



## **Student Personnel Management as Correlate of Effective Administration In Public Universities In Rivers State**

**Nwazue, Chimemela**

**Department of Educational Management,  
Faculty of Education  
Ignatius Ajuru University of Education, Port Harcourt, Nigeria**

### **ABSTRACT**

The study was carried out to examine the relationship between students' personnel services and effective administration of public universities in Rivers State. Four research questions and four hypotheses guided the study. The design adopted for the study was correlational design. The population was 5,916 respondents while the sample was 375. A proportionate stratified random sampling technique was used to derive the sample of the study. The instruments used for data collection were Students' Personnel Services Questionnaire (SPSQ) and Effective Administration University Administration Questionnaire (EUAQ). These instruments were duly validated and reliability carried through a trial testing. Data were collected through direct contact by the researcher and the help of research assistants. Means and standard deviation scores were used to answer research question 1 while Pearson Product Moment Correlation Coefficient was used to answer research question 2 to 4. The null hypotheses were tested using multiple regressions and the associated t-test. The findings of the study showed that the students' personnel services provided by universities in Rivers State are: medical services, security, water supply, classroom learning environment, hostel accommodations, counseling services, and library services. It was also revealed that the correlation coefficient between students' personnel services such as provision of hostel accommodation, convenience, water, recreational facilities, health facilities, classrooms, and effective university administration Rivers State was substantial. The finding also showed that students' personnel services like provision of hostel accommodation, convenience, water, recreational facilities, health facilities, and classrooms significantly related with are predicted and effective university administration Rivers State. On account of these findings, it was recommended that the provision of students' personnel services is necessary for effective administration of universities in Rivers State since the relationship was substantial.

**Keywords:** Student personnel management, effective administration, public universities, Rivers State

### **INTRODUCTION**

Higher institutions are created to achieve a wide variety of aims and objectives such as teaching and imparting knowledge, searching to obtain hidden truths and developing manpower to enhance change and progress in the society. Higher institutions are engaged in training to serve the needs of the society. However, in most cases the societal expectations in terms of goals are rarely met. The reasons are partly associated to the lack of adequate and conducive environment for effective learning. This has really created a delay to achieve educational institutional goals and objectives. It is pertinent to state here that for these objectives of university education to be achieved, there should be adequate provision, proper allocation and effective supervision of certain services for the students so as to enhance effective teaching

and learning processes and all-round development of students. These services include student personnel services and proper managing.

Student personnel management refers to all the activities that are carried out by the school administrators to ensure that the students derive the best from the schools curricular and co-curricular activities. Emetarom (2002) states that schools are not set up for teachers, parents or educational administrators but they are set up for students. Students' personnel management according to Nosori (1985) comprises the administrative and supervising functions and services other than classroom instruction. This shows that students are the determining factor of setting up a school because without them there will be no school even if there are teachers and educational managers. Therefore, the services to be rendered to students should be a major priority in the planning of the school system as it is an essential function of the school administration. We can also say that student's personnel management involves all activities provided by the school administrator to the students so as to attain the achievement of educational objectives apart from the normal classroom instructions. By this, we can vividly say that the administration of student personnel services encompasses all the curricular and co-curricular aspects of the school program.

Flippo (1983) in Nwankpa (2015) opined that the major task areas of personnel management includes planning, organizing, directing and controlling which under this circumstance should be applied in school administration. Akuchie (1998) sees student personnel management services as those services and functions that complement classroom instruction for the total development of the student. These services when rendered will serve as a tool in guiding and directing students to improve their personal substance in the pursuit of their educational careers. It is paramount to note that these services if properly managed are complementary to the balanced education of the students. The task of intellectual and development of skills are gotten through curriculum planning and implementation while the task of developing responsible attitudes and morals can only be adhered through the provision and administration of student personnel services that should always be evaluated.

