
Administration Of Welfare Packages On Quality Education Delivery In Bayelsa State Public Secondary Schools

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Abstract

The study investigated administration of welfare packages on quality education delivery in Bayelsa State public secondary schools. The study adopted descriptive survey design. A sample of 210 teachers drawn from the population of staff in the 9 educational zones of the State were selected using simple random sampling technique. The instrument for data collection was a self designed questionnaire titled "Administration of Welfare Packages on Quality Education Delivery Questionnaire (AWPQEDQ) to be answered on a 4 point scale by the respondents. Reliability of the instrument was determined using Cronbach alpha correlation coefficient with a reliability coefficient of 0.91. Research questions were answered using mean and standard deviation and the hypotheses were tested using

Findings from the study reviewed that administration of welfare packages affects quality education delivery in Bayelsa State public secondary schools. Based on the findings from the study it was therefore recommended among other things that Bayelsa State Government in collaboration with the Ministry of Health should provide medical welfare packages for teachers and their dependant as this will promote work efficiency and attitude to work.

Introduction

Human resources is imperative in the development and sustenance of quality in every organization. For personnel's to work for accomplishment of an organizational goal,

requires a concerted administration. Administration according to Trajulu, Anthony and Nick (2005) is a cooperative human action marked by high degree of rationality. It is the organization and use of human and material resources to accomplish their purposes. Administration takes place in the context of planned system of cooperative effort in which individuals have assigned function. Administration therefore takes place in the military, in schools, in churches and even in family. Wherever administration takes place, what we have come to understand is that human efforts must be galvanized in order to achieve the desire objective.

Administration is human based as such administration of welfare packages to workers is important. The role of staff welfare in human resources management in educational institutions is an important milestone. Teachers are expected to learn both intrinsic and extrinsic reward from work (Etuk, 2002). It is believed that if teachers' pay, working conditions and fringe benefits are judged to be good by teachers, they will put in more effort to their job, in order to ensure quality education delivery in Bayelsa state.

According to Marge (2013) welfare scheme's can be in form of salary increment, gratuity regular promotion, ensuring job security, training and establishing cordial relationship among teachers, Amange (2013) also identified some teachers welfare packages to include, housing/housing allowances, meals at schools, medical care allowances, school environment/facilities, regular wage, other economic benefits available to employees under legal provisions and collective bargaining. The basic purpose of employee welfare is to improve a worker of the working class and thereby male employee welfare measures are also known as fringe benefits and services. The teacher's welfare packages could be termed as goal directed behaviour. For the purpose of this study, the welfare packages administered to teachers in Bayelsa state, Nigeria inclusive are housing allowance, medical allowance and training allowance.

Universally, housing is accepted as important human need after food and it is more than shelter, it may provide investment opportunities, offers shelter and improves on an employees' social and cultural status. It is a symbol of achievement, and social acceptance and it controls in some ways in which the employee is perceived by family and others in the community. In many districts in Nigeria, many teaching profession (Akimmoladun & Oluwoye, 2009). Housing teachers is meant to make their work and enjoyable so that they may concentrate on their jobs as educators. The teacher does not need to walk/travel a long distance to school and this may minimize absenteeism, late coming and it also enhances teachers' status.

Medical care in school is now a concern of education stakeholders all over the world. The provision of medical care for teachers is a concern for the teachers' mental and physical health which affects their world as educators (Kronu, Lintoner & Rimpela, 2002). The report of the United Nations Education, scientific and cultural organization (UNESCO), teacher turnover due to HIV/AIDS related illness and death are becoming a chronic problem in sub-Saharan Africa. It is acknowledged in this report that teachers' health is a critical factor in the provision of quality public primary education in developing countries. It is noted that poor health was a common reason which made teachers to request for early transfer away from rural areas, as ill teachers requested to be posted to urban centre to allow them access to medical services.

Quality education here means impartation of knowledge, behaviour, skills and ideas by well trained and well supported teachers in a conducive environment, where learning and teaching aids are adequately provided. According to UNESCO world education forum (2015), a good quality education is provided by supported teachers, is a key to quality education delivery.

In Bayelsa state, effective administration of teachers welfare packages is a major tool which can be used in conjunction with government policy to guaranteeing quality education in the state, especially among the rural communities as most teachers prefer to work in the urban centers where they have access to conducive living facilities rather than the rural areas that is short of life support facilities such as accommodation, medical facility and so on. Besides, many rural communities in Bayelsa State are not linked by roads, many teachers therefore finds it scaring to be posted to rural areas.

Statement of the Problem

The teaching profession is beveled with mired of problems, however, it pains to discover that housing is not provided to teach to make up for their many troubles; Housing allowance when given is not enough for a comfortable apartment.

Health it is often said is wealth. So what happens when the health of teachers are not adequately taken care of. Most schools in the state do not have medical health centre for teachers. Worst still, the government knocks off a percentage from teachers' salary in the name of health insurance scheme. Whether there are health care centres in the communities where teachers reside, matters less to the government.

