

**UTILIZATION OF RESOURCE PROVISION FOR EFFECTIVE MANAGEMENT OF PUBLIC
SECONDARY SCHOOLS IN RIVERS STATE**

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ABSTRACT

The study investigated utilization of resource provision on effective management of schools. Resources are the vital structures of effective and efficient functional education. Hence, the role of resources in ensuring the importance of these educational materials goes beyond their mere provision. They can only be optimally and efficient when they are adequately utilized and maintained. Studies have shown that the principal obstacle to the maintenance of resources in the school system is finance. One of the fundamental ways of ensuring the optimum utility of available resources is through, maintenance culture. Maintenance culture of any school speaks much about such an institution. The general appearance of school resources/facilities constitute the basis upon which members of the public pass their judgments about the academic performance going on in the school. The present economic recession being experienced world over has made it absolute imperative that the gospel of maintenance culture be preached very loudly in our education industry. Learners study properly where there are good building structures, seats for instructors and students, equipment, adequate light and water supply. Teaching and learning are also enhanced where there are nice libraries stocked with books, laboratories and workshops. Where material resources are insufficient, effective teaching and learning are affected. Lack of funds and poor maintenance culture were some of the factors militating against resource provision. The following recommendations amongst others were made; adequate material resources should be provided and Utilized for effective management of schools and government should enact policies that will encourage and promote the provision of material resources for effective management of schools.

Keywords: Effective, Management, Resource Provision, Schools, Utilization

INTRODUCTION

Utilization involves putting a school plant to effective and maximum use, they are regarded as the activities relating to ensuring that the available physical facilities are properly used and in accordance to their specifications. In some schools, facilities are over utilized while in some, they are under-utilized. Ukejeh (2008) emphasized that one of the means of handling the issue of utilization is to conduct a study of each existing facilities to ascertain whether it is being over used or under used and to determine its usefulness in the present state. In general terms, resources are means of supplying of wants and means of support. Hornby (2017), defined resources as supply of some things that a nation, group of people or a person has, which is useful, particularly to enhance wealth. A resource could also be seen as something that provides assistance, aid or pleasure in time of need. Nwadiani (2018) opined that resources are also pertinent to fund (capital) and assets, or a stock, which can be drawn upon for further production. This by implication means that whatever satisfies people's organizations wants and also support in the process of production is a resource. It may range from money (salaries) to equipment or facilities, including human beings. Fuller (2021) contented that generally, resources are either goods or service which are used by consumers for their own sake or element which are used in producing goods or services for consumers. The above conception of resources upheld that the service rendered by people, for instance, teachers, medical doctors constitute resources. It therefore, implies that for production of any kind to take place, resources are needed. Education is a necessary tool for both personal and social growth. Several countries throughout the world regard education as a positive investment for

national development since it is expected to create the necessary number and quality of human resources for economic progress by utilizing a diverse set of inputs. Nigeria, fully aware of this, desired education as a superior tool in the growth of the national economy. This desire has been fuelled by the fact that the development histories of industrialized countries such as Britain, America, Germany, and France, to name a few, are heavily reliant on education (Majasan. 2021). Japan's enviable gigantic industrial stride and technological progress, as well as that of Taiwan, Belgium, and a slew of other countries, would not have been conceivable without a persistent investment in technologically focused education. These are indicators that third-world countries are investing in functional education.

Secondary education has faced various problems in recent years, including issues with quality teaching and learning processes, which diminishes the quality of the educational system, particularly when seen in the context of the future. Given the current status of accessible educational resources, the researchers' primary goal is in determining how total efficacy in resource administration can be accomplished. Physical resources are the moveable and immovable properties, physical structures, and assets that belong to or are allocated to an educational institution in order to improve the teaching-learning process and educational services. To be specific, this research is bothered by the extent of physical resources maintenance in secondary schools as well as the inhibiting (problems) to effective resources administration.

