

Task Achievement in Educational Management and Productivity: Meeting the Needs of Contemporary Society

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Abstract

This paper focused strategically on task achievement in educational management and productivity. It addresses the issues of manpower capacity building and development to enhance effective utilization of educational human, material and financial productivity. The study encapsulate the need for cooperate educational institution to embark on rapid increment through planning, directing, coordinating and controlling of available human resources for attainment of productivity. The study concludes task achievement and productivity as a cornerstone, one of the four walls that embrace effective utilization of human materials and financial resources. Also, productivity is aimed at improvement in our daily activities through combination of the virtues of efficiency and effectiveness. Eight suggestions were made some of which includes task achievement and higher productivity involves the empowerment of educational administrators entrusted with responsibility, fringe benefit increment in salary of employee for attainment of higher productivity, motivation be implemented. Finally, the Association of Staff Union of Universities Union should regularly dialogue with government and devoid from strike action.

Keywords: Task, Analysis, Productivity, Achievement measurement; and Evaluation in education.

INTRODUCTION

In Nigeria educational sector, task is looked upon in the perspective of budgeted goals that individuals and cooperate organization design to achieve within the confined periodicity.

Task achievement in educational management and productivity is paramount importance in the development of a nation through strategic planning, directing, coordinating and controlling human and material resources in cooperate organization. Education provides the required literacy level of a labour force through the acquisition of relevant skills and expertise. In different profession,

vocation and occupation experience has proven that educated personnel are less supervised and achieve greater output than un-trained labour workers. In other hand, people desire education but certain constraints has diminished their level of attainment which is likely to be availability of time and finance. Achievement in education is the amount of success an individual obtained in a specific field or its accomplishment. Achievement is how far a particular student has been able to learn and acquired knowledge or has benefited from the learning experience given to him. It is the quantity or quality of learning attained in a subject of study or group of subjects after a period of instructions. To test the achievement of a student evaluation are always carried out by teachers in education administration. One major aim of education is all round personality development of the child, but regrettably, this is centered on the development of academic talents of the child and educational institution is trying their best to uplift the academic achievement. Achievement in a wider term means: educational growth which includes growth in all aspects. Eze (2020) asserted that better educated personnel accomplish greater task and more proactive in communication in responding to issues related to production than a less educated person who lacks manners, knowledge and attainment. Education apparently is geared through training and re-training for capacity building of professional. Knowledge serves as a goal-getter in related task of man known how. The national policy on education in Nigeria and in any country is determined by the quality of teachers that is available for the various programmes of education (FRN, 2014). Teaching profession popularly described as a nation building that transforms individual raw materials into output level of production. The teacher's code of conduct published in 2004 by the TRCN identifies four categories of teachers based on the content and length of education as well as type of certificate. The highest category of teachers consist of holders of Ph.D in education or Ph.D in other fields plus other the post graduate diploma in education, PDGE or the Nigeria certificate in education NCE.

The concept of task achievement and educational productivity is predominantly classified into three distinct perspectives thus; Raw input (learner) instructional input (teacher) will bring about an increase in productivity. Productivity is the measure of the efficiency of a person by converting input into useful output. According to Vroom in Amanchukwu's expectancy theory which emphasized the impact of motivation on productivity. Productivity aims at improvement in our daily activities through the combination of the virtues of efficiency and effectiveness. In order words, for an individual or a cooperative body to be productive, the values of efficiency and effectiveness must be the motto. Productivity is the forwards achieving greater success. Owhondah (2018) perceived productivity as a management and economic concept that relates to efficiency which is determinant to school effectiveness. The school is a core centre, standard form of production industrial centre where factor inputs are employed into the production process and output obtained.

This paper therefore, will discuss the concept of task achievement and educational productivity, input component, determinates and measures of productivity. The paper assert that education is very necessary for a society for its preservation and improvement, therefore, any instrumentalist that will make educational establishment achieve its goal of producing people who can contribute meaningful to the growth and development of the nation be done.