In most universities, the services provided are not just inadequate but the few ones are very old and in a bad condition and this will endanger the health or lives of the students. For instance, in a university where there is poor system of transportation outside and within the campuses or where there are not enough buses or taxis and bikes are not permitted to come into the school. The students will be stressed before getting to the lecture hall because they must have trekked a long distance to school. In most cases, they might come late to school and probably miss a greater part of the lecture, test, etc. this will lead to failure. Again, the provision of better health facilities/medical center in our universities should be a major priority of school administrators. It is the responsibility of the school to help the students maintain good health habits and personal hygiene. Some public universities in Nigeria have poor sanitary conditions like poor drainage system and inadequate waste disposal that causes specific diseases in the lives of student. All these can generate different degree of health problems in students. Also, additional stress and poor feeding habit by the students can also cause health problems. Due to dilapidated structures and non-availability of good drugs or insufficient health facilities, the students are prone to danger like death, permanent disability etc.

Adequate provisions of social services like clubs, unions and recreational facilities is a necessity to maintain the health of the students in the school. Social services and facilities like games, educational excursions and clubs if not adequately provided might lead to anti-social behaviors by the students. School Administrators are expected to look into these areas and ensure they are effectively managed properly so as to enable the students develop physical fitness and good health.

Hostels accommodation is another area of Students Personnel Service which might have not been properly managed by School Administrators. In most public universities, the hostels are overcrowded as a result of limited space. For instance, if the famous Aluu four of the University of Port Harcourt had a better facility on campus, they would not have been exposed to danger resulting to their deaths. The bed space and foams are usually not enough. Most times you see students cook inside the hostel because of lack of kitchen facility. The toilet facilities are often bad and they adopt insanitary means of discharging excreta Offensive odours in most cases are noticeable on entrance of the hostel. This becomes a basic

problem because the students are prone to bacteria and fungi infections which might lead to complicated cases. It is presumed that the provision of Student Personnel Services will also enhance effective administration of universities. This is because Ogbonnaya (1997) explained that these services are vital to the meaningful operational apron of the school system as they contribute significantly to the day-to-day functioning of a school particularly to learning effectiveness. Poor management of Students Personnel Services can have adverse effect on the products of the educational process vis-à-vis sustainable higher education. It is against this backdrop, that the researcher was motivated to investigate the relationship between Student Personnel Management and effective administration in Public Universities in Rivers State.

### **Statement of the problem**

Nigeria universities over the years have had ugly experiences where students protest against poor student welfare services provided by their schools. Some of such services includes lack of lecture rooms which had made some of them receive lectures outside or under a tree, epileptic power supply especially during examinations where some would come to class at night to read, lack of conveniences where students prefer to defecate in nylons and throw over the fence or a nearby bush because of bad toilets, poor libraries facilities in some universities do not enable student read or carry out research. In some cases, some might not have enough chairs and tables, dilapidated hostels that might not make the students comfortable because the rooms are overcrowded.

Public universities in Rivers State for instance often experience some of these problems. In most college, for instance, Federal college of Education, Ehamufu and Nwafor-Orizu college of Education, Nsugbe, students go to stream to fetch water because these institutions depends on water tankers for supply of water. Some universities in the South-South, South west have also suffered varieties of cult clashes where hundreds of students have been killed due to a bad security network present in school. There are reported cases of armed robbery, killings, rape, murder, phone snatching and of course cult activities because their security services is porous. Guidance and counseling services/unit are non-existent and even when they are, records are kept haphazardly. Drugs found in the medical center are usually routine drugs in which students might not have access to. Students depends solely on food vendors for their feeding because of the non- availability of catering services in the school. Although studies have been done in other areas, no study to the knowledge of the researcher has been done related to student welfare and administration of schools. This state of affairs suggest that something is wrong with regard to the implementation of Students Personnel Services in Public Universities It is based on this, the need to carry out the study to examine the relationship between students-personnel services and effective administration of universities in Rivers State arose which this study intends to fill.

### **Aim and Objectives**

The aim and objectives of this study is to investigate how student's personnel management relates with effective administration of public universities in Rivers State. This study will specifically sought the following objectives.

