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A Statistical Analysis of Factors Affecting Job Performance in Public Secondary Schools and Implication in Job Security in Zamfara, Nigeria

Suleiman BASHIR

Federal University Gusau

Kabiru Bello GAMAGIWA

Federal University Gusau

Nasiru NA ALLAH

Abdu Gusau Polytechnic

Nasiru Ibrehim SHINKAFI

Abdu Gusau Polytechnic

Abstract: The paper focus on the factor affecting public servants job performance. Specifically public secondary schools staff in Zamfara State will serve as the population. Five hundred (500) staffs will be randomly sampled from the three senatorial districts of the state. The sample comprise male and female staff and also academic and non-academic staff. Researchers developed questionnaire shall use for data collection and which will include staff bio-data, such as qualification, nature of appointment, years' experience and also items on job satisfaction and security, research questions raised will be answered using frequency count, percentages, Means and standard deviation, while the research hypothesis will be tested using chi-squares statistics and t-test statistics. Bas on the findings from the study some recommendations will be advanced from the purpose of effective job performance and security by the public staff of schools in the state and to carry out similar studies job performance using different locations and staff of the state.

Keywords: Statistical analysis, Job performance, Public, Secondary school, Job security

Introduction

It is very much obvious that the researchers have a common understanding that the quality of teaching depends on the teachers performance in our public secondary schools, therefore, performance is an important variable in any work organization (Suliman, 2001) and has become a significant indicators in measuring organizational performance in many studies (Wall et al., 2004). In that direction, many researchers have been carried out on factors affecting job performance of employees and many of the factors have been identified. These factors include staff welfare/motivation, availability of instructional material, good salary scale, management staff relationship and job security etc and these factors have been found to lead to poor job performance in teaching and learning.

Motowidlo, (2003) considered job performance to be the effectiveness of individual behaviors that contribute to organizational objectives and should consist of task performance and contextual performance. Organ (1998) further proposed that job performance should be measured to the extent to which employee engage in organizational citizenship behaviors. Sarmiento and Beale (2007) refer job performance as the result of two elements, which consist of the abilities and skills (natural or acquired) that an employee possesses, and his/her motivation to use them in order to perform a better job. According to Jex and Britt (2008), performance is oftentimes assessed in term of financial figures as well as through the combination of expected behavior and task related aspects.

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The performance of the teachers depends upon the characteristics of the teachers. These include their dedication, knowledge, and academic skills. On the other hand, there are number of factors that influence their job satisfaction. These include, working environmental conditions, terms and relationships with employers, colleagues and students, salary and remuneration, teaching-learning processes, instructional strategies and how they perform their job duties. When recruitment takes place of teachers within the educational institutions, there are certain aspects, which need to be taken into account, these include, the educational qualifications, years of experience, personality traits and effectiveness in the performance of job duties (Chamundeswari, 2013).

Motivation theories affirm the assumption that job satisfaction has something to do with the motivation required for the organization to be successful and the people involved whether in individual capacity or in group. Different theories as mentioned vary in the degree of influence between motivation, performance and job satisfaction (Revenio Jalagat, 2016).

In-service training of teachers was established to play a significant role in motivating teachers to step up their job performance since training equips teachers with the requisite knowledge and skills in the performance of specialized tasks(Ombuya H. N, 2015).

When the teachers are satisfied with all the aspects within their workplace, only then they would be able to render a significant contribution in efficiently performing their job duties. The factors that influence the performance of the teachers include, competency, teaching materials, teaching methods, monitoring the student's work, controlling the class, participation in school activities, loyalty and integrity, counsellors and guides, management and regulation, conflict resolution methods, school and classroom environment, confidence, communication skills, forbearance and acceptance, research and time management. When the teachers enthusiastically implement these factors, they are able to render an efficient job performance (Radhika Kapur, 2018).

