

Demographic Variables and Administrative Effectiveness of Local Government Chairmen in Akwa Ibom State

BY

Dinah Emem DANIEL

AND

KIERIAN, Ini-odu Udo
Department of Public Administration
School of Business Management
Akwa Ibom State Polytechnic
Ikot Ekpene Local Government Area

ABSTRACT

The study sought to assess the demographic variables and administrative effectiveness of local government chairmen in Akwa Ibom State. Ex-post facto research design was adopted for the study conducted in Akwa Ibom State. The population of the study comprised serving councilors and the people in the local government headquarters in Akwa Ibom State. Simple random sampling technique was used to select 93 councilors and 155 other staff in the local government headquarters giving the total of 248 respondents that constituted the sample size for the study. The Main Instrument used in this study was a questionnaire titled “Demographic Variables and Administrative Effectiveness Questionnaire (DVAEQ)”. Face and content validation of the instrument was carried out by an expert in test, measurement and evaluation from University of Uyo to ensure that the instrument was valid enough for the study. Cronbach Alpha technique was used to determine the level of reliability of the instrument. The reliability coefficient obtained was 0.72 which was high enough to justify the use of the instrument. The researcher subjected the data generated for this study to appropriate statistical techniques such as independent t-test analysis for testing the hypotheses. The test for significance was done at 0.05 alpha levels. The study revealed that administrative effectiveness is the positive response to administrative efforts and actions with the intention to accomplish stated goals. The study concluded that there is significant difference in administrative effectiveness between highly educated and lowly educated local government chairmen. There is significant difference in administrative effectiveness between chairman in business related discipline and those in other disciplines. One of the recommendations was that government at all level should provide adequate in-service training for local government chairmen to enhance high quality in community development.

KEYWORDS: Demographic Variables, Administrative Effectiveness, Local Government Chairmen and Akwa Ibom State

Introduction

Education is the instrument for any country to achieve national development and indeed to promote socioeconomic welfare of the citizens (Lateef and Muniru, 2020). Education

generally pertains to the process by which knowledge, skills and values are passed from one generation to the next (Statistics Canada, 2016). According to Akinwunmi and Adeyanju (2011), education is a priceless asset of fundamental value to the individual and the society. It provides a sound basis for individuals to develop their potentialities. It is a powerful instrument for effective national development. It is a dynamic instrument of change. Horn (2011) noted that administration is the activities of planning, organizing and running a business, school or other institutions. However, administration is connected with organizing the work of business or an institution. Poor performance in providing quality administration in any organization is often linked with factors like inadequate supply of educational resource, lack of relevant instructional technologies and poor managerial skills of the leadership. Studies indicate that in administration of any organisation generally, many leaderships encounter the challenges of achieving it specific goals. Lateef and Muniru, (2020) observed that the major challenge to administration is heavy workload on the leadership and such administrative work sometime lead to poor record keeping and improper monitoring of staff and resources. Mwalongo, (2011) indicated that administrators can use information technology to provide effective planning, controlling, organizing, staffing, coordination and directing in order to achieve optimal objectives.

Statement of the Problem

It has been observed by different researchers over the years, the problem facing the local government chairmen in administering effectively are situations where local government chairmen have different academic qualifications from different discipline that makes them ineffective in the field of administrations. Again, most of them are inexperienced and do not have the required competencies to administer effectively, yet they are being voted for. And this affects the level of quality of community development. It is against this background that the study sought to investigate the demographic variables and administrative effectiveness of local government chairmen in Akwa Ibom State.

Objective of the Study

Specifically, the study sought to:

1. Find out the difference in administrative effectiveness between highly educated and lowly educated local government chairmen.
2. Examine the difference in administrative effectiveness between chairman in business related discipline and those in other disciplines.

Research Question

1. What is the difference in administrative effectiveness between highly educated and lowly educated local government chairmen.
2. What is the difference in administrative effectiveness between chairman in business related discipline and those in other disciplines.

Research Hypotheses

H0₁: There is no significant difference in administrative effectiveness between highly educated and lowly educated local government chairmen.

H0₂: There is no significant difference in administrative effectiveness between chairman in business related discipline and those in other disciplines.