1. Determine the types of students-personnel services provided by public universities in Rivers State
2. Determine to what extent the provision of hostel accommodation influences effective public Universities Administration in Rivers State.
3. Determine to what extent the provision of conveniences influences effective public Universities Administration in Rivers State.
4. Determine to what extent the provision of water influences effective public Universities Administration in Rivers State.

### **Research Questions**

1. What are the students' personnel services provided by public universities in Rivers State
2. What is the correlation coefficient between provision of hostel accommodation and effective public universities administration in Rivers State?
3. What is the correlation coefficient between provision of convenience and effective public universities administration in Rivers State?

4. What is the correlation coefficient between provision of water and effective public universities administration in Rivers State?

#### **Hypotheses**

- H<sub>01</sub>:** There is no significant relationship between the provision of hostel accommodation and effective public university administration Rivers State.
- H<sub>02</sub>:** There is no significant relationship between the provision of conveniences and effective public university administration in Rivers State.
- H<sub>03</sub>:** There is no significant relationship between provision of water and effective public university administration in Rivers State.
- H<sub>04</sub>:** There is no significant relationship between provision of recreational facilities and effective public university administration in universities in Rivers State.

#### **Literature Review**

##### **Concept of a University**

A university is an institution of higher (or tertiary) education which awards academic degrees in various disciplines. They provide undergraduate education and postgraduate education for learners who are admitted into various courses of study within a time frame. The word university is derived from the Latin word universities magisterium of solarium which roughly means "Community of teachers and scholars". The modern university system has roots in the European medieval university which was created in Italy and evolved from cathedral schools for the clergy during the high middle ages.

Hamlyn D (1996) opined that when universities were first set up in the middle ages their main aim, apart from being communities of scholars, was to produce theologians, lawyers and doctors of medicine. According to Kenneth Minogue (1973), the concept of a university traces many confusions imposed by political ideology to a failure to distinguish academic inquiry from other kinds of intellectual activity, such as journalism, religious proselytizing and high quality propaganda. Minogue holds that were the university lacks a clear sense of the difference between the academic and the pragmatic, its vitality is sapped by conflicting purposes.

##### **Concept of Administration**

Administration concept is founded in management and supervision ideologies. It involves the facilitation of the day-to-day operations in a business according to Simeon, administration can be defined as the activities of groups co-operating to accomplish common goals Simon, Smithburg, Thompson 1950). There are two key elements in the above definition and they are 'co-operation' and 'goal'. These are central to the concept of administration because of there was not a goal, people will not come together and co-operate with each other. Thus, the essence of administration is the utilization of co-operative action for the accomplishment of common goals. In another definition, administration is defined as an activity or process mainly concurred with the means for carrying out prescribed ends. (Pffnerand 1967). Student-personnel services are services which embraces all the activities that tends to create a good atmosphere for teaching and learning. They are those provisions of human and material resources by the school/school administrators so as to provide a good condition for learning. Duffy in Ejionueme (2010) in Ozioko (2014:18) stated that although Student Personnel Services have received very little attention in professional literature and school administration, it remains an administrative function that is critical to the effective operation of any school system. It is seen as part and parcel of the school administrative function

##### **Hostel Accommodation**

Hostel Accommodation can be said to be a set of accommodation provided by the school management within the campus to shelter the students with laid down rules and regulations set out to control and check the behaviours of the inhabitants and a changeable fees paid by the students to have access to the use of the hostels. The Oxford English dictionary defined Accommodation as a place to live or a place of temporary dwelling. Therefore, Hostel Accommodation is said to be a place to live on rentage over a period of time during the course of pursuing a degree in the university as well as other services enjoyed

during this time (Adu-Gyamfi, Brenya & Lamptey, 2014). With respect to students' accommodation, (Owolabi, 2015) described it as a place where students reside within or outside the campus. Students residing within the houses provided on the campus are known as on-campus students, while those residing in houses built outside the campus are known as off-campus students.