The success or effectiveness of the school business relies on timely delivery of necessary resources and their judicious usage. The value and number of inputs in the school system when properly handled would result to quality output (Akindutire, 2022). It could be so because of the feeling that students' academic performance has a strong correlation with the quality of school administration. Managing the different resources in the school is not a simple task. It demands your professional training. Acquisition of this professional training will help school managers with the new skills and technique required for enhanced performance in their jobs. Educational facilities are those things that help conscientious teachers to deliver their lessons properly. They facilitate instructional effectiveness. For students to learn and comprehend appropriately, the school should provide a good learning environment, an environment with good chairs, lockers, libraries, textbooks workshops and laboratories. It is not all secondary schools in Nigeria that have these learning resources in the right proportion.

Concept of Resources

In general terms, resources are means of supplying of wants and means of support. Hornby (2017), defined resources as supply of some things that a nation, group of people or a person has, which is useful, particularly to enhance wealth. A resource could also be seen as something that provides assistance, aid or pleasure in time of need. Nwadiani (2018) opined that resources are also pertinent to fund (capital) and assets, or a stock, which can be drawn upon for further production. This by implication means that whatever satisfies people's organizations wants and also support in the process of production is a resource. It may range from money (salaries) to equipment or facilities, including human beings.

Fuller (2021) contented that generally, resources are either goods or service which are used by consumers for their own sake or element which are used in producing goods or services for consumers. The above conception of resources upheld that the service rendered by people, for instance, teachers, medical doctors constitute resources. It therefore, implies that for production of any kind to take place, resources are needed. It is in this light that Hanson (2014) contributing to the conceptualization of resources opined that resources are the produced means of production for the purpose of creating utility. Lawal (2019) observed that resources constitute the gift of nature or what he called economic land.

Types of Resources for Effective Administration of Public Secondary Schools

- Material Resources
- Human Resources

- Time Resources

Material Resources

Material resources generally represent the facilities-grounds, buildings, furniture, desks, equipment chalkboards, fields, fence and even the uncultivated lands. These are ancillaries to teaching and learning. Material resources include all the tangible and valuable materials in education such as wealth that are utilized in educational processes for the achievement of educational goals.

Material Resources for Effective Management of Secondary Schools:

For Effective School Management to be achieved, the following material resources must be in place;

- Library
- Buildings
- Laboratory

Library

Oxford advanced learners dictionary defined library as "a building or room in which collection of books, tapes, newspapers etc. are kept for people to read, study or borrow. Library is an essential resource in schools. The federal government of Nigeria through the National Policy on Education, FRN (2004) stated that, "every state ministry needs to provide funds for the establishment of libraries in all schools and to train librarians and library assistants". As an important school resource, it supports teaching/learning activities and guidance of the students. The school library should be up-to-date and properly supported financially (Fawowe, 2021). It is discouraging to note that many schools do not have good libraries.

According to Ogunseye (2021), "total absence of an organized school library spells down for thousands of secondary school students. Textbooks are important teaching/learning materials. Their availability and proper usage promote academic achievement by students. According to Altbach (2022), "nothing has ever replaced the printed word as the key element in the educational process and, as a result, textbooks are central to schooling at all levels". Proper selection of textbooks is very important. This should be done without any bias. Irrespective of the importance of textbooks, Soyibo (2021) has noted that, "relevant reading materials are not provided for instructions and learning in most secondary schools".

Buildings

The breakthrough of any academic activity lies on the suitability of tangible facilities such as buildings, laboratories, offices etc. Olutola (2021) states that, school buildings and other plants influences academic performance by enhancing effective teaching/learning activities. The environment where the school building is located should be conducive, friendly, pleasant and psychologically uplifting. This can only be achieved through the activities of creative teachers, seasoned leaders and brilliant architects. There is inadequate provision and utilization of school/buildings in Nigeria (Adaralegbe, 2019). This could be correct because in many secondary schools, students learn in building under different conditions ranging from uncompleted, de-roofed, without ceiling, without doors and windows or with broken floors. Schools in rural areas suffer more of these conditions. Commenting on this situation, Akinwumiju and Orimoloye (2018) supported the view that educational institutions from nursery to university require buildings for their effective operations. Classrooms, offices, assembly halls, laboratories and staff quarters are needed.