Ironically, the fact that many educational establishments in Nigeria the goal of education is not being achieved as education graduate/products are still not gainfully employed or self-reliance. It has been deduced that some graduate are unable to write not to talk of expressing themselves. The high rate of dropout, poverty, delinquency has been a national issue deteriorating education in every sphere of life endeavour.

CONCEPTUAL CLARIFICATION

Fundamental of Task Achievement

The basic goal or objective of any organization involves in the provision of goods and services, to ensure that such goods and services meet the demand of the society. According to Eze (2020)

submitted that in economics production and distribution is not completed until good produced gets to the hand of final consumers. Further clarified that life is a chain of exchange and distribution where groups definitely depend on supply of product that necessitate factor input in another produce. This concept aptly defines the theory postulated by the great economics called David Richado that asserted countries (nation) should concentrate in production of good that they have comparative advantage, that exchange is bound to exist. This theory asserts that export and import is expected of any nation. The quality of the goods and services is what generates going concern of established venture. Eze (2020) declared that utility in task achievement is crucial to individuals and companies, due to the efficacy and effectiveness in satisfaction of human and material resources that leads to additional demand.

The task is the work expected to be carried out to achieve organizational goals, of which the school is not an exception since, it is engaged in the training of client who will provide the needed services across the various economic departments of the civil service. In order to meet the challenges of modern society, the objectives of the school must be pursued vigorously to meet international best practices. Eze (2020) declares that the school ambition should be in perpetual continuity such that no any intervening factor that can liquidate or bring the school institution to a hot. Owmondah (2018) asserted that school is a production centre that produces human capital for the growth and development of the nation. The major objective, if any establishment that is involved in the production is to produce output that has the highest standard which can meet the needs of the end-users. This has necessitated the collection of the best input especially human resources as a factor of production.

The teacher in educational management is saddled with the responsibility of preparing instructions that would be effective for production of students who can influence the society positively. Teachers are popularly known for capacity building of a nation through imparting skills, academic knowledge to students who later becomes goal getters in the economy. Our discussion shall encapsulate among others task analysis.

Task Analysis

Analysis literarily is used to refer to the breaking down of teaching activity or substance into smaller units. Task analysis therefore, is the division or breaking down of teaching activities or any other activity in other to achieve the desired outcome. (Owmondah, 2018). The school system is structured to produce quality educational services to be accessed with the help of educational resources such as human, physical and financial resources. The increase in educational productivity leads to human capital development which automatically leads to an increase in the gross domestic product (GDP) of a nation (Ebong, 2006).

Eze, (2022) perceived education in demonstration of knowledge as he acquired Tide newspaper of Monday 8th August, 2022 and distributed it among his children in boosting their learning, speaking and reading efficiency in public related speech and broadcast. Eze, (2022) clarified educational teaching through discrimination of knowledge on Ludo game by building blocks in four segment thus (Red, yellow, blue and green). This created excitement among his siblings as many could accomplish task through displaying of games. Eze continued explanation by defining task analysis as the process of recording observation, analyzing, identifying and articulating the kind of learning that is expected of the learner to know and accomplish within the specified period. We shall reflect on educational management and productivity in education.

Educational Management

Education is an indispensable tool, for dissemination of knowledge, and serves as a crucial means of shaping the behaviour of the citizen in a nation outstanding performance (Eze, 2022). It is an industry that produces manpower for socio-economic, political and cultural development of any society which

brings the fabrics about needed changes in the society at large. Nwabueze, (2011) clarified education as the industry that produces manpower for socio-economic political and cultural development of any given society. Education plays a paramount role in the economic sector especially countries that are still developing like Nigeria which calls for a core utilization of resources in education.