### **Convenience**

Excreta are a combination of human faeces and urine. Many pathogens leave the body through urine and faeces. These organisms may reach other susceptible individuals directly or indirectly through medium like water and other fluids, food or directly on fingers or via insect vectors like flies or contaminated soil. Therefore, an excreta which is not properly disposed is not only unsightly, but also gives off offensive smells, and this can lead to diseases.

Facilities for academic and non-academic activities need to be properly put in place to provide an optimal sanitary environment which is safe and conducive for physical, mental and emotional health of the student in order to achieve maximum benefits from educational programmes. The Human excreta which is a major cause of environmental pollution need to be properly disposed through modern methods that are socially and culturally acceptable to the people. Apart from its availability, these facilities should adequately meet the demands of the population of both students and staff of the institutions.

### **Water Supply**

Water supply according to Wikipedia is the provision of water by public utilities, commercial organizations, community endeavors or by individuals usually via a system of pumps and pipes. Meriam-webster defines water supply as a source, means, process of supplying water usually including reservoirs, tunnels and pipelines.

Over two-third of the surface of the earth is covered by water but mostly salty and undrinkable and of this two-thirds, the availability of fresh water is 2.7% but only 1% of the available fresh water is accessible. This simply means that the proportion for safe drinkable water on earth is small. An overview by the World Bank group posits that over 663 million people in the world still lack access to improved drinking water sources.

### **Review of Empirical Studies**

A study on the evaluation of students in secondary schools in Cross River State was carried out by Ogbuji (2009). The purpose of the study was to evaluate the administration of student personnel services in secondary schools in Cross River States. Nine research questions guided the study and four null hypotheses were formulated. Ogbuji's findings includes: students active participation in extra-curricular activities, orientation programs are done in secondary schools in Cross River State, lack of effective health care services and municipal services too. In school administration the results indicated that there is a significant difference among public, mission and private schools in the provision of student personnel services in secondary school in the state. There is also a significant difference among the three groups of school on the constraints to the provision of student-personnel services in secondary school in Cross River State.

Ozioko (2014) carried out a study on implementation of student personnel services in Federal and State colleges of education in South East Nigeria. The main purpose of study was to investigate the extent of implementation of student personnel services in Federal and State colleges of education in South East Nigeria. The result showed that there is no significant difference between the mean ratings of staff and students of both federal and state on the extent of availability of students personnel services in the colleges, there is no significant difference between the mean ratings of staff and students of both Federal and State on the extent of availability of students personnel services in these colleges, the staff and students of the federal and state colleges of education strongly agree on the constraints to the effective implementation of these services, there is no significant difference between the opinions of staff and students of both federal and state colleges of education with regards to strategies for improvement.

A study on the evaluation of Student Personnel Services in Nigeria Federal and State Universities was carried out by Akuchie (2000). The purpose of the study was to determine the availability, adequacy and

quality of student personnel services in public universities in Nigeria. The findings revealed that only three student personnel services: Student records, student disciplinary measures and admission exercise are adequate and of quality in Nigeria universities. The federal universities has quality student personnel services than it is found in the state universities; student personnel services are more available, more adequate and of better quality in older universities. Northern universities enjoy more adequate student personnel services/management in Nigeria universities.

Valentine Joseph Owan and Samuel Okpon Ekaette (2019) carried out a study on students' personnel management and academic effectiveness of secondary school students in Calabar educational zone of cross river state in terms of punctuality to classes, time management, study habits, record keeping, attitudes during classes, note taking, attitudes towards assignment, examination results and attitudes towards co-curricular activities. The findings of this study showed among others; students counseling, health care and discipline management respectively are significantly related to students' academic effectiveness in terms of punctuality to classes, time management, study habits and attitudes towards co – curricular activities. Again, it was a general conclusion from the findings of the study there is a moderate positive relationship which is statistically significant between students' personnel management and their academic effectiveness.