Laboratory:

Laboratories are essential in teaching and learning science subjects. Their provision, equipment and furnishing promotes the success of science courses in secondary schools. Ogunniyi (2021) described laboratory as, "a place where theoretical work is practicalized. The practical activities involve; observing counting, measuring, experimenting, recording and field work". The benefits of using school laboratory were explained by Anjo and Sila (2019) thus: Stimulates learners' interest as

they are made to personally engage in useful scientific experimentation, promote that science is not only a product but a process, affords the learners the basic skills and scientific method of problem-solving and. knowledge obtained through laboratory work promotes long term memory. Teachers should be adequately involved in every laboratory work in order to effectively transfer knowledge to learners. There is doubt on the extent teachers do this to achieve good performance in examinations. According to Odulaja and Ogunwemimo (2019), "teachers do not exhibit behaviours which are complementary to achieving the stated objectives". This is worsened by poor ways of impacting practical skills, poor or non-availability of good laboratories, rising enrolment, inadequacy of teachers and practical learning resources. It is sad to note that many secondary schools do not have laboratories and where they have, they are poorly equipped.

Effective usage of an item is the degree of its optimal utilization. In the same order, utilization of educational resources, especially material resources are the extent to which they are put in use in achieving effective management of school administration. Adeboyeji (2021) stated the different levels of utilization as follows' 'non-utilization, under-utilization, maximum utilization, optimum-utilization and over-utilization". A facility is non-utilized when it is not put into use, under-utilization when it is not used in full capacity and it is said to be over utilized when the facility is used above its capacity. The best way to utilize a resource is to utilize it optimally. This involves using it according to the prescription of the producer without going above or below its capacity. It has the advantage of preserving the facility with less or no record of wastage.

The value of material resources will begin to go done as soon as their usage commence. This is because of the setting in of wear and tear (depreciation). This occurs at a fast rate if adequate maintenance is not provided. Maintenance in form of repairs and servicing of items help to keep them in good condition. It also helps them to last longer. Adeboyeji (2001) states that we have preventive, corrective, breakdown and shut down maintenance services. Preventive maintenance takes place often. It involves necessary measures aimed at enhancing the durability of facilities. It is less expensive and a normal thing to do. When facilities are allowed to go bad and then working condition has deteriorated, to restore it will require some corrective maintenance. Effective management of secondary schools also requires the availability of facilities (material resources). If effectiveness is to be achieved, the demand for it is necessary.

Human Resources

Lockhead, Vail and Fuller (2021) state that human resource refers to the organizations' employees, which are described with reference to their training, experience, judgment, intelligence, relationship, and insight. This is a holistic approach to the definition of the concept of Human resource. This view implies that teachers and employees of our educational institutions are the assets and hence cannot be inter changed or easily replaced spare parts but they are sources of survival for the institution. It is important to note that the student is a raw material so to say in the hands of the Teachers ready to be processed and transformed. They are likening to Crude mineral deposit which is in its natural form until it has been extracted and refined by the petroleum engineer to get kerosene, Diesel, Gas, Petrol etc. It is the teacher and other human resources within the school organization that help to transformed the illiterate student to an educated and enlighten person useful to himself and the society. Human resources include human beings their skills and capabilities.

Time Resources

Every school activity according to Armstrong (2021) is allocated some me frame within which the activities are to be accomplished. Within the school, the different activities such as morning devotion, lesson periods, sports, break, mid-term break, holidays etc. have time allocations. There are also specific lessons allotted to these times. When these are not properly utilized, school goals are not realized. The other resources-human resources make use of time in the performance of functions. Time is a very important resource consumed in every activity. School activities require time frame for their achievement. The school operates with a time table. The time table shows

various school activities and the time given to them. Armstrong (2021) Proposed that time could be managed through the following:

- Analysing one's job to establish orders of priority among objectives and between tasks.
- Analysing of how time is spent on such items relating to your job such as reading, writing, telephoning, dealing with people, attending meetings, traveling etc.
- Use the diary to free at least one day from any appointment or have some unallocated time for yourself.
- Plan your work for the week.
- Arrange your daily duty in order of priority.
- Organize other people your secretary, boss, messenger, and educate them on what to do.