It is against these tropffs that this study will like to establish the Administrate of welfare packages on quality education delivery in Bayelsa State.

Purpose of the study

The main purpose of the study is to investigate influence of welfare packages on quality education delivery in Bayelsa State, specifically, the study sought to:

1. Find out if the administration of housing allowance o teachers influences quality education delivery in public secondary schools in Bayelsa State.
2. Ascertain if the administration of medical allowance of teachers influences quality education delivery in public secondary schools in Bayelsa State.

Research Questions

The following research questions guided the study:

1. What influence does the administration of housing allowance of teachers have on quality education delivery in public secondary schools in Bayelsa State?
2. What influence does the administration of medical allowance of teachers have on quality education delivery in public secondary schools Bayelsa State?

Hypotheses

The hypotheses guided the study and was at 0.5 level of significance.

HO₁: There is no significant difference between urban and rural public secondary schools in Bayelsa State on the influence of the administration of housing allowance of teachers on quality education delivery.

HO₂: There is no significance difference between urban and rural public secondary schools in Bayelsa State on the influence of the administration of medical allowance of teachers on quality education delivery in Bayelsa state.

Methodology

The study adopted descriptive survey design. The design was considered suitable for the study since information will be gathered from a representative sample considered to possess the characteristics of the whole group. All the teachers in Bayelsa State public secondary schools formed the population of the study. The sample size of the study consists of teachers drawn from 9 educational zone of the state. The instrument for data collection was a self-designed instrument titled: administration of welfare packages on quality education (AWPQEDQ). Section A consist of demographic information template of respondents while section B consist of 11 items which are divided into 3 clusters based on the items that address each research question. The instrument was validated by two specialists: One in educational foundations and the other in measurement and evaluation. To ensure the reliability of the instrument a trial test was conducted on 30 teachers drawn from three schools, which did not constitute part of the study. A test re-test reliability estimate was computed using cronbach Alph correlation coefficient. Thus yielded a co-efficient of 0.91. This value obtained indicated that the instrument was reliable for the study. Data collected from the instrument were therefore analyzed using weighted means. The decision rule medicated that any item with response mean of 2.5 and above was accepted while any item below 2.5 was rejected.

Results and Data Analysis

Research Question 1: What influence does the administration of housing allowance on teachers have on quality education delivery in public secondary schools in Bayelsa State?

Table 1: Mean rating of the influence of the administration of housing allowance of teachers on quality education in public secondary schools in Bayelsa State.

S/n	Items	Urban		Rural	
		\bar{X}	Remark	\bar{X}	Remark
1	School provide teachers with accommodations	2.59	A	2.70	A
2	Accommodations are available for teachers within the school compound.	2.60	A	2.77	A
3	Non accommodated teachers are regularly paid housing allowance	3.04	A	2.93	A
4	All teachers are always housed by the school	1.96	D	2.12	D
5	The head teacher is housed by the school	1.26	D	1.24	D
6	Provision of accommodation for teachers make them to arrive early for their lesson.	3.08	A	2.99	A

The result for table shows the mean rating of both urban and rural teachers over the administration of housing allowance on quality education delivery in Bayelsa State owned schools. The result indicates that urban teachers has mean rating of 2.59, 2.60, 3.04, 1.96, 1.26, and 3.08 respectively for items 1, 2, 3, 4, 5 and 6 items 4 and 5 have mean rating below 2.50 which means that all teachers and head teachers are not housed by schools. Items w, 2, 3 and 6 have mean rating above the acceptance region and are accepted to indicate that administration of housing allowance influence quality education delivery in the state. Rural teachers on the other hand had mean rating 2.70, 2.77, 2.93, 2.12, 1.24, and 2.99 respectively for items 1, 2, 3, 4 and 5. They agreed with urban teachers that administration of housing allowance influence quality education delivery, delivery, as x-rayed in their mean rating which is above the decision region.

Research Question 2: What influence does the administration of medical allowance of teachers have on quality education delivery in public secondary schools in Bayelsa State?

Table 2: Mean rating on the influence of the administration of medical allowance of teachers on quality education delivery in public secondary schools in Bayelsa State.

S/n	Items	Urban		Rural	
		\bar{X}	Remark	\bar{X}	Remark
7	There is provision of first aid to teachers.	2.61	A	2.74	A
8	There is provision of school sick bay for teachers	2.65	A	2.18	D
9	Schools collaborate with clinics/health centers in providing medical care to teachers	2.47	D	2.91	D
10	Provision of medical care aids teachers prompt preparation of lesson notes	3.08	D	2.91	A
11	Provision of medical care influence teachers' participation in co-curricular activities.	1.92	D	2.89	A

The result for table 2 indicates the mean rating of both urban and rural teachers for medical allowance on quality education delivery. The result show that urban teachers had mean rating 2, 61, 2.65, 2.47, 3.08, and 2.92 respectively for items 7. 8. 9. 10, 11, rural teachers on the other hand, had mean rating 2.74, 2.18, 2.48, 2.91 and 2.89 respectively for items 7, 8, 9, 10 and 11. They agreed with urban teachers that medical allowance influence quality of education delivery as their mean rating falls above the decision region 2.50. However, rural teachers disagreed with urban teachers on item 8, as their mean rating falls below the acceptance region.