Amaizu (2003) conducted a study on the strategies for improving student personnel services in secondary schools in Onitsha Education Zone. His purpose of study was to evolve strategies to be adopted to improve student personnel services in secondary schools in Onitsha Education Zone. The findings reveal that the following must be adopted to improve student personnel services. A guidance and counseling unit should be established in all schools in the zone, there should be an adequate finding of schools, posting of medical personnel to all the schools to cater for their health needs, boarding system should be restored in secondary schools, the communities should actively get involved in the administration of schools located in their communities and there should be an active participation of the parents teachers association in the finding of schools.

In another study Adebisi (2017) examined Students' Perspectives on Private Hostel Facilities in proximity to the University. The study also found that privacy and length of the lease were the major factors that influenced students' decision to reside in private hostels. It further showed that students were highly satisfied with security, road network, waste disposal system but were dissatisfied with common room, electricity, Internet connectivity, and laundry facilities.

## **METHODOLOGY**

The study adopted a correlational design and was conducted in the South-South of Nigeria precisely in Rivers State. The population of the study was 5916. It consisted of final students and members of senior administrative staff in the student affairs Department of Ignatius Ajuru University of Education and Rivers State University, Port Harcourt Rivers State. The sample of the study was 375 respondents which was determined using the Taro Yamane formula. The instruments used to collect data for this study were Students Personnel Services Questionnaire (SPSQ) and Effective Administration University Administration Questionnaire (EUAQ) which were developed by the researcher. The instruments were validated by four experts from the department of measurement and evaluation, and educational management to ascertain its viability. A trial testing of the instruments were used to establish the internal consistency reliability of the instrument using Cronbach Alpha method, and yielded a reliability coefficient of 0.78. Means and standard deviation scores were used to research question 1 while Pearson Product Moment Correlation Coefficient was used to answer research question 2 to 4. The null hypotheses were tested using multiple regressions and the associated t-test at 0.05 level of significance.

**RESULTS AND FINDINGS**

**Research question 1:** *What are the students' personnel services provided by universities in Rivers State?*

**Table 1:** Means and standards deviations of students' personnel services provided by public universities in Rivers State

S/N	(Students' personnel services)	$\bar{X}$	SA	Rank	DEC
1	Medical Services	3.03	.90	1 <sup>st</sup>	A
2	Security	2.69	.85	4 <sup>th</sup>	A
3	Water supply	2.72	.92	3 <sup>rd</sup>	A
4	Recreational services	2.34	.91	8 <sup>th</sup>	D
5	Classroom Learning environment	2.60	.96	5 <sup>th</sup>	A
6	Conveniences	2.40	1.05	7 <sup>th</sup>	D
7	Hostel Accommodations	2.60	.92	5 <sup>th</sup>	A
8	Counseling services	2.50	.92	6 <sup>th</sup>	A
9	library services	2.82	.98	2 <sup>nd</sup>	A
<b>Cluster</b>		2.63	.93		A

Table 1 showed that items 1, 2, 3, 5, 7, 8, and 9 had high mean score of 3.03, 2.69, 2.72, 2.60, 2.60, 2.50, and 2.82 respectively above the criterion mean of 2.50. This implies that in the opinion of the respondents, the students' personnel services provided by universities in Rivers State are: medical services, security, water supply, classroom learning environment, hostel accommodations, counseling services, and library services. Items 4, and 6 had low mean scores of 2.34 and 2.40 respectively below the criterion mean of 2.50. This indicated that recreational services and conveniences are not provided by universities in Rivers State. The cluster mean and standard deviation of 2.63 and .93 showed that the respondents are of the opinion that the identified students personnel services with means above the criterion mean are provided by universities in Rivers State.

**Research question 2:** *What is the correlation coefficient between provision of hostel accommodation and effective universities administration in Rivers State?*

**Table 2:** Correlation coefficients between provision of hostel accommodation and effective universities administration in Rivers State?