Educational management refers to the administration of the education system in which a group combines human and materials resources to supervise, planned strategy and implement structures to execute an education system. Education is the equipping of knowledge, skills values, beliefs, habits and attitudes with learning experiences. Educational management is a goal oriented activity. It involves group efforts and organized work and performance towards the attainment of certain pre-determined goals in an educational institution. In secondary schools, principles play the role of supervisors, administrations and participated in the activities of teaching, providing instructional materials for harnessing the available resources allocated to the school in the realization of educational goals.

Educational management is the theory and practice of organizing an administration. Muqaddas (2017) in Owhondah (2020) defined management as the process of planning, organizing directing, controlling and evaluating to accomplish predetermined objectives of an institution through the coordinated use of human and material resources. The management of schools is done as business where the need for accountability plays a vital role. The increasing cost of education and drop in the quality of education combines to make financial management in schools a means of attaining stated school objectives of education to ensure its relevance in society. Eze (2022) ascertained that for any education system to be effective there must be available resources and optimal utilization of these resources. Resource Management in education is directed at ensuring and achieving optimal educational goals. Amanchukwu (2013) opined that human resource management is responsible for maintaining good human relations in the school. Financial management implies coordination of resources both material and financial in an organization in the appropriate direction for the attainment of educational goals. It involves financial accountability for measurable results. Resources are of great importance in the development of qualitative education.

Educational Productivity

Productivity in economics of education entails the conversion of the raw materials into finished goods that is desired by man to alternate (Eze, 2020). Productivity connotes doing the right thing the right way, getting more output with less input, functionality, and promptness, elimination of wastages in all forms, justifying your pay, improvement in the aspect of life producing more and more quality (Adedoyi, 2010). According to Nwabueze (2016) productivity in education is the capacity of the education system to turn out graduates with minimal wastage. At Government Secondary School, Emohua, over three hundred students are promoted annually to the next class, while over five hundred are to be absorbed into tertiary institution. Apparently, this justify the statement productivity in educational system can produce the needed manpower than can generate material resources needed in the society and at the same time contribute maximally in solving societal problems; this is why proper management of human resources in any school system is important. Eze, (2020) ascertained that some teachers in Community Secondary School, Rumuekpe were high or low productivity base on course allocation and demographic factor. Such as excess rainfall hindered the locomotive movement of staff and rapid increase in student enrolment. When a stipulated class runs over 100 persons within (A-F) classes, it leads to diminishing rate of returns as more input are concentrated (learners) in the hands of the teachers. Education provides the required literacy level of a labour force through acquiring relevant skills and expertise. Owhondah, (2018) perceived productivity as a management and economic concept that relates to efficiency which is determinant to school effectiveness. The school is usually conceived as a standard form of production industrial centre

where factor inputs are employed into the production process and outputs obtained. The appropriate combination of inputs to obtain a given level of outputs determine productivity.

Adedoyi (2010) opines that a discussion of productivity takes into consideration the quantity and quality of what is produced. Furthermore, clarified that to produce more with available resources is not enough but the quality of the production reflects the laid down standards and customer's expectation.

Objectives of Educational System

Overall objective of the educational system is to promote welfare of the society by improving the quality of human resources. This is long term objective and its achievement can't be judged in the short term, therefore, we need to fine other short term measures that are indicative of long term results such as in the academic programmes of universities, the measurement of these objectives could be the:

- a) Graduates average-academic grade performance
- b) Waiting time for their first jobs
- c) The salary
- d) Opportunities for higher studies entrants
- e) Input/application for students is the subjects or input to educational institution; thus, the quality of student incurring reflects the quality of the output.

Productivity in Education

Education is considered as a production process which involves the transformation of inputs such as student, staff, time, physical capital and environment factors into output viz teaching outputs, research outputs, social services and educational system. Productivity is defined as the efficient use of resources-labour capital, materials, energy information, etc. in the productivity concept was only applicable applied in manufacturing system only. The concept of productivity is used in both service sectors as well as the manufacturing industries.

