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# **SOCIETY, HUMAN RESOURCES MANAGEMENT AND TECHNOLOGY: THE NEXUS IN THE SCHOOL SYSTEM**

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**DR. H. UDOM ANIEFIOK**

*Department of Educational Foundation and Management,  
Federal College of Education (Tech), Bichi  
Kano State*

**MULIKA L. DODO**

*Department of Educational Foundation and Management,  
Federal College of Education (Tech), Bichi  
Kano State*

**EMEM E. OKONO**

*Department of Educational Foundation and Management,  
Federal College of Education (Tech), Bichi  
Kano State*

## **Abstract**

*The world today is one driven by technological development and purposeful inventions. It is one of serious and varied dimensions of creativity, recreation and push for an ever continued capacity building for man's advantage and advancement. In the light of this, the world society of this generation, has to be in constant touch with knowledge economy that must impact on the citizens to a high degree by human resources management effort to avoid waste and decay in the nations. Human resources management is conceived as a touch-stone to productive engagements in the socio-cultural and political institutions. Without technology-driven human resources management approaches, it is seriously feared that, as a world polity, nations may not achieve greater heights of their political and educational ambitions. The paper proffers far-reaching panacea for a high level nexus in technology and human capacity management. Such panacea include: (a) access to information technology in human resources perspectives (b) wider research efforts on human resources management technology; (c) higher level training of personnel in human resources management; (d) improved sponsorship to national and international workshops and conferences on human resources management (e) sensitization programmes at local levels on management of human resources, (f) Connecting schools to higher level technology in management of human resources in the school system.*

Society, human resources management and technology make a topic of great interest and touch. Human beings make the society that the technology age is fast and greatly influencing. So in the language of modernity, society cannot be separated from

technological touch. Hypothetically therefore, technology now drives the society where human beings have to be skillfully managed to keep the society on.

Human capacity development goes with human resources management and to achieve this, greater technological devices should be used. In other words society, be it local, national and international must be connected to serious technologisation for gainful impact on the society. In essence, to manage societies excellently, nations, especially the Sub-Sahara African nations must marry human resources development and management closely to technology. This is the way out to higher level national and international development and prosperity. It is the nexus; the high level needed connection of society, human resources management to technology. When this level is reached, societies local and national shall be closely connected one to another for knowledge economy and technological benefits.

### **Paper Thrust**

This paper posits that the development and prosperity of societies is predicated on human capacity management powered by serious connection to technology. Society, man-power and technology are related and development of technologies invigorate human capacity building that could manage national and international societies better. Thus, there is serious necessity to have the three perspectives connected and driven together.

### **Definitions**

For the purpose of this work, the following words or phrases are defined or explained.

- a. Society- an entity made up of geo-politico and socio-cultural peculiarities including people, language, land, natural endowments and ideology.
- b. Human resources- For this paper, this is limited to school society. It is the creation of and endowment in man-power, competence and capacity in human ability and effort to generate prospects and enhancement for the society. For this paper, the school system is the focus.
- c. Management- skill and ability to gather and organize human resources together to achieve set goals in the school setting.
- d. Technology-this is an invention powered by electricity generation or solar energy as applied to the school system.
- e. Nexus – the oxford advanced learners dictionary and Longman dictionary of contemporary English define nexus as a network of connections or services between people, things, ideas, societies and institutions. For this paper, it is connection between the school system, human resources management and technology

### **Literature on Human Resources Management and Technology**

Writing as he did, Lewis (1965) noted that Nigeria does not lack in the ingredients needed for industrial development but in investment, capital and skilled

human experience and that power generating capacity was low. Lewis had a glimpse of defects in the proper management of the Nigerian society of his time. It might appear that this literature is archaic but it is good to note that forty-nine (49) years after, the level of power generation in Nigeria is just average and skilled human capacity is low in the school system.