Statement of the Problem

Job performance has been identified as the significant key for organizations to gain competitive advantage and superior productivity which is attributed to so many factors and the academic output seen to our public schools students' is not encouraging. IT is very much clear that the state public schools SSCE failure rate is high and that what motivate research, therefore, the research is to investigate the factors affecting the job performance in public secondary schools and implication in job security in Zamfara State, Nigeria for and effective teaching and learning process.

Objectives of the Study

The main aim of this research is to compare factors affecting job performance in public secondary schools and implication in job security a case of Zamfara State and specifically, the objective of the study is to:

- Analyze the staff response by gender, nature of appointment and type of job on factors affecting the job performance and security.
- Test the dependency of the research study variables
- Make recommendations for the solutions to the problems identified from the study results.

Research Questions

For the direction of the study, the following research questions are answered:

- Is there any difference in gender view on factors affecting the job performance and security?
- Is there any difference in views of staffs by nature of appointment on the factors affecting their job performance and security?
- Is there any difference in the view of staffs based on types of job on the factors affecting their job performance and security?

Research Hypothesis for Dependency Test

H_o = The job performance does not depends on job security

H_o = The job performance does not depends on staff salary

H_o = The job performance does not depends on relationship with management

H_o = The job performance does not depends on motivation

H_o = The job performance does not depend on instructional Materials/In-service training.

Methodology

Population/Sample of the Study

Staff of the public secondary schools across the state are considered as the population of the study of which stratified random sampling procedure were used by dividing the public secondary schools in three senatorial district and three local government were randomly selected such that in every local government a number as a sample staff are considered directly proportional to the population of staff of the selected schools, that constitute a random sample of 500 public school staff.

Date Collection

Questionnaire method of data collection was administrated in which 530 questionnaire of two sections A and B were distributed to selected staff and 500 were returned and that is the number used for the study. The designed structured questionnaire contains 5 variables 21 questions relevant to the research objectives.

Method of data analysis

In this research study descriptive statistics and chi square were used to identify the frequency count with percentages and dependency of the variables respectively using SPSS statistics percentage.

Reliability Test

The five hundred (500) questionnaires of 21 items that covers the research area and reliability were tested using the Cronbach Alpha coefficient as the most appropriate measure of reliability when making use of Likert scales by SPSS package (IBM SPSS Statistics 20). The result from the SPSS output gives the value of the Cronbach Alpha coefficient as 0.850 which lie between (0.70-0.90) and indicate high reliability. Below is the SPSS output:

Cronbach's Alpha	N of Items
.850	21

Results

Table 2 in the appendix, indicates that 68.4% of the respondents are Male across the state only 31.6% are Female of which 70.2% are Permanent staff while 29.8% are on contract as shown in table 3. The results of the analysis also revealed that 94.2% are teaching staff while only 5.8% are non teaching staff as indicated in table 4. As far salary in table 5, 41.2% agreed that, the right amount of salary is given while 58.8% disagreed which indicates that, the factor salary is lacking, therefore, it affect the job performance. Table 6 of same appendix, shows 67.4% agreed that in-service training motivate and enhance job performance but the results of table 7 shows that 51.4% of the respondent agreed that they are been sponsored for in-service training meaning that as

far the state in-service training in not always be a problem to job performance. 87.8% of the respondents are in the view that there exists a cordial relationship with the management hence that enhances their staff job performance as shown in table 8. Exactly 35,6% only agreed that they have responsibility allowances while 64.4% do not have responsibility allowances and that may affect their job performance and job security, hence, no motivation and is shown in table 9. 49.8% agreed that their job is not secured and they can be sack at any given time while 50.2% do not agreed for the sacking at any given time meaning that on average the respondent are of same opinion.

Decision rule for the hypotheses tested: The critical value of the chi-square at 5% level of significant is 2.353 which is less than all the calculated value of chi-square, hence all the tested hypothesis are rejected and conclude that, the job performance depends on all the identified factors as shown on table 11 of the appendix .