The service sectors in terms of industrial nomenclature include: educational institutions finance, real estate; communication services and transportation. Eze (2022) submitted that the application of productivity concept is widely observed in the service sector like educational institution that provides labour benefits and specific knowledge in the of educational support service science to individuals. It provides manpower in the applied science, technology and commence at-project grade in the same vein, provides entrepreneurs, technical and vocational job skills for self-reliance for agricultural, industrial, commercial and economic development.

Strategies for Improving the Level of Productivity in the School

Six fundamental strategies for improving the level of productivity in the school include

Structured Staff Recruitments

Recruitment of the teachers should be based on attracting the right quality and quantity of staff for the attainment of desired goals. The Rivers State Former Governor, Rtd. Hon. Rotimi Chibuike Amaechi in 2013 recruited 13,000 teachers to boost the educational sector. In the same vein, there is need to structure all aspect of recruitment, selection, placement and re-training of staff to acquire appropriate skills that will be strategically placed and could be retained for long time in the education sector.

Staff Training

Training and re-training teachers through workshop and seminars is very important in the current dispensation. New technologies are constantly emerging and if a teacher does not expose himself to

the training, he will be irrelevant and out dated in the society. Lack of proper training and re-training of teachers to develop skills retardate their potentials in the school system.

Motivation/Talent Management

Educational establishments should identify teachers that have special talents for greater productivity. These staff can be identifies through their interest and outstanding performance. Such staff should be frequently appreciated while displaying these talent benefits to the organization. In the same vein, management by objective (MBO), the administrator should motivate staff that perform additional job or render quality services to the school.

Restructuring the School System

The principal as an administrator should be innovative to establish and incorporate project that will add face value to the school. Some schools in Rivers State have been dilapidated, collapsed walls and building cannot attract parents/students to enrol their children in the school system. As a parent teachers Association (PTA) Chairman in Army Model School II GRA, project like ceiling, borehole water, generator, parade drum was acquired and donated to the school under the leadership of PTA among other too numerous to mention. In the same vein, there should be classroom and environment restructuring. Such as painting of the entire school building will attract students and provision of instructional materials such as text books, and other writing materials and school curriculum.

Financial Education

Financing education is paramount important in improving the level of productivity in schools. Horny (Ed) (1974) in Eze 2020, defines finance as the issues of management of money or fund. Eze (2015) pinned that it involves planning the procurement and effective utilization of fund made available for the implementation of programmes or projects. Experience has proven that the federal government allocation/grants are inadequate to meet the educational demands in various educational institutions. The need to fund education to meet the global standard is necessary. Individual and cooperate organization should partner with government in finding, donation to schools. Perhaps, scholarships are given to education establishment or persons who are talented and brilliant but cannot afford either school fees, tuition fees, etc.

Partnership with Research

Research and investigation are necessary innovation in educational parlance and serves as a goal-getter for refresher courses in schools. Researchers aims at developing classroom management, test new educational technologies and uncover effective instructional practice that will increase school productivity.

Productivity Measurement in Educational Institution

The measurement of productivity and educational institution vary in what is obtained in productive sector. There are two dimensions in measurement in productivity in education and it includes

- 1) Comparing output of the institution
- 2) Measurement of input in relation to output

Comparing Output of the Institution

According to Walson (2020) clarified as the commonest approach to measure productivity in education in the following perspective.

- The percentage of graduate per year
- Ratio of applicants to enrol

- Number of students
- Cost expenditure per student

Benefit of Educational Productivity

In educational parlance, high productivity is beneficial to all stakeholders in any organization. Employee are remunerated according to their capacity and qualification in education. Eze, (2020) submitted that benefit programme; Rewards for Loyalty, popularly known as fringe benefits. These programme are now an established component of nearly every organization's personnel programme. Companies that engage in higher productivity workers benefits in term of higher salaries, large bonus and better benefits for the management such as; greater competitiveness and higher profitability. For the consumer, there is cheaper and better quality of goods and services. In educational sector, high productivity will be recognized as efficient and dedicated to responsibilities even if there is not direct financial benefit. The society still cherish good school products and good school teachers, for the students to be easily absorb into the company or institution that requires their services and their parents becomes very relieved of their wards coming into the productive world (labour market). Input Components for productivity in education includes

