of Physical Education programme in secondary schools in Taraba State;

Research Question

- i. Does Post-Primary Schools Management Board (TSPPSMB) provide qualified personnel for the development of Physical Education programme in secondary schools in Taraba State?

Hypothesis

- i. Post-Primary Schools Management Board does not perform any significant role in the provision of qualified personnel for the development of Physical Education Programme in secondary schools in Taraba State;

Methodology

The design adopted for the study was ex-post facto research method. This design was chosen because the information needed already exist and considering the fact that the study did not involve experimentation. Therefore, there was no manipulation of variables. This is supported by Nworgu (1991) who stated that it is not possible for the researcher to direct manipulation of the independent variable in a non-experiment research.

The population of this study comprised of the Secondary Schools Principals, Vice Principals, Game Masters, Physical Education Teachers, Form Masters, Assistant Education Officer, Education Officer, Higher Education Officer, Senior Education Officer and Zonal Sports Coordinators for the Secondary Schools in the sixteen (16) local government areas of Taraba State. According to Taraba State Post-Primary Schools Management Board, the population of Principals, Vice Principals, Game Masters, Physical Education Teachers and Zonal Sports Coordinators is 13,700.

The study used a sample size of 372(50.96%) based on Krejcie and Morgan (1970) table. According to them, for a population of 13700, a sample size of 372(50.96%) should be used for a study.

The study used stratified sampling technique on the three (3) senatorial zones in the State, namely North, Central and South zones. Each of these zones comprises of five (5) LGEAs, except one (1) that comprises of six (6) LGEAs. Simple random sampling technique was used to select three (3) LGEAs from representing each of the selected zones. This was to give every Local Government equal opportunity of been represented. Therefore, the following LGEAs were randomly selected:

South Zone –Wukari, Ibi and Takum

Central Zone – Gassol, Bali and Kurmi

North Zone- Zing, Karim Lamido and Ardo-Kola

A self-developed questionnaire was used as data collection instrument. A 5-point Likert scale was used for scoring responses provided by the respondents. Likert scale was used to examine the degree of agreement or disagreement by the respondents. The responses were scored as follows:

Strongly Agreed	(SA)	= 5
Agreed	(A)	= 4
Undecided	(U)	= 3
Disagreed	(D)	= 2
Strongly Disagreed	(SD)	=1

The research instrument was duly vetted by the experts from the Department of Human Kinetics and Health Education and Science Education respectively, Ahmadu Bello University, Zaria. These experts served as Jurors.

The researcher made use of two (2) trained research assistants. The trained research assistants helped the researcher to distribute and retrieve the filled questionnaire from the respondents. The data collected was subjected to statistical analysis. Mean ($\bar{x}$) and Standard Deviation were used to answer the research question while Chi-square (χ^2) was used to test the formulated hypothesis at 0.05 level of significance.

Results

Research Question: Does Post-Primary Schools Management Board provide qualified personnel for the development of Physical Education programme in secondary schools in Taraba State?

Table 1: Descriptive Statistics on the Role-Performance of Post-Primary Schools Management Board on Provision of Qualified Personnel in Secondary Schools in Taraba State

S/N	Items	SA	A	U	D	SD	Mean	Remark
1	The Post-Primary Schools Management Board employed qualified personnel to handle Physical Education programme in Secondary Schools in Taraba State.	19	92	187	19	55	3.003	Accepted
2	The Post-Primary Schools Management Board ensures that games masters/mistresses are continually trained through conferences and symposiums for the proper development of PE programme in Secondary Schools in Taraba State.	55	56	185	39	37	3.142	
3	The Post-Primary Schools Management Board ensures that Physical Education teachers are equally trained through workshops and seminars to update their knowledge on related issues on	20	39	258	18	37	2.965	Rejected

	Physical Education programme in Secondary Schools in Taraba State.								
4	The Post-Primary Schools Management Board ensures that only Physical Education programme specialists are involved in the implementation of Secondary Schools Physical Education programme in Taraba State.	18	73	245	18	18			Accepted
5	The Post-Primary Schools Management Board ensures that personnel for Secondary Schools Physical Education programme are adequately motivated to work in Secondary Schools in Taraba State.	18	55	225	56	18		3.148	Rejected
	Aggregate Mean							2.997	3.051

Decision Mean= 3.00

Table 1 answered the question whether Post-Primary Schools Management Board provides qualified Personnel for the development of Physical Education Programme in Secondary Schools in Taraba State. Observed from the table was that the cumulative mean responses of 3.051 is less than the decision mean of 3.0. This implies that the Taraba State Post-Primary Schools Management Board does not provide qualified Physical Education specialists in the implementation of Secondary Schools Physical Education programme in Taraba State.

Null Hypothesis

- Post-Primary Schools Management Board does not perform any significant role in the provision of qualified personnel for the development of Physical Education Programme in secondary schools in Taraba State;

Table 2: Chi-square statistics on the Role Performance of Post-Primary Schools Management Board in provision of qualified personnel in Taraba State

SA	A	UD	D	SD	df	N	X ² comp	X ² crit	P
55 (14.78)	56(15.05)	185(49.73)	39(10.48)	27(7.25)	16	372	154.58	26.29	0.000

X²cal = 154.58, X²cri = 26.29, P<0.05

Outcome of the Chi-square statistics in Table 2 showed that the Post-Primary Schools Management Board performs significant role in the provision of qualified personnel for the effective implementation of Physical Education programme in Secondary Schools in Taraba State. This is because the computed Chi-square statistics value of 154.58 is greater than the chi square critical value of 26.29 at df 16. More so the p value of 0.000 is less than the 0.05 alpha level of significance. This shows that the Board played significant role in the provision of adequate and qualified personnel for the effective implementation of Physical Education programme in Secondary Schools in Taraba State. Therefore, the null hypothesis which states that the Post-Primary School Management Board does not performs any significant role in the provision of adequate and qualified personnel for the effective implementation of Physical Education programme in Secondary Schools in Taraba State is hereby rejected.

Findings

The study found out that the Post-Primary Schools Management Board played significant role in the provision of adequate and qualified personnel for effective implementation of Physical Education programme in Secondary Schools in Taraba State.

Discussions

The results from the hypothesis tested show that the PPSMB plays significant role in the provision of qualified personnel for Physical Education Programme in Secondary Schools in Taraba State. The role of the personnel in the successful implementation of Physical Education Programme in Post-Primary Schools cannot be over emphasizing. The task of getting jobs done accurately is a function of personnel involved in administration. Personnel can be seen in a simple sense to mean people who carry out specific duties in an organization. Fasan, (2004) pointed out that they performed major administrative jobs as opposed to technical staff in other departments. Egbunike (1990) reported that: qualities, characteristics and skill required in a leader are determined to a large extent by the demands of the situation in which he found as a leader. The coaches are recruited from among those involved in active participation in a particular sport. The university and national institute for sports runs courses on coaching, sports administration and organization, and helps to train coaches, organizing secretaries and administrators for councils. (Fatile, 1983, Biki 1998). In the United States of America, the university team sports are usually under the supervision of coaches who are full time employees of the institution and in some cases, faculty staff.

Conclusion

In the light of the foregoing, it is concluded that the Post-Primary Schools Management Board ensures that only Physical Education programme specialists are involved in the implementation of Secondary Schools Physical Education programme in Taraba State, Nigeria.

Recommendations

This study recommends that despite the fact that the PPSMB play significant role, there is need to employ more personnel in the area of Physical Education with ICT knowledge so as to meet up with the current global ICT practices.

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