Conclusion

Base on the findings, the major factors affecting the job performance in the state public secondary schools are poor salary scale, staff responsibility allowances as motivation, staff cordial relationship with management and job security and also concludes that the job performance depends on all the factors (.staff salary, job security, motivation, instructional Materials/In-service training and relationship with management).

Recommendations

Considering the results of this research the following are recommended:

- The state government should look in to salary scale and improve for better take home to enable staff perform their responsibility excellently.
- Good motivation to staff by state government should be considered such as giving responsibility allowances.
- Provision of instructional material for better teaching and learning.
- Study sponsor, workshops and conferences should also be given consideration for the staff.

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Author Information

Suleiman Bashir

Department of Science Education
Federal University Gusau,
Nigeria

Kabiru Bello Gamagiwa

Department of Mathematical Science
Federal University Gusau,
Nigeria

Nasiru Na Allah

Department of Mathematics and Statistics
Abdu Gusau Polytechnic, Talata Mafara,
Nigeria

Nasiru Ibrehim Shinkafi

Department of Mathematics and Statistics
Abdu Gusau Polytechnic, Talata Mafara,
Nigeria
Contact E-mail: *nikwalam150@gmail.com*

Appendix

Table 2. Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	342	68.4	68.4	68.4
	Female	158	31.6	31.6	100.0
	Total	500	100.0	100.0	

Table 3. Nature of appointment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Permanent	351	70.2	70.2	70.2
	Contract	149	29.8	29.8	100.0
	Total	500	100.0	100.0	

Table 4. Type of job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Teaching	471	94.2	94.2	94.2
	Non Teaching	29	5.8	5.8	100.0
	Total	500	100.0	100.0	

Table 5. Does your employer give you right amount of salary

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	71	14.2	14.2	14.2
	Agree	135	27.0	27.0	41.2
	Disagree	198	39.6	39.6	80.8
	Strongly Disagree	96	19.2	19.2	100.0
	Total	500	100.0	100.0	

Table 6. Does service training highly motivate and enhances job performance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	166	33.2	33.2	33.2
	Agree	171	34.2	34.2	67.4
	Disagree	114	22.8	22.8	90.2
	Strongly Disagree	49	9.8	9.8	100.0
	Total	500	100.0	100.0	

Table 7. Does your employer/ Organization frequently sponsor in service training

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	63	12.6	12.6	12.6
Agree	194	38.8	38.8	51.4
Valid Disagree	149	29.8	29.8	81.2
Strongly Disagree	94	18.8	18.8	100.0
Total	500	100.0	100.0	

Table8. Relationship between management and staff is very cordial

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	168	33.6	33.6	33.6
Agree	271	54.2	54.2	87.8
Valid Disagree	38	7.6	7.6	95.4
Strongly Disagree	23	4.6	4.6	100.0
Total	500	100.0	100.0	

Table 9. All staff with the responsibility have responsibility allowances

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	47	9.4	9.4	9.4
Agree	131	26.2	26.2	35.6
Valid Disagree	140	28.0	28.0	63.6
Strongly Disagree	182	36.4	36.4	100.0
Total	500	100.0	100.0	

Table 10. At any given time the staff can be sacked from the services

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	76	15.2	15.2	15.2
Agree	173	34.6	34.6	49.8
Valid Disagree	170	34.0	34.0	83.8
Strongly Disagree	81	16.2	16.2	100.0
Total	500	100.0	100.0	

Table 11. Test statistics

	Does employer you amount of salary	your give right enhances performance	Does training motivate enhances performance	service highly and job cordial	Relationship between management and staff is very cordial	All the responsibility have responsibility allowances	staff with I recognition as a staff of the school by the community	have high
Chi-Square	73.488 ^a	77.552 ^a	329.104 ^a	76.752 ^a	270.688 ^a			
df	3	3	3	3	3			