

HUMAN AND MATERIAL RESOURCES AS CORRELATES OF ACADEMIC PERFORMANCE OF PRIVATE AND PUBLIC SECONDARY SCHOOL STUDENTS IN ONDO STATE, NIGERIA

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Abstract

The study examined human and material resource availability and students' academic performance in public and private secondary schools in Ondo State. An inventory format was designed and used to collect data from a sample of 65 public and 49 private secondary schools selected through a stratified random sampling. Five hypotheses were generated and tested at 0.05 level of significance. Pearson product moment correlation and t-test statistic were used to test the hypotheses. The study showed that human and material resources were not significantly related to students' academic performance in both public and private schools. The study also revealed that there was no significant difference in human resources availability in the two schools. It was also revealed in the study that private schools were better equipped in terms of material resources than the public schools and that private schools had better academic performance than the public schools in public examinations. It was therefore recommended that both human and material resources should be well and adequately utilised to ensure better academic performance. It was also recommended that government should live up to her responsibility of providing adequate and relevant materials to the public schools so as to ensure better academic performance of the students.

Keywords: Human resource, material resource, academic, performance, secondary schools

Introduction

Secondary schools not only occupies a strategic place in the educational system in Nigeria, it is also the link between the primary and the university levels of education. According to Asikhai (2010), education at secondary school level is supposed to be the bedrock and the foundation towards higher knowledge in tertiary institutions. It is an investment as well as an instrument that can be used to achieve a more rapid economic, social, political, technological, scientific and cultural development in a country. It is rather unfortunate that the secondary schools today are not measuring up to standard expected of them. There have been public outcry over the persistently poor performance of secondary school students in public examinations. According to Nwokocha & Amadike (2005), academic performance of students is the yardstick for testing educational quality of a nation. Hence, it is expedient to maintain a high performance in internal and mostly external examinations.

For some years now, reports on the pages of newspapers and research findings have shown the abysmal performance of students of secondary schools in public examinations. Ajayi (2002), Nwokocha & Amadike (2005), WAEC (2007), The Punch newspaper (September 27, 2008), Adeyemi (2008) and Asikhia (2010) have all shown the extent of poor performance of students in public examinations. The persistent decline in students' performance in public examinations is not only frustrating to the students and the parents, its effects are equally grievous on the society.

The problem of downward trend in academic performance of students has often been attributed to a number of factors among which are: the principal's leadership style, teacher quality, home factors, government factors and non-provision of educational resources (human, material, financial physical resources). However, this study was limited to the provision of human and material resources as potent factors for students' academic performance.

The availability of educational resources (human and material) is very important because of its role in the attainment of educational objectives. Human resources is a unique educational input necessary for the overall development of skill acquisition and literacy of the students. Human resources within the educational system can be classified into teaching and non-teaching staff. Availability of these classes of resources are needed to achieve excellence in the system. However, it has been observed that secondary schools in Ondo State do not have

the required number of teachers (both in terms of quantity and quality). This is evident in high student-teacher ratio in the schools.

Personal observation has also shown that material resources are in short supply in the schools. the poor status of material facilities in the schools is not unconnected with the dearth of fund in the system. A close look at the schools and what goes on there shows that nothing good can come out of most public schools as they do not have facilities and adequate and appropriate human resources to prepare candidates for West African Examination Council (WAEC) examinations (Owoeye & Yara, 2011).

The precarious situation of lack of human and material resources is more evident in public schools than in the private schools and this shows why the private schools tend to perform better than the public schools in public examinations. Ekundayo (2009) in a study conducted in Ekiti State submitted that private secondary schools had educational materials better than the public schools.

Studies on the relationship between availability of human resources and academic performance have shown that human resources enhances academic performance of students. George (1976), Oni (1992), Adedeji (1998), Ayodele (2000), Adewuyi (2002) and Okandeji (2007) had in their various researches submitted that teachers constitute a very significant factor to students' success.

In a similar dimension, Adedeji (1998), Owoeye (2000), Ajayi (2002), Akomolafe (2003, 2005) and Owoeye (2011) also submitted a positive relationship between material resources in schools and students' academic performance. According to Hallack (1990), the material resources that contribute to students' performance include: classrooms, accommodation, libraries, furniture, apparatus and other instructional materials. The author emphasised that the availability, relevance and adequacy of these facilities contribute to students' achievement. In a contrary view, Gamoran in Owoeye (2011) submitted that facilities, teacher' salaries, books in the library and the presence of science laboratory had little impact on variation in students' achievement.