In the school system human resources consist of teaching and non-teaching staff, support staff, consultants, resource persons and students. Olagboye (2004) noted that these resources together with their abilities, knowledge and skills, make the key resources in the school system and their management requires specialized skills techniques and procedures. According to him, this is personnel management or function. He stated that human resources management is that aspect of the management process that deals with the policies, procedures and practices which govern the recruitment, selection, training, promotion, compensation, and working conditions of the people in an organization; in this case, the school system. Be this as it may, there is an oversight in this proposition, as students' aspect is left unmentioned. Students make part of the human resources and should be considered in the management process through admission and student affairs units. At any rate, it is important on a general note to observe that the writer touched a very critical and central area that cannot be avoided in making school goals to be properly achieved, that is the human resources management aspect.

Besong, Fan, Ada, Adalikwu (2009) posited that human resources management is the source of creativity, placing or positioning human beings able enough to revamp decaying inventions. They harped that human beings should be educated, trained and made resourceful to contribute their quota to the development of their society. For the school system, this affects teaching, research and scholarship and would lead to staff development, generation and dissemination of knowledge which could in part, sustain the system. Their contribution is also supported by the survey study of Adebayo (2009) on management strategies and challenges of new ventures for self-dependency in Ekiti State, Nigeria. Self venture was his target in place of government job, which may not be forth-coming. Thus, human resources management should challenge workers and students to be self-reliant and supportive.

A serious criticism is observed in the work of Irimiya (2011) in Social Studies education, Social Studies is assigned to history, economics and geography teacher to teach in schools as nowadays. The writer frowns at this noting that such is the single approach in teaching the content of Social Studies rather than the integrated approach. This could identify defect in application of human competence and capacity in the wrong direction leading to either inadequate use or waste of human resources. This then suggests that management of human resources should be directional and tangential to needs rather than otherwise. This also may not support the National minimum standard of the National Commission for Colleges of Education (NCCE). The use of human

resources should emphasize creativity and functionality in the right subject area and training.

Conducting a research on resources management for creativity in Early Childhood Education centers in Anambra State, Nigeria, Agu, Anyikwa, Olibie (2009) discovered that the quantity of teachers, assistants and cleaners were inadequate in government and private centers, not meeting the stipulated teacher: pupil ratio. In addition, majority of childhood educators did not have more than five (5) years qualification as Early Childhood Education Teachers. Worst still, many of them had reached the last stage of their career. This looks very empathic because such caliber of teachers would not help in fostering creativity in children. This is a wrong and sad event in human resources management and is something for school Managers to note and check against. This is possible in all other levels of the school system.

### **Technology**

The world is driven mostly by technology today. The school systems are in touch with it equally. The united Nation's Declaration (2005) on Millennium Development Goals (MDGS) as steps to alleviate the problems of mankind by year 2015, provides in its eight (8) points agenda for development of global partnership for development and adopting ICT. On a critical assessment, this hinges on technology. Global partnership cannot thrive without appropriate technology.

Global partnership for development requires high-level technology. On the local scene, for one, admission of students is done online. This is through electronic medium which is technology-driven. Registration of new entrants into higher institutions is done online. So information and Communication Technology (ICT) has become the order of the day.

Jimoh and Salawu (2010) posited that no modern economy could be sustained today without adequate and pervasive ICT infrastructures. Writing on Management of Open Educational Resources (OER) for Professional teacher development and sustainability, Udom (2012) asserted that OER could work the best in schools through the use of ICT which is Technology- driven and powered. Such includes electronic machines, ultra- modern libraries, audio- visual aids, soft wares and content modules. More principally, OER with technology backing facilitates knowledge acquisition, knowledge economy and aims at connecting children, youths and adults as well as educators from all over the world for a free access to learning and scholarship.