Variables		$r^2$	Percentage
provision of hostel accommodation	Pearson Correlation	.037**	0.001369
	Sig. (2-tailed)	.480	0.1369

Table 2 showed the correlation coefficient between provision of hostel accommodation and effective universities administration in Rivers State. The correlation coefficient between provision of hostel accommodation and effective universities administration in Rivers State was substantial (.037). Universities in Rivers State that provided hostel accommodation to students effectively administer the school policies and are better managed. Provision of hostel accommodation accounted for 0.1369% of the variance in effective universities administration in Rivers State.

**Research question 3:** *What is the correlation coefficient between provision of convenience and effective universities administration in Rivers State?*

**Table 3:** Correlation coefficients between provision of convenience and effective universities administration in Rivers State?

Variables			r <sup>2</sup>	Percentage
provision of convenience	Pearson Correlation	.088**	0.007744	0.7744
	Sig. (2-tailed)	.089		

Table 3 showed the correlation coefficient between provision of convenience and effective universities administration in Rivers State. The correlation coefficient between provision of convenience and effective universities administration in Rivers State was substantial (.088). Universities in Rivers State that provided convenience to students effectively administer the school policies to that effect and are better managed. Provision of convenience accounted for 0.7744% of the variance in effective universities administration in Rivers State.

**Research question 4:** *What is the correlation coefficient between provision of water and effective universities administration in Rivers State?*

**Table 4:** Correlation coefficients between provision of water and effective universities administration in Rivers State

Variables			r <sup>2</sup>	Percentage
provision of water	Pearson Correlation	.047**	0.002209	0.2209
	Sig. (2-tailed)	.364		

Table 4 showed the correlation coefficient between provision of water and effective universities administration in Rivers State. The correlation coefficient between provision of water and effective universities administration in Rivers State was substantial (.047). Universities in Rivers State that provided water to students effectively administer the school policies in that regard and are better managed. Provision of water accounted for 0.2209% of the variance in effective universities administration in Rivers State.

**Test of Hypotheses**

**Ho<sub>1</sub>:** There is no significant relationship between the provision of hostel accommodation and effective university administration Rivers State.

**Table 5:** Analysis of Variance on provision of hostel accommodation and effective university administration Rivers State.

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	6.672	1	6.672	.500	.480 <sup>b</sup>
Residual	4935.745	370	13.340		
Total	4942.417	371			

- a. Dependent variable: effective university administration
- b. Predictors: (Constant), provision of hostel accommodation

Table 5 showed that F-value of .500 is significant at 0.480. This indicated that the provision of hostel accommodation is significantly related to effective university administration Rivers State.

Therefore, the null hypothesis of no significant linear relationship between provision of hostel accommodation and effective university administration Rivers State was rejected.

**Table 6:** Model Summary for provision of hostel accommodation and effective university administration

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	.037 <sup>a</sup>	.001	-.001	3.65238

The coefficient of determination ( $R^2$ ) is 0.001. This indicates that 0.1% of the variance in effective university administration is caused by variations in the predictor variables. Therefore, 0.1% of the variance in effective university administration is predicted by provision of hostel accommodation.

**Table 7:** t-Values of the provision of hostel accommodation on effective university administration

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
(Constant)	34.340	.837	.037	41.037	.000**
hostel accommodation	.032	.046		.707	.480**

To determine if the predictor variable was significantly related to or predicted effective university administration in Rivers State, the t-value was presented in table 10. The t-value for provision of hostel accommodation was (41.037,  $P < 0.000$ ). Provision of hostel accommodation as a student personnel service had significant relationship ( $P < 0.05$ ) with and predicted effective university administration in Rivers State. Universities that provided hostel accommodation to students are effectively administered in Rivers State.

**Ho<sub>2</sub>:** There is no significant relationship between the provision of conveniences and effective university administration in Rivers State.