Besides, there have been contradictory findings on whether there is a significant difference in the academic performance of private and public schools. while Ajayi (2000) submitted that the public schools had better academic performance than private secondary schools, Oloyede (2003), Nwokocha & Amadike (2005) and Ekundayo & Arogundade (2007) submitted that private schools performed better than their public schools counterparts in public examinations.

It can be inferred from the literature so far that both human and material resources have positive significant relationship with academic performance. However, literature has also shown a contradictory finding on whether or not private schools perform than public schools.

Purpose of the Study

The purpose of the study was to find out the relationship between human and material resources and academic performance of private and public secondary school students in Ondo State. The study found out if there was any difference in the availability of human and material resources in the public and private schools. The study also investigated the academic performance of private and public secondary schools in WAEC examinations.

Research Hypotheses

The following null hypotheses have been generated to pilot the study.

1. There is no significant relationship between human resources availability and students' academic performance in public and private schools.
2. There is no significant relationship between material resources availability and students' academic performance in public and private schools.
3. There is no significant difference in the human resources availability in public and private schools.
4. There is no significant difference in the material resources availability in public and private schools.
5. There is no significant difference in the academic performance of students in public and private schools.

Methodology

The study was a descriptive research of the survey type. The population for the study consisted of all the public and private secondary schools in Ondo State. A stratified random sampling was used to select 65 public schools and 49 private schools across the three senatorial districts in the State.

An inventory format was designed and used to collect information on the level of availability of human and material resources in the schools as well as the students' result in senior secondary certificate examination for three academic sessions (2008—2010).

The data collected were analysed using Pearson product moment correlation and t-test statistic. The five hypotheses raised for the study were tested at 0.05 level of significance.

Results

The results of the investigation were presented in line with the hypotheses raised.

Hypothesis 1: There is no significant relationship between human resources availability and students' academic performance in public and private secondary schools

Table 1: Pearson product moment correlation of human resources and students' academic performance in public and private secondary schools

1. School type	Variables	N	\bar{X}	SD	r-cal	r-tab	Result
Public	Human resources	65	2.46	0.20	0.043	0.232	Not significant
	Academic Performance	65	2.26	0.11			
Private	Human resources	49	2.48	0.20	0.247	0.273	Not significant
	Academic Performance	49	2.30	0.12			

$p > 0.05$

Results in table 1 showed that r_{cal} (0.043) is less than r_{tab} (0.232) for public schools. The results also showed that r_{cal} (0.247) is less than r_{tab} (0.273) for private schools. The null hypothesis is therefore not rejected. This implies that there is no significant relationship between human resource availability and students' academic performance in both public and private secondary schools.

Hypothesis 2: There is no significant relationship between material resources availability and students' academic performance in public and private secondary schools

Table 2: Pearson product moment correlation of material resources and students' academic performance in public and private secondary schools

School type	Variables	N	\bar{X}	SD	r-cal	r-tab	Result
Public	Material resources	65	33.54	3.32			

	Academic Performance	65	2.26	0.11	0.112	0.232	Not significant
Private	Material resources	49	36.82	2.05	0.200	0.273	Not significant
	Academic Performance	49	2.30	0.12			

$p > 0.05$

Results in table 2 showed that r_{cal} (0.112) is less than r_{tab} (0.232) for public schools. Again, r_{cal} (0.200) is less than r_{tab} (0.273) for private schools. The null hypothesis is therefore not rejected. This implies that there is no significant relationship between material resources availability and students' academic performance in both public and private secondary schools.

Hypothesis 3: There is no significant difference in human resource availability in public and private secondary schools

Table 3: t-test analysis showing human resources availability in public and private schools

<i>School type</i>	<i>N</i>	\bar{X}	<i>SD</i>	<i>df</i>	<i>t-cal</i>	<i>t-tab</i>	<i>Result</i>
Public	65	2.46	0.16	112	0.763	1.980	Not significant
Private	49	2.48	0.20				

$p > 0.05$

Table 3 showed that t_{cal} (0.763) is less than t_{tab} (1.980) at 0.05 level of significance. The null hypothesis is therefore not rejected. This implies that there is no significant difference in human resource availability in both public and private secondary schools.

