

Human Resources Management Strategies and Quality Education Assurance in Bayelsa State Public Secondary Schools

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ARTICLE INFO

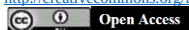
Keywords:

human resources management, quality education assurance, teacher training, teacher welfare.

Vol.01, No.03, 2026

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ABSTRACT

The study investigated human resources management strategies and quality education assurance in Bayelsa State public secondary schools. Correlational survey design was adopted for the study. A sample of 100 administrative staff from Bayelsa State post primary schools board were drawn from the population of administrative staff in the state post primary school board, using a simple random sampling technique. A 15 titled: human resources management strategies for quality education assurance in Bayelsa State public secondary schools questionnaire (HRMSQEAPSSQ) was designed on a 4 point scale by the researchers and was used to collect data. The reliability of the instrument was determined using Pearson Product Moment Correlation Coefficient. This yielded a reliability coefficient of 0.81 for the instrument. Data collected were analyzed using mean. Findings for the study reveals that human resources management strategies influence quality education. Based on the findings, it was recommended that the state government through the post primary school board should ensure that only applicants with educational degrees should be employed to teach in the state public secondary schools. Also, teachers should avail themselves with short certificate courses as a mean of developing themselves on the teaching profession. Finally, the government should pay keen attention to the welfare of teachers.

Introduction

It is interesting the way Bayelsa State government is building beautiful school edifices across the state. It is more interesting naming them 'Modern schools' and equipping them with modern teaching aids to meet with modern standard. However, achieving quality education, especially at the secondary school level requires a conscious and deliberate attention on teachers. Building do not teach neither does the name of a school, but teachers do. The quality of teachers more or less determine the quality of education. This is perhaps the reason British council hire only first class graduates to teach in their secondary schools. One of the reasons that made republic of Finland to have the best educational system in the world is the high priority they placed on the teaching force in their country. Teachers in Finland are usually nurtured from secondary schools through the university. Only the best students are hired to teach in their schools.

In Nigeria, especially in Bayelsa State, third class graduates and even Higher National Diploma graduates dominate the teaching profession. The teaching job is almost a dumping ground for graduates who could not secure appointment in their desired fields. So also is admission to read educational courses in the universities. Students who failed to meet admission requirement in their chosen disciplines are often drafted to education faculty. The implication of this is that the best do not go into education, as such, education cannot operate at its best. Until the best hands, who have keen interest in teaching are employed, quality education may not be sustained. The administrative staff of the Bayelsa State Post Primary School Board who are responsible for hiring and motivating teachers in the state will need to operate human resources management strategies to check teachers' inefficiency in order to achieve quality education assurance.

Quality assurance according to Gerekumo (2018) is a term used in both service and manufacturing companies to describe the systematic process taken to ensure that goods and services supplied to

customers meet required standard and design. In education institutes, quality education according to Obanya (2019) is the process of monitoring and evaluating the performance of students to ensure that it meets with the expectation of parent and the yearnings of the society. Parents want their children to perform excellently in national examinations and the society expects schools to produce students who well behaved and are able to solve societal problems.

Human resources management as defined by Armstrong (2012) is a strategic, integrated and coherent approach to the employment, development, well-being of the people working in an organization. Well-being of workers is highly crucial to any organisation including schools, because their satisfaction makes them to work for the swift achievement of organizational goals. Apart from their well-being, their performance or efficiency is also crucial to the organisation. This is known as training. However, training takes place after a properly worked out process of hiring staff. Hiring, training and welfare are a few of human resources management strategies that the administrative of the Bayelsa State Post Primary School Board should consider to determine quality education assurance in the state public secondary schools.

Hiring as defined by Ughamadi (2021) is a human resources function which involves reviewing, selecting of applications and testing of various applicants to determine the best candidate suitable to fill a vacant position. Hiring is one strategy the Finland Ministry of Education pays so much priority that made Finland to have one of the best educational system in the world. It is the policy of the Finnish to ensure that only the best, in terms of academic performance get into the teaching profession. This justify the fact that quality inputs determine quality output. The Bayelsa State post primary school Board, which is saddled with the responsibility of recruiting teachers must ensure that only the best hands are employed to teach in schools, instead of political fiat which makes it possible for all unemployment graduates to be recruited into the teaching profession.

Training and retraining of teachers deserves a high consideration by the post primary school board, if quality education is paramount to the state. Teaching is not an innate gift profess. It requires continuous development. Possession of certificate in education is important but training that would enable teachers to perform at their best is equally important. Training such as on the Job training, seminars and short certificate courses in teaching could just guarantee quality education in the state and in the nation at large. According to Nwakwe (2018) training and re-training is important to career enhancement and capacity of teachers. This is because training provides teachers with relevant skills, knowledge, attitudes and competence they required to carryout their jobs effectively and efficiently.