**Table 8:** Analysis of Variance on provision of conveniences and effective university administration Rivers State.

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	38.514	1	38.514	2.906	.089 <sup>b</sup>
Residual	4903.903	370	13.254		
Total	4942.417	371			

- a. Dependent variable: effective university administration
- b. Predictor: (Constant), provision of conveniences

Table 8 showed that F-value of 2.906 is significant at 0.089. This indicated that the provision of conveniences is significantly related to effective university administration Rivers State.

Therefore, the null hypothesis of no significant linear relationship between provision of conveniences and effective university administration Rivers State was rejected.

**Table 9:** Model Summary for provision of conveniences and effective university administration

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	.088 <sup>a</sup>	.008	.005	3.64058

The coefficient of determination ( $R^2$ ) is 0.008. This indicates that 0.8% of the variance in effective university administration is caused by variations in the predictor variable. Therefore, 0.8% of the variance in effective university administration is predicted by provision of conveniences.

**Table 10:** t-Values of the provision of conveniences on effective university administration

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
(Constant)	34.087	.522	.088	65.297	.000**
conveniences	.059	.034		1.705	.089**

To determine if the predictor variable was significantly related to or predicted effective university administration in Rivers State, the t-value was presented in table 13. The t-value for provision of

conveniences was (65.297,  $P < 0.000$ ). Provision of conveniences as a student personnel service had significant relationship ( $P < 0.05$ ) with and predicted effective university administration in Rivers State. Universities that provided conveniences to students are effectively administered in Rivers State.

**Ho<sub>3</sub>:** There is no significant relationship between the provision of water and effective university administration in Rivers State.

**Table 11:** Analysis of Variance on provision of water and effective university administration Rivers State.

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	11.035	1	11.035	.827	.364 <sup>b</sup>
Residual	4921.849	370	13.338		
Total	4942.417	371			

a. Dependent variable: effective university administration

b. Predictor: (Constant), provision of water

Table 11 showed that F-value of .827 is significant at 0.364. This indicated that the provision of water is significantly related to effective university administration Rivers State. Therefore, the null hypothesis of no significant linear relationship between provision of water and effective university administration Rivers State was rejected.

**Table 12:** Model Summary for provision of water and effective university administration

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	.047 <sup>a</sup>	.002	.000	3.65217

The coefficient of determination ( $R^2$ ) is 0.002. This indicates that 0.2% of the variance in effective university administration is caused by variations in the predictor variable. Therefore, 0.2% of the variance in effective university administration is predicted by provision of water.

**Table 13:** t-Values of the provision of water on effective university administration.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
(Constant)	34.351	.641	.047	53.589	.000**
water	.059	.054		.910	.364**

To determine if the predictor variable was significantly related to or predicted effective university administration in Rivers State, the t-value was presented in table 16. The t-value for provision of water was (53.589,  $P < 0.000$ ). Provision of water as a student personnel service had significant relationship ( $P < 0.05$ ) with and predicted effective university administration in Rivers State. Universities that provided water to students are effectively administered in Rivers State.

**Ho<sub>4</sub>:** There is no significant relationship between the provision of recreational facilities and effective university administration in Rivers State.

**Table 14:** Analysis of Variance on provision of recreational facilities and effective university administration Rivers State.

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	.850	1	.850	.064	.801 <sup>b</sup>
Residual	4941.567	370	13.35638		
Total	4942.417	371			

a. Dependent variable: effective university administration

b. Predictor: (Constant), provision of recreational facilities water

Table 14 showed that F-value of .064 is significant at 0.801. This indicated that the provision of recreational facilities is significantly related to effective university administration Rivers State. Therefore,

the null hypothesis of no significant linear relationship between provision of recreational facilities and effective university administration Rivers State was rejected.

**Table 15:** Model Summary for provision of recreational facilities and effective university administration

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	.013 <sup>a</sup>	.000	-.003	3.65453

The coefficient of determination ( $R^2$ ) is 0.000. This indicates that 0.0% of the variance in effective university administration is not caused by variations in the predictor variable. Therefore, 0.0% of the variance in effective university administration is not predicted by provision of recreational facilities.