Conceptual Review

Concept of Educational Qualification

Educational qualifications refer to the official confirmation, usually in the form of a certificate, diploma or degree, certifying the successful completion of an education program or a stage of a program (Statistics Canada, 2016). Completion of an education program is the achievement of specified learning objectives, typically validated through the assessment of acquired knowledge, skills and competencies. The term 'qualification' is synonymous with 'credential'. International Standard Classification of Education (ISCED, 2011) asserted that an educational qualification is the official confirmation, usually in the form of a document certifying the successful completion of an education programme or a stage of a programme. Qualifications according to Miarso, (2008) is the requirements that must be met are related to the abilities needed to carry out a job. Qualifications can show someone's credibility in carrying out their work. Qualifications can also be interpreted as competencies that a person must have in carrying out his duties. Qualifications can be obtained through: i) successful completion of a full education programme: ii) successful completion of a stage of an education programme (intermediate qualifications) or iii) validation of acquired knowledge, skills and competencies, independent of participation in an education programme (ISCED, 2011).

Concept of Administrative Effectiveness

The success of any organization depends on effective administration. Administration has been defined as the careful, systematic arrangement and use of resources (human and material), situations and opportunities for the achievement of the specific objectives of a given organisation (Nwagwu, 2005). Administrators are implementers of policies and decisions through coordinated activities which must have the capability of planning, organizing and controlling available resources to achieve results (Peretomode, 2001). They are responsible for the achievement of results through the specialized efforts of other people whether individually or collectively in an organization. Effectiveness means to bring about or to accomplish; thus before an action, or an institution or an individual is regarded as effective, there must be an accomplishment. An organization therefore may be termed effective if it accomplishes specific goals (Momoh and Obiweluzor, 2015). Consequently, administration effectiveness is the positive response to administrative efforts and actions with the intention to accomplish stated goals. These include administrative performance in decision making, delegation of duties and setting of examples. McCrimmon (2007)'s findings that effective administration entails efficiency, getting things done with least cost. Administrative effectiveness in organizations follow some leadership; not just about getting results, but "how" it entails efficiency which means reaching a destination with minimal cost. An effective administrator is an asset to an organization or institution providing the link between organizations' various parts and ensures the smooth communication and transmission of information from one part to the other. However, the work of Blanchard (2007)

affirmed that headship administrative effectiveness is a function of situational variables on the job, position power, leader-member relationship and knowledge.

Concept of Academic Discipline

An academic discipline or academic field is a subdivision of knowledge that is taught and researched as part of higher education (Wikipedia, 2019). Discipline is defined by the Oxford English Dictionary as "a branch of learning or scholarly instruction." Educational institutions originally used the term "discipline" to catalog and archive the new and expanding body of information produced by the scholarly community. Academic disciplines are conventionally divided into the humanities, including language, art and cultural studies, and the scientific disciplines, such as physics, chemistry, and biology; the social sciences are sometimes considered a third category (Ziman, 2000). Individuals associated with academic disciplines are commonly referred to as *experts or specialists*. Others, who may have studied liberal arts or systems theory rather than concentrating in a specific academic discipline, are classified as *generalists*. Academic disciplines are more or less focused practices, scholarly approaches such as multidisciplinary/interdisciplinarity, transdisciplinarity, and cross-disciplinarity integrate aspects from multiple academic disciplines, therefore addressing any problems that may arise from narrow concentration within specialized fields of study. For example, professionals may encounter trouble communicating across academic disciplines because of differences in language, specified concepts or methodology (Gibbons, Limoges, Nowotny, Schwartzman, Scott & Trow, 2004). Beyer and Lodahl (2006) noted that academic disciplinary fields provides the structure of knowledge in which faculty members are trained and socialized; carry out tasks of teaching, research, and administration; and produce research and educational output. Disciplinary worlds are considered separate and distinct cultures that exert varying influence on scholarly behaviors as well as on the structure of higher education.

Educational Qualification and Administrative Effectiveness of Local Government Chairmen

The effective performance of any system largely depends on the nature of its administrative setup as well as control. The realisation of goals and objectives of an enterprise cannot be entirely suspended from its administrative skills and competence (Mohammed, Edu and Etoh, 2020). Qualification is the training or acquisition of a degree or any certification which a prospective person gets in addition to acquired skills, experience and other knowledge. It could be described as the condition or standard which must be adhered to before an individual can apply for the job or position in any administration. Qualification can also be defined as the extent of preparation, certification, and background in content, field, and advanced degrees (Darling-Hammond, 2010). It is expected that qualification makes a person suitable and competent for a job assigned for administration. This competence in turn will help such person to achieve an effectiveness administration in his/her headship (Akinola & Adebakin, 2016). Planning for an effectiveness administration in any regime, is an activity that involves strategic initiatives that will lead the organization action-oriented goals. In this sense, educational qualification plays a vital role for any headship to engage in strategic planning, specifically designed to enhance

administrative effectiveness (Naicker and Waddy 2002). Murtiningsih et al, (2019) noted that administrators have heavy duty and responsibility, so ideally they must have adequate academic qualifications, work experience and positive work motivation.

