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Teacher's Conditions of Service as Correlate to Teacher's Productivity in Maiduguri Metropolis' Secondary Schools, Borno State, Nigeria

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Abstract

The study determined the correlate of conditions of service and teachers' productivity in Secondary schools in Maiduguri Metropolis, Borno State, Nigeria. The variables under study includes teachers' pay-package, teachers' working environment, teachers' fringe benefits, teachers' promotion and teachers' job security in Maiduguri Metropolis. Five objectives and null hypotheses were tested. Using correlational research design, the population comprised of 1,164 teachers in Maiduguri Metropolis Secondary Schools. Simple random sampling technique was used in selecting two hundred and ninety-one (291) teachers from thirteen (13) secondary schools. Two instruments were used for data collection. Two set of instruments were administered to respondents that elicit response on teachers' conditions of service and that of teachers' productivity. The Cronbach's Alpha reliability index of the instrument stood at 0.84 for teachers' conditions of service and 0.75 for teachers' productivity. Using PPMC, results of the study revealed that there was no significant relationship between pay-package and teachers' productivity, no significant relationship between working environment and teachers' productivity, there was a significant relationship between fringe benefits and teachers' productivity, there was no significant relationship between implementation of promotion and teachers' productivity and there was no significant relationship between job security and teachers' productivity in Maiduguri Metropolis Secondary Schools. Based on the findings of the study, it was concluded that teachers' conditions of service such as teachers' pay-package; teachers' working environment; teachers' promotion and teachers' job security were not among factors that determine teachers' productivity in public secondary schools in Maiduguri Metropolis, Borno State. It was also concluded that teachers' fringe benefits were factors that determine teachers' productivity in public secondary schools in Maiduguri Metropolis. Based on the findings, it was recommended among others that the Borno State Government should put in place a structure that would provide teachers' fringe benefits namely car loan, housing loan, responsibility allowance, health insurance scheme, in-service, to enhance their capacity and scholarship for teachers as a way of improving teachers' productivity in public secondary schools in Maiduguri Metropolis, Borno State, Nigeria.

Key words: Condition of service, teacher Productivity, fringe benefit; Job security and Pay package

Introduction

Teachers are the pivot on which the educational process hinges. Ibi, Isa and Balasa (2019) view teachers as one who teaches, builds up, trains and guides the young ones for healthy growth and stable adult life.

They further maintained that teachers instruct, guide learners' activities when provided with adequate facilities and enhanced conditions of service. As a profession, teaching goes beyond molding character and guiding learners. Hence, teaching profession includes instructing learners, motivating learners, creating new innovations and guiding learners to pass through the learning process. Onjoro, Arogo and Embeywa (2015) opined that teachers play a major role in the educational system, as they can influence the teaching and learning outcomes either positively or negatively because they determine the quality of instructional delivery.

To realize the positive learning outcomes, one of the most important key is teachers' productivity. Hence, teachers' productivity seems to be in a decisive position to influence learners and learning outcomes within the spare of social and economic advancement of the society. Productivity is seemingly considered as a factor that could determine teacher's effectiveness in the teaching profession. Productivity, in its simplest term, is defined as the result of the efforts exerted and the resources utilized in teaching/learning interactions (Bernolak, 2009). Accordingly, Shamaki (2015) assert that productivity is the hall mark of growth and development of a nation as effective and efficient way for measuring or getting things done. Thus, teachers' productivity is a measure of how goals of school as a learning center are being achieved through learners' productivity in the classroom.

In secondary schools, teachers' productivity may be measured in terms of teacher's performance. Shamaki (2015) suggested that teachers' productivity may be evaluated in terms of what the teacher controls and actually do in the classroom, such as effective teaching and student's performance (output) in the class. Accordingly, teachers' productivity may differ depending on diverse factors, including a person's ability and efforts, the availability of resources, and the organization itself. Ibi et.al (2019) observed that productivity consists of different concepts and measures, including the productivity of how much output a person can produce for a certain period of time with given resources. The better an individual make use of resources, the higher his or her productivity will be, and the better off he or she becomes on the career.

Teacher's productivity and satisfaction with conditions of service in educational system appears to complement each other. Teacher's productivity is a systematic effort geared towards bringing about positive change in learners' performance and ultimately output. Muheeb (2004) found out that teachers are the initiators and facilitators of teaching and learning activities and can act as agents of change in any school system.