It pains to hear the national union of teachers cry boohoo over teachers welfare. Obviously teachers suffers the least attention among government workers. Lecturers and ministry workers can still boast of staff quarters and staff buses. But teachers have since lost their ideas about housing and transportation. Good certificates and training may be sailent to teachers for quality education assurance. But there is a need to reckon that a poorly fed teacher who cannot meet is physiological needs would borderless about quality of education.

Amangi (2023) posits that a bonafide teacher in a school is entitled to some benefits which will boost and make his morale high for the various challenges inherent in his profession.

On this premise therefore, this study will want to establish the effects of human resources management strategies for quality education assurance in Bayelsa State public secondary schools.

Statement of the Problem

In an ideal situation it will be appreciative that only intelligent teachers with keen interest for the teaching profession are employed by the government. It will also be applauded in a normal school system if teachers are availed with training on their profession, so as to help them overcomeq challenges on their job. It is glearing certificates and degree qualification do not guarantee quality performance. Besides quality performance must be induced by quality welfare, such as provisions of staff accommodation or swift means of transportation.

It was observed however that several teacher do not have basic teaching qualification. Many stumbled into teaching because they could not secure a job in their desire field of endeavour. It is also observed that majority of teachers lack training opportunity on their job. The training programme provided by the government does not cut across all teachers in the state. Besides lack of funds will not allow many teachers to avail themselves with short certificate courses training courses. Poor welfare of

teachers which props teachers to pay through their nose to get to their school premises or to teach in an empty stomach are among the problems which be-devils quality education assurance.

It is however not certain if the observed problems necessitate poor quality education assurance. It is on this premise therefore that this study wants to investigate the missing gap, which is the effect of human resources management strategies for quality education assurances in Bayelsa State public secondary schools.

Purpose of the study

The main purpose of this study is to explore human resources management strategies and quality education assurance in Bayelsa State public secondary schools. To this end, the study will specifically achieve the following objectives namely:

1. To find out the effect of Hiring on quality education assurance in Bayelsa state public secondary schools.
2. To determine the influence of training on quality education assurance in Bayelsa state public secondary schools.
3. To investigate the effect of welfare on quality education assurance in Bayelsa State public secondary schools

Research Questions

The following research questions were formulated to guide the study.

1. What influence has hiring on quality education assurance in Bayelsa State Public secondary schools?
2. What effect has training on quality education delivery in Bayelsa State public secondary schools?
3. To what extent does welfare affect quality education assurance in Bayelsa state public secondary schools?

Methods

The study adopted a correlativel survey design. The design is considered most suitable for the study in that information will be gathered from represented sample considered to posses the characteristics of the characteristics of the whole group.

All the administrative staff of the Bayelsa State post primary school board constitute the population of the study. The sample size of the study comprises 100 administrative staff drawn from 9 educational zone of the state. The instrument for data collection was a staff designed instrument titled: Human Education Assurance in Bayelsa State public secondary schools Questionnaire (HRMSQEABPSSQ). Section A comprises demographic details templates of respondents, while section B comprises 15 items which are divided into 3 cluster based on the items that address each research question. The instrument was validated by 2 research specialists: one in educational Management and the other in measurement and evaluation.

To ensure a swift reliability of the instrument, a trial test was conducted on 15 administrative staff who did not form part of the study from 3 educational zones of the state. A test re-test reliability estimate was computed using Pearson Products Moment correlation coefficient. This yield a coefficient of 0.81. This value indicated that the instrument was reliable for the study.

The data collected from the instrument were therefore analysed using weighted mean. The decision rule indicated that any item with response mean of 2.5 and above were accepted while items belowe 2.5 were rejected

Research Questions

What influence has hiring on quality education assurance in Bayelsa Ststate Public secondary schools?

Table 1: mean rating of Hiring on quality education assurance

S/N	Items	N	X	Decision
1.	Government often interfere with hiring of teachers	100	3.01	A
2.	Inter-personal relationsjip comes to play in hirng of teachers	100	2.87	A



3.	Teachers with education certificates show more commitment to their job	100	2.88	A
4.	Cases of indiscipline is often emanate from teachers without teaching certificates	100	2.62	A
5.	Special award of excellence are often won by teachers with high academic performance	100	2.96	A

Key: Number of respondents, $\bar{x}$ = mean, A = Accepted

The result in table 1 shows the mean rating of administrative staff on hiring over quality education assurance in Bayelsa State public secondary schools. The result indicates that administrative staffs had mean rating of 3.01, 2.87, 2.88, 2.62 and 2.96 respectively for items 1, 2, 3, 4 and 5. Their mean ratings fall above the acceptance region and are accepted to indicate that hiring influences quality education assurance. That is, if highly qualified persons are hired to teach the quality of education will also be high.