Methods

Ex-post facto research design was adopted for the study. The study was conducted in Akwa Ibom State. The population of the study comprised serving councilors and the people in the local government headquarters in Akwa Ibom State. Simple random sampling technique was used to select 93 councilors and 155 other staff in the local government headquarters giving the total of 248 respondents that constituted the sample size for the study. The Main Instrument used in this study was a questionnaire titled “Demographic Variables and Administrative Effectiveness Questionnaire (DVAEQ)”. Face and content validation of the instrument was carried out by an expert in test, measurement and evaluation from University of Uyo to ensure that the instrument has the accuracy, Cronbach Alpha technique was used to determine the level of reliability of the instrument. The reliability coefficient obtained was 0.78 and this was high enough to justify the use of the instrument. The researcher subjected the data generated for this study to appropriate statistical techniques such as independent t-test analysis for testing the hypotheses. The test for significance was done at 0.05 alpha levels.

Result and Discussion

Hypothesis One

The null hypothesis states that there is no significant difference in administrative effectiveness between highly educated and lowly educated local government chairmen. In order to answer the hypothesis, independent t-test analysis was performed on the data (see table 1).

TABLE 1: Independent t-test analysis of the difference in administrative effectiveness between highly educated and lowly educated local government chairmen

EDUCATION	N	X	SD	t
HIGHLY EDUCATED	94	17.84	1.08	16.82*
LOWLY EDUCATED	154	14.40	1.80	

***Significant at 0.05; df = 246; N = 248; critical t = 1.960**

The above table 6 indicates that the calculated t-value (16.82) was higher than the critical t-value (1.960) at 0.05 level of significance with 246 degrees of freedom. Hence, the result was significant. The result therefore means that there is significant difference in administrative effectiveness between highly educated and lowly educated local government chairmen. The result was therefore in agreement with the research findings of Momoh and Obiweluzor, (2015) who noted that administration effectiveness is the positive response to administrative efforts and actions with the intention to accomplish stated goals. These include administrative performance in decision making, delegation of duties and setting of examples. Effective administration entails efficiency, getting things done with least cost (McCrimmon, 2007). The significance of the result caused the null hypotheses to be rejected while the alternative one was accepted.

Hypothesis Two

The null hypothesis states that there is no significant difference in administrative effectiveness between chairman in business related discipline and those in other disciplines. In order to answer the hypothesis, independent t-test analysis was performed on the data (see table 2).

TABLE 2: Independent t-test analysis of the difference in administrative effectiveness between chairman in business related discipline and those in other disciplines

EDUCATION	N	X	SD	t
BUSINESS RELATED DISCIPLINE	63	18.51	0.50	16.14*
NON-RELATED DISCIPLINE	185	14.75	1.82	

***Significant at 0.05; df = 246; N = 248; critical t = 1.960**

The above table 6 indicates that the calculated t-value (16.14) was higher than the critical t-value (1.960) at 0.05 level of significance with 246 degrees of freedom. Hence, the result was significant. The result therefore means that there is significant difference in administrative effectiveness between chairman in business related discipline and those in other disciplines. The result therefore was cognate with the research findings of Naicker and Waddy (2002) who asserted that planning for an effectiveness administration in any regime, is an activity that involves strategic initiatives that will lead the organization action-oriented goals. In this sense, educational qualification plays a vital role for any headship to engage in strategic planning, specifically designed to enhance administrative effectiveness. The significance of the result caused the null hypotheses to be rejected while the alternative one was accepted.

Conclusion

The study concluded that effective administration of any system largely depends on the nature of its administrative setup as well as control. Administration effectiveness is the positive response to administrative efforts and actions with the intention to accomplish stated goals. Since educational qualification is the training or acquisition of a degree or any certification which a prospective person gets in addition to acquired skills, experience and other knowledge, his/her competence to achieve an effectiveness administration in headship entails the organization action-oriented goals. Therefore, the study revealed that there is significant difference in administrative effectiveness between highly educated and lowly educated local government chairmen. Also, there is significant difference in administrative effectiveness between chairman in business related discipline and those in other disciplines.