Utilization of School Physical Resources/Facilities

School physical facilities are the critical elements in quality development in education. Utilization includes putting a school plant to effective and maximum use, they are regarded as the activities relating to ensuring that the available physical facilities are properly used and in accordance to their specifications. In some schools, facilities are over utilized while in some, they are under-utilized. Ukejeh (2018) emphasized that one of the means of handling the issue of utilization is to conduct a study of each existing facilities to ascertain whether it is being over used or under used and to determine its usefulness in the present state. Owhonda (2021) opined that in the school parlance, it is not useful to acquire equipment and materials without any shelter. This is considered against the background of the fact that physical facilities depreciate quicker when not in use and properly kept. Castaidi (2019) commented that students contributed to regular soiling of floors and defacement of walls. He further stated that it is the misuse of the facilities that prompted the introduction of caution fees by the managers of the institution with the intention of preventing misuse or damage of the facilities by the users. The fee was expected to be refunded to the students who did not damage any facility during their stay. However, this strategy was abused over the years and became counterproductive because most administrators misused the caution fees a student who did not destroy anything during the period of their study could not have their money refunded to them.

The failure in refunding the caution fees to students by the authority prompted students to destroy the properties wilfully before and after graduation It also has been noted that shortage of facilities is a major problem to facilities utilization, this is because when a particular facility is serving more than the required specification, its usage becomes a problem. When this takes place, the facility can be compared to a vehicle carrying overload and unable to function properly. Maduagwu and Nwogu (2021) opined that users of educational facilities should be made to see and regard them as their own property and not as public property that belong to no one and therefore should be destroyed. If this type of personal attitude or culture is inculcated into the students and bother users of the facilities, it will likely prevent the facilities from being destroyed. Furthermore, it has been argued that where official instructions and group guidance could not help, corresponding punishment can be employed to serve as a deterrent to others.

With regard to the importance of utilization of physical facilities in learning environment; Shodimu (2019) gave his consent that utilization of facilities helps learners to have direct experience as the measuring of what is being learned up with action, at the time school children acquire new skill and knowledge. Therefore, the governments (Federal, State and Local) should collaborate to educational facilities for the students in tertiary institutions. If resources provided, they will not be there for utilization to achieve desired goals. It is no doubt therefore that proper utilization of educational facilities enhances achievement.

Farombi (2021) identified some of the ben utilizing educational facilities to include the following:

- They help the child to learn more easily.
- They make lessons more practical and realistic.
- They appeal more to the sense than the child can have in one lesson period.

- They arouse curiosity in the child and consequently generate interest in the lesson by providing opportunity for change from listening to seeing handling thereby preventing monotony.
- For Ebong (2019) the utilization of physical facilities in the education system includes the following:
- Space utilization which compares with a theoretical capacity time.
 - Rate utilization which involves the number of hours a facility is used within a period to achieve a desired goal (period of availability for use).
 - Total utilization which involves the summation of the rate of use of a given facility within a given specific time.
 - Over utilization means actual usage of a facility over and above its normal times duration while underutilization is when a facility is used below its allocated time duration and capacity.
 - Optimum utilization connotes facilities being used within the stipulated time period and at the expected capacity to give the expected returns.

From the foregoing, it is possible to use facilities for varying time periods and capacity. There may be time when the specified period for a given facilities would not be fully utilized referred to as underutilization, while at other times the specified time and strength of a given facilities may be over used referred to as over utilization. However, the expected kind of resource usage is the optimum type whereby the expected period and capacity are fully maximized to reach the expected destination (goal achievement) in the education sector. According to Portland, Public school building and other facilities are multi-purpose because both the school and the host community collectively make use of school plant facilities. That is done in order to achieve a balance between promoting school-based community programs and activities whereby the value added to educational achievement and community building is acknowledged.