It is imperative to note that if teachers are to be productive, due attention must be accorded to their satisfaction on the job by providing them with favorable, attractive and commensurate remunerations as well as enabling environment that includes promotion as at when due, regular payment of fringe benefits, job security which may boost their morale and improve their productivity. Oluchukwu (2000) opined that productivity is a resultant effect of the interaction of three types of resources which include physical, financial and human resources. He further opined that in order to enhance and improve productivity, teachers should be seen making effective use of resources being provided to them.

In pursuance of providing enhanced qualitative conditions of service for teachers in secondary schools in Maiduguri Metropolis. The Borno State Government established State Teaching Service Board in the year 2000. The objectives of the Board are directed at engaging the services as compel categories of teachers in the State and sustaining the interest and releasing of the teachers so that they may provide efficient services on the works. Study on relationship between condition of service and teacher's productivity in educational system is very important because of its role in the attainment of secondary school objectives as contained in the National Policy on Education (FGN, 2014). These objectives are: to prepare the individual for useful living within the society and higher education in the near future. However, Gwoma (2000) suggested that secondary schools in Borno State are characterized by shortage of qualified and trained teachers, inadequate funding, communication problems, lack or inadequacy of power supply in classes, staff quarters and hostels, inadequate infrastructural facilities, inadequate modern equipment in laboratories and inadequate modern instructional facilities. Others are low remuneration, poor management and inadequate medical care. He further observed that the school system has deteriorated such that teachers seem to be no longer satisfied with conditions of service, that could motivate them given rise to productivity and enhanced students' academic performance.

Study Objectives

The study determines the extent of teachers' productivity as a correlate of:

1. Pay-package in Maiduguri Metropolis Secondary Schools, Borno State;
2. Working environment in Maiduguri Metropolis Secondary Schools, Borno State;
3. Fringe benefits in Maiduguri Metropolis,Secondary Schools,Borno State;
4. Promotion in Maiduguri Metropolis, Secondary SchoolsBorno State and
5. Job security in Maiduguri Metropolis, Secondary Schools Borno State.

Hypotheses

The following null hypotheses were tested at 0.05 level of significance.

- Ho₁:** There is no significant relationship between payment of pay-package and teachers' productivity in Maiduguri Metropolis Secondary Schools.
- Ho₂:** There is no significant relationship between working environment and teachers' productivity in Maiduguri MetropolisSecondary Schools.
- Ho₃:** There is no significant relationship between fringe benefits and teachers' productivity inMaiduguri MetropolisSecondary Schools.
- Ho₄:** There is no significant relationship between implementation of promotion and teachers' productivity in Maiduguri MetropolisSecondary Schools.
- Ho₅:** There is no significant relationship between job security and teachers' productivity in Maiduguri Metropolis Secondary Schools

Methodology

Correlation design was adopted for this study to determine the extent teacher productivity correlate with their conditions of service in Maiduguri Metropolis Borno State, Nigeria. Cohen, Manion and Morrison (2007) maintained that correlation research yields information on degree of relationship between the variables being considered and insight about the characteristics of the variables. Correlation design was used because it is consistent with the objectives of this study which determined relationship between independent variables (condition of service: pay-package, working environment, fringe benefits, implementation of promotion and job security) and the dependent variable (teachers' productivity). The target population for this study was one thousand, one hundred and sixty-four (1,164) teachers in thirteen public senior secondary schools in Maiduguri Metropolis. A sample size of 291 (teachers) was selected in accordance with Krejcie and Morgan table of sampling (1970) from a given population. The instruments that were used in the study are teacher's questionnaire on conditions of service and questionnaire on teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State. The instruments were pilot tested in three public senior secondary schools not part of the sample area. The Cronbach's Alpha reliability index stood at 0.84 for teachers' conditions of service and 0.75 for teachers' productivity, suggesting that the instruments were reliable and valid for this study.

The Teacher Questionnaire on Conditions of Service was designed to collect information on teachers' conditions of service in public senior secondary schools in Maiduguri Metropolis. The instrument has a forty item and made up of six sections. Section 'A' requires demographic information on respondents (age, gender, status, qualification and years of experience), while sections 'B' to F contain eight items each, section in line with the objectives of the study. Response to the instrument was based on five point Likert scale of Strongly Disagree, Disagree, Undecided, Agree, Strongly Agree. The Teacher Questionnaire on teacher's productivity instrument has 18 items designed to collect information on teachers' productivity in public senior secondary schools in Maiduguri Metropolis. Response options to the question items are fashioned on a five-point rating scale of Excellent = 4; Good = 3; Average = 2; Fair = 1 and Poor = 0.

