HUMAN RESOURCE MANAGEMENT AND ACHIEVING ORGANISATIONAL OBJECTIVES AMONG PRIVATE SECONDARY SCHOOLS IN AKURE METROPOLY

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ABSTRACT

This study assessed Human resource management and Achieving organizational objectives in private secondary schools in Akure metropolis. A survey method was adopted. Questionnaire was used to collect data for the study. The data were analyzed using percentages, mean point value, standard deviation, and Pearson Product Moment Correlation Coefficient. The hypotheses were tested with t-test. The survey revealed that there is significance relationship between Human resource management and organizational objectives. The results of t test statistics were p-value of; .005, 0.000, 0.037 and 0.000 respectively for Staff training, Compensation, Human resource planning, and Performance appraisal. The alternate hypotheses were accepted in the four hypotheses because the results cited above were less than 0.05 significant level. The Pearson correlation coefficient results are; Staff training = -0.025, compensation= 0.099, Human resource planning/recruitment= 0.041, Performance appraisal = 0.180, In view of the findings of the study, the following were recommended; The staff of private secondary Schools must be registered for pension scheme put in place in Nigeria with reputable pension administrative firms such that the staff and the schools where they work will both contribute to make provision for the pension of their staff after retirement, teachers who are laid off for offences, overstaffing, non-productivity or any others reasons must be paid severance package as soft landing for losing their jobs, fringe benefits such as accommodation; official cars etc. must be given to senior staff of private secondary Schools or paid to them in cash in line with the monetization policy of Nigeria Government, For the private schools to meet up with all that is needed to rightly compensate their teaching and non-teaching staff; government at all levels must create enabling environment for private Secondary Schools to operate.
CHAPTER ONE

1.0 INTRODUCTION

1.1 Background to the Study

Contemporary economy is changing rapidly. It is characterized by phenomena, such as globalization and deregulation of markets, changing customer demands and increasing competition (Becker and Gerhart, 1996). Most companies’ failure to reach their goals in these turbulent and volatile periods is due to excessive focus on technical problems at the expense of human resources (Cross and Isrealit, 2000). Explaining the impact of human resource management (HRM) activities on organization’s performance has dominated discussions and research interest in the last decades (Becker and Huselid, 2006). March and Sutton (1997) stated that explaining organizations’ performance variations remain one of the most enduring subjects of study. This has prompted research to be directed towards explaining and understanding of the relationship between human resources management practices and firm performance Rukevwe (2014). All factors of production (Land, Labour, Capital and Entrepreneur) need management, but human factor in any organization, be it profit making or nonprofit making, governmental or non-governmental organizations needs greater attention for such organization to achieve her predetermined goals and stated objectives.

Human Resource Management first emerged as a clearly defined concept in the mid-1980s as a natural development of personnel management. Human Resources are the most critical factor in development. As active agent of production, Human Resources are not only a major cost of doing business, they also determines success of enterprise through the ability to raise, exploit and manipulate other factors/ resources, (Brown, 2004).
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