According to Ndu (2019) that will help to place economic value on the use of educational facilities; moreover, Portland on Public schools and her facilities utilization reports state as follows. Oppaga (2019), community use of building deals with making renting/leasing procedures and rate more consistent. Current policies are unclear and different services rendered and leaseholders are charged different amounts. Policies do not currently exist which deals with where the balance should be between making school space available to public groups and maximizing revenues.

The following reveals that it is not only the school that uses its facilities; the public also get involved in the utilization of school physical facilities. By that the school expects to receive some revenues from the renting or leasing of such facilities. However, there have not been clear policies relating to this that have been put in place, but it is expected that there would be a balance between schools' available space for the public and the incoming revenue maximization. Ebong (2019) agreed with that statement and commented that utilization of plants facilities in schools largely depend on their need and rate of usage. It is those factors of need and usage rate that interact to manifest in their effectiveness. The foregoing source also noted that enrolment relates to the effectiveness of facilities utilization. Thus, increase in enrolment is known to put pressure on available resources while decrease in the same makes facilities to be underutilized.

School plant facilities when utilized properly have various contributions to make in the life of students and the educational system including such benefits that can be enjoyed by generations unborn. For that to be achieved, proper planning must be integral in the utilization of school physical facilities.

Factors Militating Against Provision of School Resources

The factors militate against the adequate provision of school material resources;

- **Funds:** Ocho (2021) observed that "to create suitable environment for teaching and learning and produce the materials and equipment for teaching, financial outlay is a necessity". Ukeje (2019) stated that "the centrality of financial provision' in the advancement of educational objectives cannot be argued". Money is pivotal in the purchasing of instructional materials and the provision of standard school plant. The extent funds are adequately mobilized and managed help in stabilizing school activities.
- **Inaccurate Data on Teaching Resources:** Having authentic data of learning resources is very important. It helps in good decision making and planning which are necessary in

achieving school goals. Adequate records are hardly provided on staff and students nominal toll and available facilities. Lack of accurate data affects school resource administration.

- **Poor Maintenance Culture:** It has been observed that facilities and instructional materials are not properly maintained in the secondary schools. According to Adedeji, Olaniyan and Owoye (2019), "some administrators prefer building new classrooms to maintaining the old ones". Chairs, tables and laboratory materials are wasted. Instructional materials and books are allowed to deteriorate with the intention of replacing them with new ones. This is not the best. Proper maintenance culture should be imbibed especially in this era of dwindling resources.
- **Utilization, Maintenance and Administration Policy:** Policy shows guidelines on things to be done. It directs the school administrators. According to Ehiamezor (2021) "in Nigeria, there has not been adequate policies on the provision of learning materials". This implies interlaid, that lack of policy on utilization, maintenance and administration of learning resources affect the achievement of educational goals and objectives.
- **Capacity Building:** Knowledge is dynamic and has expanded greatly in recent times. According to Nwokoro (2021), "most teachers are unable to update their knowledge through exposure to seminars. They do not have access to current journals, textbooks and internet facilities". These teachers depend on their outdated books and lesson notes. Poor exposure to workshops or capacity building programmes affects teachers' performance especially in the administration and utilization of modern instructional resources. For instance, in this 21st century, every teacher needs to be computer literate in order to enhance his/her effectiveness.
- **Shortage of Teachers:** Adequate number of teachers to manage and use instructional resources is very critical in secondary schools. Lack of instructors affects effective usage of school assets. Inadequacy of teachers results to poor utilization of available materials. For instance, Mathematics, which is one of the core and compulsory subjects in schools, has shortage of teachers. Nwokoro (2021), rightly observed that in Abia State, the total numbers of secondary schools were 189 and the total number of qualified Mathematics teachers were 170. This simply means that Mathematics teachers were not enough for the teaching and learning of the subject. Obviously, administration and utilization of teaching resources in this subject becomes difficult.