Results and Discussion

Results of data analyzed were presented under the followings:

Correlation between Teachers' Pay-Package and Teachers' Productivity inPublic Senior Secondary Schools inMaiduguri Metropolis, Borno State, Nigeria

Variable	N	Mean	SD	r-Value	P-Level	Remarks
Pay-Package		25.93	6.23			
	291			.510	.383	ns
Teachers' Productivity		44.44	12.69			

Keys: ns= not significant

Table 1. revealed that Correlation Coefficient(r) obtained was .510 with p-value of .383 at 0.05 level of Significance. Since p- value is greater than 0.05, the null hypothesis is accepted. This means that, there was no significant relationship between teachers' pay-package and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State. The finding suggests that pay package is not a determinant of teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State.

Correlation between Working Environment and Teachers' Productivity in Public Senior Secondary Schools in Maiduguri Metropolis, Borno State, Nigeria

Variable	N	Mean	SD	r-Value	P-Level	Remarks
Working Environment		25.68	6.37			
	291			-.102	.082	ns
Teachers' Productivity		44.44	12.69			

Keys: ns= significant

Table 2 revealed that Correlation Coefficient(r) obtained was -.102 with p-value of .082 at 0.05 level of Significance. Since p - value is greater than 0.05, hence the null hypothesis is accepted. This means that, there was no significant relationship between working environment and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State. The finding suggests that working environment does not enhance teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State.

Correlation between Fringe Benefits and Teachers' Productivity in Public Senior Secondary Schools in Maiduguri Metropolis, Borno State, Nigeria

Variable	N	Mean	SD	r-Value	P-Level	Remarks
Fringe Benefits		26.09	6.20			
	291			.134	.023	S
Teachers' Productivity		44.44	12.69			

Keys: S=Significant

Table 3 revealed that Correlation Coefficient(r) obtained was .134 with p-value of .023 at 0.05 level of Significance. Since p - value is less than 0.05, the null hypothesis is rejected. This means that, there was significant relationship between fringe benefits and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State. The finding suggests that fringe benefits improve teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State.

Correlation between Implementation of Promotion and Teachers' Productivity in Public Senior Secondary Schools in Maiduguri Metropolis, Borno State, Nigeria

Variable	N	Mean	SD	r-Value	P-Level	Remarks
Promotion		25.53	6.03			
	291			.041	.482	ns

Teachers' Productivity	44.44	12.69
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Keys: ns= not significant

Table 4 revealed that Correlation Coefficient(r) obtained was .041 with p-value of .482 at 0.05 level of Significance. Since p - value is greater than 0.05, the null hypothesis is accepted. This means that, there was no significant relationship between implementation of promotion and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State. The finding suggests that implementation of promotion does not improve teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State.

Correlation between Job Security and Teachers' Productivity in Public Senior Secondary Schools in Maiduguri Metropolis, Borno State, Nigeria

Variable	N	Mean	SD	r-Value	P-Level	Remarks
Job Security		25.16	5.31			
	291			-.080	.174	ns
Teachers' Productivity		44.44	12.69			

Keys: ns= not significant

Table 5 revealed that Correlation Coefficient (r) obtained was -.080 with p-value of .174 at 0.05 level of Significance. Since p - value is greater than 0.05, the null hypothesis is accepted. This means that, there is no significant relationship between job security and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State. The finding suggests that job security does not lead to teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State.

Summary of Findings

The study revealed that:

1. There was no significant relationship between pay package and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State.
2. There was no significant relationship between working environment and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State.
3. There is a significant relationship between fringe benefits and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State.
4. There was no significant relationship between implementation of promotion and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State.
5. There was no significant relationship between job security and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State.

Discussion

The study determined the relationship between conditions of service and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, Borno State. The first hypothesis stated that there is no significant relationship between pay-package and teachers' productivity in public senior secondary schools in Maiduguri Metropolis. The study revealed that there was no significant relationship between pay-package and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, However the finding of this study disagreed with that of Ibrahim (2001), Lawrence & Abraham (2011) and Adjei&Amofa (2014) who found that there was significant relationship between teachers' pay-package and teachers' productivity. The findings of their studies all agreed that pay package was a strong factor which contributes to teachers' dedication, motivation and commitment to job which results to effective performance (teaching and learning). A possible reason to explain why there is no significant relationship between pay-package and teachers' productivity could be attributed to the fact that teacher's in public senior secondary schools in Maiduguri Metropolis have not witnessed a significant upward review in their salaries to encourage them work header.