Hypothesis 4: There is no significant difference in material resources availability in public and private secondary schools

Table 4: t-test analysis showing material resources availability in public and private schools

<i>School type</i>	<i>N</i>	\bar{X}	<i>SD</i>	<i>df</i>	<i>t-cal</i>	<i>t-tab</i>	<i>Result</i>
Public	65	33.54	3.32	112	6.087	1.980	Significant
Private	49	36.82	2.05				

$P < 0.05$

Results in table 4 showed that t_{cal} (6.087) is greater than t_{tab} (1.980) at 0.05 level of significance. The null hypothesis is therefore rejected. This implies that there is a significant difference in the availability of material resource in public and private secondary schools. the higher mean value of 36.82 of private schools showed that private schools had material resources better than the public schools.

Hypothesis 5: There is no significant difference in the academic performance of students in public and private secondary schools

Table 5: t-test analysis showing academic performance of students in public and private secondary schools

<i>School type</i>	<i>N</i>	\bar{X}	<i>SD</i>	<i>df</i>	<i>t-cal</i>	<i>t-tab</i>	<i>Result</i>
Public	65	2.26	0.11	112	1.990	1.980	Significant
Private	49	2.30	0.12				

$P < 0.05$

Results in table 5 revealed that t_{cal} (1.990) is greater than t_{tab} (1.980) at 0.05 level of significance. The null hypothesis is therefore rejected. This implies that there is a significant difference in the academic performance of students in public and private secondary schools. Besides, the higher mean value of 2.30 of private schools showed that private schools performed better than the public schools.

Discussion

The study revealed that human resources availability and students' academic performance in both public and private secondary schools were not significantly related. One would have expected that human resource availability will impact positively on the academic performance of students. The fact remains that it is one thing to have the human resources available, it is another thing to ensure their proper utilisation. Even, Adedeji (1998) emphasised proper utilisation of human resources as significantly related to academic performance. The implication of this finding is that for human resources to have relationship with academic performance of students, the human resources must be well utilised.

The study also revealed that there is no significant relationship between material resources availability and academic performance in both public and private secondary schools. this submission is contrary to the findings of Adedeji (1998), Owoeye (2000), Ajayi (2002),

Akomolafe (2003, 2005) and Owoeye (2011). Ordinarily, one would have expected material resources availability to relate significantly with academic performance. The fact is that availability of these resources is just a necessary but not sufficient condition for students' academic performance. It is expedient for these resources to be in proper use before one expects it to relate to academic performance. This is why Hallack (1990) emphasised the availability, relevance and adequacy of material resources as being factor for academic achievement.

It was found out in the study that there is no significant difference in human resource availability in both public and private secondary schools. This submission is not surprising as it is a good thing to come for private schools as they strive hard to employ human resources as their public schools counterparts.

It was further revealed in the study that there was a significant difference in the material resources availability in public and private schools. The findings showed that the private schools are better equipped than public schools. This is quite surprising as one would expect public (government-owned) schools to be better equipped than private schools. However, this finding corroborates Ekundayo (2009) who submitted that private schools had educational materials better than the public schools in Ekiti State.

Findings from the study further revealed that there is a significant difference in the academic performance of public and private secondary schools in the study area. The study revealed that private schools had better academic performance than the public schools. While this study corroborates Oloyede (2003), Nwokocha & Amadike (2005) and Ekundayo & Arogundade (2007), it disagrees with Ajayi (2000) who submitted that public schools performed better than private schools. This finding does not come by chance as the private proprietors would want to justify the huge amount of money they collect from their clients and as a result give better service to the students.

Conclusion and Recommendations

It was concluded from the study that human and material resources availability do not influence students' academic performance both in public and private secondary schools. It was again concluded in the study that there was no difference in human resource availability in both public and private schools. The study further showed that private schools are better equipped in terms of material resources than public schools and that private schools performed better than public schools in public examinations.

It was therefore recommended that both human and material resources should be well-utilised in these schools in order to ensure better academic performance. It was again

recommended that government should live up to her responsibility in providing enough and current material resources to the public schools so as to ensure better academic performance.

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