Management Indices of Effective School Management

Environment: Good working environment will motivate staff to perform effectively in order to achieve desired set goals for schools or other organizations outside the school. Most schools in Nigeria especially the public schools working environment have nothing to write home about. Environment where teaching and learning takes place should be noise free, clean, attractive, good-looking buildings, charming, regular maintenance of buildings, car parks, and gardens are needed in such school environment. Trees should be planted around the school environment to prevent / avoid erosion from damaging buildings and other properties mostly in erosion prone environment. Well planned waste disposal management system should be introduced in schools to avoid dirty environment for the health of the school community. This can be achieved and implemented by the efficiency of Directors of Works in schools. In view of these, Maduagwu and Nwogu (2021) ascertain that human beings are generally attracted by beauty. Beautiful school environments have good psychological implication on the learners. Hence good care must be taken to design and plan our environment to obtain optimal performance.

If staff, students, and other employees face workplace risks, such as, slippery floor, flood, chemical hazard, especially those in the laboratory, hazard from the system unit as a result of sorting for materials to equip student's knowledge and research, manual accidents from handling of things in schools. Teachers will face high level of stress, depression, and other physical illness, which will result in low performance in the educational set goals of the organization. The quality of environment of schools determines the standard of academic activities. In view of this, Abraham

and Asodike (2019), stated that, schools should have good linages, and clean surroundings in order to promote good health.

Accommodation: Accommodation is a very vital one for staff in achieving set – goals in education in Nigeria. Adequate provision of housing and offices is a serious matter for staff in most schools or institutions in Nigeria and beyond, accommodation is one of the most important services desired by staff in order to achieve positive and higher performance at work. No institution can provide accommodation for all its workforce / staff on campus due to obvious reason. This might affect the performance required from staff in our school system in Nigeria.

Transportation: Nwogu (2019) stated that the provision of effective free bus services by all the state will be effective strategy for mass mobilization of all pupil and students of Universal Basic Education (UBE). The provision of transport services is a prerequisite to national economy and also to our educational sector. This may enhance movement of staff and students especially inter-campus "transportation amongst staff and students to ease up movement within the campus: campuses which is a major problem to some institutions in Nigeria. All school management should ensure policy evolving campus taxi scheme and bus system, managed by the schools for proper transportation services.

Communication: Communication is a vital tool for effective planning in the educational setting that enhances teaching and learning in schools. There are some gadgets I facilities that could be communicated with in the school system, such as, me telephone, e-mail services and postal services. Nwafor (2018) ascertain mat computer could be used for organization of information, progress monitoring, enhancement of planning and improvement of communication in the school system. Where there are communication facilities in a school system, staff and students are empowered effectively in this age of new technology information. In lew of this, Abraham and Asodike (2019) stated that, "schools should have adequate communication gadgets to be able to communicate effectively within and outside the environment". Schools that do not have communication facilities, is raced with gap in teaching and learning. Communication facilities are needed in schools for making quality educational materials for teaching and research.

In-Service Training: This is a training one acquires to upgrade his or her professional qualification while doing the job. Uche (2019) ascertain that in the early sixties standard six pupils were employed to teach in schools and were exposed to series of training while doing the job. In-service training can be obtained from evening programs, part-time or sandwich programs. Lecturers upgrade themselves by publications and acquired higher certificates for promotion a higher level. In-service training improved workers performance on the job in school organization. In Nigeria setting, staff are not encouraged to obtain this opportunity (training while on the job), they are in some cases discourage by high rate of fee while some administrators do not oblige their subordinates the opportunities that will enable them to update themselves. When the staff is not empowered the system suffers.

Workshop and Seminars: Experts and experienced personnel (staff) in a particular field are organized to teach the junior workers during seminars on how to do the job for higher input and output in that field. Staff in schools can learn a lot from workshops and seminars where new ideas and new technologies are being discussed and used. In this view, Uche (2019) stated that, most school principals, head teachers, and other staff were trained in workshops and seminars during 6-3-3-4 system of education, when the subject "Introductory Technology" was introduced. No doubt, such workshops and seminars improved staff performance and acquaint them with new trends in the educational system thereby developing them in their area of specialization. If management fails to do their work by sending their worker to workshops and seminars for staff development, work performance will not be enhanced. The intent and responsibility of the school management should

be to encourage and provide for professional growth of its staff.