The findings of the study with respect to the second hypothesis which states that there is no significant relationship between working environment and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, the study revealed that there was no significant relationship between working environment and teachers' productivity in public senior secondary schools in Maiduguri Metropolis. However, the finding of this study did not agreed with that of Isaac, Omojola, Bukola&Haastrup (2011), Barbara (2011) and Osagie (2011) who found that there was significant relationship between teachers' working environment and teachers' productivity in their separate studies. A possible reason to explain no significant relationship between working environment and teachers' productivity could be due to the fact that the working environment of teachers in public senior secondary schools in Maiduguri Metropolis has not witnessed a positive improvement such that teachers could be encouraged to work harder. Their offices still remain poorly furnished with most of them sharing tables in schools.

The findings of the study with respect to the third hypothesis which states that there is no significant relationship between fringe benefits and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, the finding revealed that there was significant relationship between fringe benefits and teachers' productivity in public senior secondary schools in Maiduguri Metropolis. However, the finding of this study concurred with that of Barbara (2011), Adeyinka, Asabi &Adedotun (2013) Akpan (2013) and Justineb (2014) who also found that fringe benefits has direct significant relationship with teachers' productivity in their separate studies. A possible reason to explain the significant relationship between fringe benefits and teachers' productivity could be attributed to the fact that teachers witnessed fringe benefits had enable them solve their personal issues and it has encouraged them to work harder. This implies that teachers are motivated with frequent fringe benefits to teach effectively in classroom than those teachers that were not motivated.

The findings of the study with regard to the fourth hypothesis which states that there is no significant relationship between promotion and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, the finding revealed that there was no significant relationship between promotion and teachers' productivity in public senior secondary schools in Maiduguri Metropolis. However, the finding of this study disagrees with that of Sabina, Okibo, Nyang'au&Ondima (2015) and Olurotimi, Asad&Abdulrauf, (2015) who found that there was significant relationship between non-financial incentives and job satisfaction of teachers in their separate studies. A possible reason to explain why there is no significant relationship between promotion and teacher's productivity could be due to the fact that promotion of teachers in public senior secondary schools in Maiduguri Metropolis generally does not any carry financial benefits to the teachers. Promotions of teachers in Maiduguri Metropolis are done on paper without financial benefits. As a result of this teachers do not see promotion as having impact on their productivity.

The findings of this study with concern to the fifth hypothesis which states that there is no significant relationship between teachers' job security and teachers' productivity in public senior secondary schools in Maiduguri Metropolis, the finding revealed that there was no significant relationship between teachers' job security and teachers' productivity in public senior secondary schools in Maiduguri Metropolis. However, the finding of this study agreed with the study of Gomba (2015) who found that there was no statistically significant relationship between job security and teachers' productivity. On the contrary, Akpan (2013) found that there was statistically significant relationship between job security and teachers' productivity. A possible reason to explain no significant relationship between job security and teachers' productivity could be attributed to the fact that teacher's in public senior secondary schools in Maiduguri Metropolis have not witnessed significant processes of their pension due to the way the pension organization is dealing with records of individual in Maiduguri Metropolis.

Conclusion

Based on the findings it was concluded that:

1. Teachers' fringe benefit has significantly improved teachers' productivity.
2. Teachers' pay-package, teachers' working environment, teachers' promotion and teachers' job security has no significant effects no teachers' productivity.

Recommendations

The following recommendations were made:

1. Borno State Government should place a structure that would provide teachers' fringe benefits namely car loan, housing loan, responsibility allowance, health insurance scheme and scholarship for teachers as a way of improving teachers' productivity in public senior secondary schools of Maiduguri Metropolis, Borno State, Nigeria.
2. Borno State Governments and stakeholders should enact an array of incentive plans designed to recruit, reward and retain the best teachers, recognizing an outstanding teacher still in-service and honoring him/her with the designation "Emeritus", this could improve teachers' productivity in public senior secondary schools of Maiduguri Metropolis, Borno State, Nigeria.
3. Borno State Governments should not have retired outstanding teachers, who are still active and healthy and whose service is still valuable, such a designation could be given to him/her to remain in service for the period of the 'Emeritus' designation improving teachers' productivity in public senior secondary schools of Maiduguri Metropolis, Borno State, Nigeria.

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