HO₁: There is no significant difference between urban and rural public secondary schools in Bayelsa State on the influence of the administration of housing allowance of teachers on quality education delivery.

Table 3: Pair sample correlations on urban and rural teacher in the administration of housing allowance on quality education delivery.

	N	Correlation	Sig.
Pair 1: urban teachers on administration of housing allowance on quality education delivery. Rural teachers in	15	805	.000

Result on table 3 above shows a positive correlation coefficient value of 805 between the response of urban and rural teachers in Bayelsa state. The result indicated that there is a positive relationship between the opinion of both urban and rural teachers other the influence of administration of housing allowance on quality education delivery in Bayelsa state public secondary schools.

Table 4: Pair samples test on urban and rural teachers in the administration of housing allowance on quality education delivery.

Paired difference							
95% confidence interval of the difference mean decision stand error mean lower upper t-cal							
Paired 1 urban teachers in administration of housing allowance on quality education delivery.	12267	31171	08048	29529	0995	-1.524	
	T-tab df sign (2-tailed)						
	2.145	14	150				

Result on table 4 shows a t-calculated value of 2,145 and t-tabulated value of 1.524 at 0.05 level of significance. Based on the decision rule of the result above indicating a t-calculated value of 11.524 less than the t-tabulated value of 2.145, the null hypothesis is therefore not accepted which indicates that there is a significant relationship administration of housing allowance on quality education delivery in Bayelsa state public secondary schools.

HO₂: There is no significance difference between urban and rural public secondary schools in Bayelsa State on the influence of the administration of medical allowance of teachers on quality education delivery in Bayelsa state.

Table 5: pair sample correlations on urban and rural teachers over medical allowance on quality education delivery in Bayelsa state public secondary schools.

	N	Correlation	Sig.
Pair 1: Urban teachers medical allowance on quality education delivery & Rural teachers' medical allowance on quality education delivery.	15	805.879	.000

Result on table 5 above show a positive correlation coefficient value of 879 between the response of urban and rural teachers in Bayelsa State. The result indicated that there is a positive relationship between the opinion of both rural and urban teachers on the influence of medical allowance on quality delivery in Bayelsa state public secondary schools.

Table 6: Paired sample test on urban and rural teachers over medical allowance on quality education delivery in Bayelsa State public secondary schools.

	Paired difference		95% Internal of the difference	Sig.(2- tailed)		t-cal	t-tab	Dif tailed
	std mean	Std error delivery		lower	upper			
Pair 1 urban teacher's medical allowance on quality education delivery. Rural teachers' medical allowance on quality education delivery.	05538	16292	0.4519	04319	.15384	1.226	2.179	12.241

Result on table 6 shows a t-calculated value of 1.226 and t-tabulated value of 2.179 at 0.05 level of significance. Based on the decision rule of the result above indicating a t-calculated value of 1.226 less than the t-tabulated value of 2.179, the null hypothesis is therefore not accepted which indicates that there is a significant relationship between urban and rural teachers over medical allowance on quality education delivery in Bayelsa state public secondary schools.

Discussion of Results

The findings show that there is a significant relationship between urban and rural teachers in the administration of housing allowance on quality education delivery in Bayelsa state public secondary schools. This decision is as a result of both teachers in urban and rural areas accepting that schools provide teachers with accommodation, either inform of houses or cash for houses. They both agreed that the provision of accommodations make teachers arrive early and minimizes teacher absenteeism. This is in line with Ikenyiri and Ihua-Maduenyi (2011) when they said that enhancement of rent (Housing) was a strong predictor of teachers' effectiveness and quality of education.

It was also discovered that both urban and rural teachers do not differ in their opinion on the influence of medical allowance on quality schools. The result is based on the position of both urban and rural teachers that the provision of medical care aids teachers prompt preparation of lesson notes, influences practical and proper teaching demonstration and preparation of work covered. This aligns with Businge and Nakajubi (2014) who acknowledge that teachers' health is a critical factor in the provision of quality public education in development countries.

Conclusion

The study shows that welfare packages which include housing and medical allowances influence quality education delivery in Bayelsa State public secondary schools as agreed by both urban and rural teachers in the state. The study also concluded that both urban and rural teachers do not differ in the mean rating on the influence of welfare packages on quality education delivery despite their different opinion on some items. It is therefore concluded that administration of teacher's welfare packages is a strong tool that can be used to enhance quality education delivery in Bayelsa State public secondary schools.

Recommendations

With regards to the findings of the study and its implications, the researcher recommends the following:

1. Government should partner with principals, PTA and other stakeholders in the school environment to provide conducive accommodation for teachers so as to enhance quality education delivery in Bayelsa State.
2. Government in conjunction with the Ministry of Health should provide medical allowances and opportunities to teachers and their dependents as this will help this will help to deter poor attitude to work by teachers in the state.

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