Safety and Health in School: Provision of adequate safety and healthy school is very important to staff and students in school organization. The provision of safety and health in school should not be left for school management alone, it should be a combine effort of the staff and entire communities to provide health and safety environment, but school management should ensure efficient health services in wools, availability of material like, drags, equipment and safe environment for effective running of the school. There is a saying that: health is wealth. Healthy and safe staff in school will definitely perform her best to the organization for better output. Provision has to be made for all these in our school system in Nigeria.

Facilities: The provision of adequate facilities in schools, are essential requirements for effective and efficient performance of staff in an organization. Achieving institutional missions and goals, of education, adequate facilities have to be put in place. Reasonable academic activities may not occur where the right number and qualities of facilities are lacking (Ololube & Egbezor, 2019).

This implies that for education to achieve its aims education must be based on solid ground and all facilities and resources needed for improving educational programs must be provided. Facilities in schools include, school buildings, space, office equipment, laboratory equipment, fans in offices, instructional materials, workshops, libraries, information technology systems utilities, to mention but a few. These facilities are needed to improve the delivery of education to students will result in high quality performance, and implementation of policies on effective facilities management is also required for high quality performance in education setting. Failure of government to provide adequate facilities to schools in Nigeria will result in poor productivity and staff not giving out their best and that might result in poor output of students. Therefore, it is important for government to increase allocation of resources to school and put in place policies needed and ensure supply of adequate facilities for quality educational system.

Recreational Facilities: The provision of recreational facilities is an important aspect for physical and mental development of staff in an organization. In organization setting, there are three "un-dimensional concepts" the job, the man to do the job, and the social setting, where the job is to be done. These three elements should function together for the achievement of goals of the organizations

Okorie and Uche (2004) in Uche (2021) stated that, the man to do the job must be physically, mentally, emotionally and spiritually stable to be able to effectively perform any duty assigned to him. There is need for adequate provision of sport facilities, like playing ground (there should be enough space for this), encouraging staff to join club and partake in games like football, and lawn tennis. There should be annual inter-departmental staff soccer competition in higher institution, for physical fitness and good health for effective performance in doing their job in schools.

Health and Safety Services in Schools: As parts of an organization staff services, health and safety have to be adequately provided, based on their relevance in both organizational and individual life. This is because, according to Nwachukwu, (2021), health and safety are stressed because of their accruing benefit in the work environment. Nwachukwu (2021) opined that, the provision of health/safety is the responsibility of both the Operative Manager and Human Resource Manager, working together. These managers may equally work as supervisors in coordinating health/safety activities. This, essentially is necessary in producing and maintaining standard safe working and healthy workforce. The provision of health and safety in the school organization requires typical division between Human Resource (HR Unit and Manager's responsibilities.

CONCLUSION

The study examined the Utilization of resource provision on effective management of schools. The availability or non-availability of resources and the learning environment affects the value of

education learners receive. Facilities management is a means to an end in that it provides the right teaching and learning environment. The basic aim of the school is to create relatively permanent changes in the behaviour of children through organized instructional activities; the attainment of this objective is therefore a yardstick for measuring administrative effectiveness. There is need for organizations to have competitive advantage, to be ahead of others. One way of achieving this, is having functional facilities on ground. This stimulates and motivates workers. Students and parents are naturally attracted to such schools. A sure way of having functional resources/facilities in schools is through facilities management. A routine check on facilities ensures that proper maintenance is done as at when required. This provides the most suitable teaching and learning conditions for teachers to deliver student's satisfaction. This in the long run, enhances the school's core business, effectiveness and efficiency thereby placing it top on the list.

RECOMMENDATIONS

The followings are recommendations were made:

- Government should always initiate policies that will encourage and promote the provision of material resources for educational purposes.
- Parents, private sectors, and educational stakeholders should be involved by making contributions to the provision of educational resources, which eventually enhance students' performance.
- Adequate material resources should be made available in secondary schools to enable effective teaching and learning.

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