Research Question 2

What effect has training on the quality of education assurance in Bayelsa State public Secondary Schools?

Table 2: the mean rating of training on quality education assurance.

s/n	Items	N	X	Decision
1.	Training helps teachers in mastering the subjects they teach	100	3.46	A
2.	Training helps teachers to relate well with students and it bring about better performance in students	100	3.39	A
3.	The government annual development is yielding results	100	3.62	A
4.	Training helps teachers to tackle challenges in their job	100	3.13	A
5.	Training job satisfaction and better performance on their job	100	3.21	A

Key: Number of respondents, $\bar{x}$ = mean, A = Accepted

The result in table 2 x-rays the mean rating of Bayelsa State post primary school board administrative staff on training over quality education assurance in the state public secondary schools. The result indicated that the post primary board administrative staff has mean rating of 3.46, 3.39, 3.62, 3.13 and 3.21 respectively from items 6, 7, 8, 9, and 10. Their mean rating fall above the acceptance region and are accepted to indicate that training affects quality education assurance.

Research question 3

To what extent does welfare affects quality education assurance in Bayelsa State Public Secondary schools?

Table 3: The mean rating of welfare on Quality education assurance

S/N	Items	N	X	Decision
11.	Provision of welfare packages can spur teachers to put extra effort on their Job	100	3.39	A
12.	Provision of housing can prompt teachers to organize extra novel classes for students	100	3.08	A
13.	Teachers would not mind spending their money to acquire teaching materials if means of transportation is provided to them.	100	3.17	A
14.	Payment of medical allowance can induce commitment in teachers and also facilitate quality education	100	3.36	A
15.	Over time allowance can double efforts of teachers and quality of education	100	3.04	A

Key: Number of respondents, $\bar{x}$ = mean, A = Accepted

The result in table 3 shows the mean rating of welfare on quality education assurance in Bayelsa state education assurance in Bayelsa State public Secondary schools. The result indicates that administrative staff had mean rating of 3.39, 3.08, 3.17, 3.36 and 3.04 respectively for items 11, 12, 13, 14, and 15. Their mean rating fall above the acceptance region and they are therefore accepted to indicate that welfare affects quality education assurance. The more teachers welfare is taken care of the more quality education can be sustained.

Discussion

The study reveals that hiring of teachers affect quality education assurance in Bayelsa State Public secondary schools. Many of the administrative staff in the Bayelsa state Post primary school board agreed as seen in their mean rating that the quality of teachers employed have direct effect on the quality of education. This is in the line with Olaniyi (2022) when he posits that the hiring of teacher to fill vacant positions is like a computer input devices, which is garbage in, garbage out. That is the quality of teacher engaged in schools will invariably determine the quality of education.

The study also reveals that training of teachers influence the quality of education assurance in Bayelsa State public secondary schools. Many of the administrative staff of the Bayelsa State Post primary school Board who formed respondents to the study ascertained as revealed in their mean rating that training influences teachers performance and the quality of education assurance. This aligns with Okoye (2021) when he states that training is a viable tool which can help to improve the quality of education in the country. But the government plays down on it.

The study also shows that welfare of teachers have direct consequences on the quality of education. The mean rating of the Bayelsa State post primary school board, shows that they concord that the higher the attention paid to teachers welfare, the higher the quality of education in the state. This also, is in conformity with Comrad (2024) who posits that teachers do not take it kindly with any government who toys with their welfare issue. That teachers are ready to go all length to dissipate their dexterity to ensure a quality education if their welfare is adequately addressed.

Recommendations

With reference to findings of this study and its implications, it is recommended that the government through the post primary school board should stick to employment of applicants who has degree or certificate in educational courses. Besides these applicants should have high grade on graduation. This will create room for a square peg in square holes in the teaching profession.

Teachers should endeavors to enroll on short certificate courses or pay keen attention to instructions of experienced teachers as a mean of improving on their professional job.,

Finally, the government should as much as possible pay keen attention to the welfare of teachers; such as payment of their promotion allowance, provision of medical facilities, affordable means of transportation and staff quarters as means of encouraging teachers to put in their best for a quality education to be sustained.

Conclusion

It is laudable for the government to build beautiful structures and to device means that would ensure teachers regularity in the class room. However quality of education can only be assured if human resources management strategies that can improve the ability and efficiency of teachers are adequately addressed. This is because the study reveals that human resources strategies such as hiring, training and welfare of teachers influence quality education. Based on these findings, it is concluded that the post primary school board and the state government should put to practice human resources management strategies in order to assure quality education.

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