**Table 16:** t-Values of the provision of water on effective university administration.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
(Constant)	35.020	.453	-.013	77.373	.000**
recreational facilities	-.010	.039		-.252	.801**

To determine if the predictor variable was significantly related to or predicted effective university administration in Rivers State, the t-value was presented in table 19. The t-value for provision of water was (77.373,  $P < 0.000$ ). Provision of recreational facilities as a student personnel service had significant relationship ( $P < 0.05$ ) with and predicted effective university administration in Rivers State. Universities that provided recreational facilities to students are effectively administered in Rivers State.

## DISCUSSION OF FINDINGS

### Students' personnel services provided by universities in Rivers State

The results of the study showed that the students' personnel services provided by universities in Rivers State are: medical services, security, water supply, classroom learning environment, hostel accommodations, counseling services, and library services. The results also revealed that recreational facilities, conveniences, and counseling services were not provided. These findings agree with that of Ogbonna (1997) who stated that the provision of students' personnel services like hostel accommodation, library services, water, and health facilities is a *sin qua non* to the effective administration of Nigerian universities and schools in general. The author explained that these services are vital to the meaningful operational apron of the school system as they contribute significantly to the day-to-day functioning of a school particularly to learning effectiveness. Poor management of students' personnel services can have adverse effect on the products of the educational process vis-à-vis sustainable higher education.

### Correlations between students' personnel services and effective university administration Rivers State

The finding of this study showed that the correlation coefficient between students' personnel services like provision of hostel accommodation, convenience, water recreational facilities, and health facilities and effective university administration Rivers State was substantial. This implies that for universities to be effectively administered, such student personnel services should be provided in the right quality and quantity for students. These findings corroborates with that of Mansoor and Ali (2015) who investigated the impact of hostels on students' satisfaction and their academic performance. The study found that overall average hostel students' satisfaction was 3.29 with significantly greater P values and the average GPA of the hostel students was 3.054 with significantly greater than the normal pass. It also revealed that there was a significant positive correlation between the students' GPA and overall satisfaction factors. The study further showed that out of the seven identified factors of satisfaction, five factors of accommodation, food facilities, inmate cooperation, library facilities, and safety or security significantly influence the academic performance of students.

### **Students' personnel services as predictors of effective university administration Rivers State**

The findings of the study showed that students' personnel services like provision of hostel accommodation, convenience, water recreational facilities, and health facilities significantly related with and predicted and effective university administration Rivers State. This implies that the total variance in effective university administration Rivers State was attributed to the provision of such students' personnel services. These finding agree with that of Esther (2015) who carried out a study on principal ship and effective management of student personnel services in secondary schools in Cross River State. The findings of the study showed that there is a significant relationship between the principal's proficiency, creativity and the overall educational objectives in the management of school facilities. This simply shows that effective management of school facilities is necessary in creating the enabling conducive academic environment thereby enhancing a corresponding achievement and performance in the teaching-learning process.

### **CONCLUSION**

The following conclusions were drawn based on the research findings.

1. The students' personnel services provided by universities in Rivers State are: medical services, security, water supply, classroom learning environment, hostel accommodations, counseling services, and library services.
2. There was correlation coefficient between students' personnel services like provision of hostel accommodation, convenience, water recreational facilities, health facilities, classrooms, and effective university administration Rivers State.
3. There was significant relationship between students' personnel services like provision of hostel accommodation, convenience, water recreational facilities, health facilities, and classrooms and effective university administration Rivers State.

### **RECOMMENDATIONS**

Based on the findings of the study and the various implications which have been highlighted, the following recommendations were made:

1. The provision of qualitative students' personnel services is necessary for effective administration of universities in Rivers State since their relationship was substantial.
2. The school authority should organize seminars, orientations and talks on how to manage the students' personnel services for effective administration of public universities in River State.
3. Non- governmental bodies like Alumni association, the private sector and Philanthropist should be cajoled to assist in the provision of these services.

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