Recommendations

Based on the findings of the study, the following recommendations was considered necessary:

1. Government at all level should provide adequate in-service training for local government chairmen to enhance high quality in community development.
2. Government should make administrative or managerial qualification(s) and experience to be the yardstick or parameter of appointing local government chairmen in Akwa Ibom State.

3. Government should provide local government chairmen with adequate funds and all necessary support to ensure that quality assurance standards are fully implemented in the communities.

REFERENCES

- Akinola O.B. and Adebakin A.B. (2016). Principals Graduate Qualification: A Plus for Secondary School Effectiveness in Nigeria. *Asia Pacific Journal of Education, Arts and Sciences*, 3(1),31-39
- Akinwumi, F. S. & Adeyanju, H. I. (2011). A post training job performance of sandwich and full time certificate in education. Graduates in Ogun State, Nigeria. *Pakistan journal of social sciences*, 8(2), 94-99.
- Beyer, J. M. and Lodahl, T. M. (2006). A Comparative Study of Patterns of Influence in United States and English Universities. *Administrative Science Quarterly* 21(1), 104–129.
- Blanchard, L. L. (1997). The leadership effectiveness of wisconsin elementary school. Principals' *Dissertation Abstracts international*, 39(6), 412-418
- Darling-Hammond, L. (2010). Teacher education and the American future. *Journal of teacher education*, 61(1-2), 35-47.
- Gibbons, M., Limoges, C., Nowotny, H., Schwartzman, S., Scott, P. & Trow, M. (2004). *The New Production of Knowledge: The Dynamics of Science and Research in Contemporary Societies*. London: Sage.
- Horn, J. L. (2011). *Organization on data on life-span development of human abilities*. In R. L. Goulte and P. B. Baltes (Eds.). *Life-span developmental psychology research and theory*. New York, NY: Academic Press. In William Buskist & David W. Gerbing (1990). *Psychology: Boundaries and Frontiers*. New York, NY: Harper Collins.
- International Standard Classification of Education (ISCED, 2011). *Operational Manual: Guidelines for classifying national education programmers and related qualifications*. OECD Publishing, Paris.
- Lateef, O. A. and Muniru, A. A. (2020). The use of information technologies for improved school administration and management in Ogun State, Nigeria. *Journal of Contemporary Issues in Educational Planning and Administration*, 5(2), 44-49
- McCrimmon, M. (2007). *What is management effectiveness?* Retrieved from: <http://mitchMCCRIMMON.suite101.com/whatismanagementeffectiveness-928590>.
- Miarso, Y. (2008). Peningkatan Kualifikasi Guru dalam Perspektif Teknologi Pendidikan [Increasing Teacher Qualifications in the Educational Technology Perspective]. *Jurnal Pendidikan Penabur*, 7 (10): 66-76

- Mohammed M.O.B, Edu A.O. and Etoh L.C. (2020). Principals' Administrative Skills: A Predictor of Students' Academic Performance in Lagos State, Nigeria. *Journal of Research in Educational and Business Studies* 5(1), 186-203.
- Momoh, U. and Obiweluzor, N. (2015). Principals' administrative effectiveness in the implementation of quality assurance standards in public secondary schools in Edo and Delta States. *Sokoto Educational Review*, 16(1), 125-134
- Murtiningsih, M., Kristiawan, M., & Lian, B. (2019). The Correlation Between Supervision of Headmaster and Interpersonal Communication with Work Ethos of the Teacher. *European Journal of Education Studies*, 14(1), 110-133.
- Mwalongo. A. (2011). Teachers' Perceptions about ICT for Teaching, Professional Development, Administration and Personal use. *International Journal of Education and Development using information and Communication Technology (IJEDICT)* 7(3), p. 36-49.
- Naicker, S. & Waddy, C. (2002). *Planning and Developing effective schools*. Pretoria: Longman.
- Nwagwu, I. O. (2005). Quality assurance in public secondary schools: Issues and Concerns. *Journal of Educational Administration and Planning*, 10(2), 135-143
- Peretomode, V. F. (2001). *Educational administration applied concepts and theoretical Perspectives*. Lagos Joja Educational Research and Publishers Ltd.
- Statistics Canada (2016). *Educational qualifications of person*. Canada. Available at: <https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=257009>
- Wikipedia (2019). *Academic discipline*. In Wikipedia, The Free Encyclopedia.
- Ziman, J. (2000). *Real Science: What It Is, and What It Means*. Cambridge: Cambridge University Press.