The Relevant of Productivity to Education

There are six eminent factors for productivity

Source of Motivation

When the employees in the educational system are highly motivated, the educational sector will achieve its goals. In education, the students, lecturers and parents share a common interest; when students graduate in flying colours, their family members as well as the teachers rejoice for a positive result to their effort and return celebrate outstanding performance.

Focus

In the recent global development people deviate from pursuit of its goals and objective and concentrate on charts instead of consistency in education in reading and development. A drive towards increased productivity will help to keep them focused. When assignment and academic work are given to the student to do, instead of using the internet and social media to distract themselves; unnecessary nuisance.

Technical Competence

In the selection of teachers into their services, technical competence is the criteria for selection on outstanding performance, intelligence. This is seen as the ability to do things and do it well with lesser supervision (Armstrong, 2006; Ololube, 2009). It helps to checkmate or lay off the unproductive staff in the educational sector.

Evaluation

Eze, (2020) submitted that evaluation is a criteria in education that measured or assess the strength and weakness of a teacher or students' overall performance.

Effectiveness

The federal ministry of education (1993) defines effectiveness as the extent to which the set goals or objectives of a school's programme is achieve. Effectiveness is an external measure of performance in an organization. Agabi (2020) Clarified that effectiveness is achieving organizational goal at all

cost. The manager is concern with all achievement. Its regarded as overall objective of the organizational.

Efficiency

Efficiency simply means doing service right. Further means an internal measure of performance in an institution, it has to do with the institution. It converts the input into an output. Agabi (2020) assert that efficiency is achieving at a lower cost. It's concerned with cost accounting policy.

Input components for productivity in Educational Establishment

Educational productivity is dependent on its inputs which includes

1. **Raw Input (Leaner Factor)**
This consist of all learner characteristics, namely; interest, talent, intelligence, maturity and gender.
2. **Environmental Input**
Environmental input includes the physical environment such as temperature, location and buildings and non-physical environment such as family and community.
3. **Instrumental Input**
It consists of the teachers, objectives, curriculum, textbooks, finance, method of learning approach, media, evaluation equipment and infrastructure.

Improvement of efficiency and Effectiveness in the Educational Sector

- Do not be afraid to delegate duties
- Cut out the excess
- Embrace telecommunicating
- Communicate effectively
- Match task to skill
- Develop a criteria for evaluation
- Train and re-train employee
- Develop policy that will enhance the organization

CONCLUSION

Task achievement in educational management and productivity is a cornerstone, one of the four wall that embrace effective utilization of human, material (input and output) and financial resources of any corporate organization. It is concerned with strategic planning, organizing, directing, coordinating and controlling human and material resources in educational organization. Education par excellence is targeted for higher task achievement and productivity through utilization of available resources, time and finance. Task analysis encapsulates breaking down of production in different stages is expensively discussed. Productivity is aimed at improvement in our daily activities through the combination of the virtues of efficiency and effectiveness.

SUGGESTIONS

The following suggestions/recommendations will be helpful to educational administrators to effectively utilize.

1. Task achievement and higher productivity involves the empowerment of educational administrators entrusted with responsibilities.

2. Fringed benefits increment in salaries of employee to attain higher productivity and Motivation demand
3. Adequate budget/fund allocation should be given to procure educational infrastructures/facilities
4. Incessant strike by academic staff union should be on dialogue and not violent. Capacity building and professional competence in every education institution be encouraged. There should be regular monitoring and supervision; check and balances in routine administration should be implemented to accomplish task and productivity.
5. Teachers, facilitators should be remunerated and given in-service training, workshop seminar implemented.

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