In Nigeria, there is National Policy on Science and Technology. Writing as they did, Ugodulunwa and Ihemegbulem (1999) asserted that science and technology are the bed rock on which every country anchors her development because the duo provide avenues for harnessing and utilizing resources for national development. This could apply as well to technology that could effectively impact human resources management for efficient productivity. Thus society (school system), human resources

management and technology could be articulately connected together for fast and gainful management of the school system in any economy. Perhaps Ayeni, Isah, Erwat, Ileuma (2009) put it more expressly precisely that scientific inventions (technology) require collaboration (sharing) in various fields; contending that one of the challenges of inventions (innovations) in the 21<sup>st</sup> century is poor Sectoral collaboration. In this direction Erwat, Isah, Fabunmi (2009) are in agreement that research efforts (inventions) have a wide range of applicability when there is collaboration from different fields. They assert that the 21<sup>st</sup> century requires professional collaborations via mergers for maximum efficiency.

### **Management and Technology**

This section seeks to emphasize partnership or collaboration as a pivot for repositioning human resources management and technology. In this consideration, it is postulated that infusion of a good degree of technology into the management effort by school administrators shall help to extensively facilitate the use of human resources in schools to achieve educational and academic purposes or objectives better. The teachers, the non-teaching staff and the students require and have need of improved level of technology application in the day-to-day activities in the school system. There is great emphasis in Nigeria today on collaboration between government and the private sector for Nigeria's economy to grow towards realizing vision 2020.

Udom (2009) recommended amongst others that government should partner with the communities for ability to open doors (access) of education to the rural populace effectively. In academics today there is the saying that co-authorship should be encouraged in publication. This is to say that two heads are better than one. This is partnership or collaboration.

For Nigeria to make vision 2020 the journey must start from the school system where teaching, learning and research occur. Teachers, non-teaching staff and students require technological devices to do with in order to improve knowledge and research efforts. Manual teaching and learning now need to be collaborated with scientific and technological efforts for superior minds to be cultivated. Knowledge economy and Nigeria becoming one of the world's twenty Economics cannot be with manual teaching and learning only.

Technology is power. That is why electricity is needed always. Assorted computers are needed in the schools for staff and students to use in teaching and learning. Machines, technologised laboratories and workshops are needed to improve academy work. Increased effort is needed also to cultivate and grow information and communication technologies for e-mailing, online and internet activities in schools.

With these, one notices that partnership is far better as in this subject under discussion. Growth of a wide range of technologies in the school system could make for advanced effort, knowledge economy and transformation in learning and

scholarship. Thus schools, through the managements (school administrators) should go technological.

### **Advantages of Technology Application in Management of Human Resources in Schools**

- Application of technology in management of Human resources in schools can revive and improve teaching and learning. This is why, technology devices should be put in place in the schools.
- It eases the effort of teachers and students, making them to achieve better in their duties and performance.
- The use of technology encourages and promotes individual studies among students and keeps them focused.
- With the use of technology, team work is encouraged and cooperative and collaborative learning is promoted.
- The use of technology in schools encourages hard work and increases productivity.
- It keeps the school busy, and reduces laziness.
- Kindles knowledge, skills and experience: These promote better learning among staffs and students when keenly cultivated.
- It is hoped that employing different types and levels of technology in schools shall make teaching and learning highly interesting and beautiful.
- The use of technological devices enhances and empowers creativity as well as encourage self reliance.
- It technologies the system, placing school life for advancements and more greatness.
- It enhances both competitive and cooperative learning and scholarship among staff and students.
- It shapes the schools for local and international networking for knowledge economy.
- It helps the schools to make advantageous contributions to national development and growth.

### **Conclusion**

Society (School Society), human resources management and technology could be regarded as a tree with parts. These parts should be put together and used to collaboratively and cooperatively influence the school systems for better performance and results. Therefore the kernel of this paper hinges on provision and use of technology in the management effort in schools for efficient use of staff and students to enhance and deliver individual and national goals.

### **Suggestions**

Education is investment so is teaching and learning. For school managements to actually succeed in human resources management with the use of technology, the following suggestions are advanced.

- School managements should create more access to information and communication technology especially in human resources management needs.;
- More room for technology-based research efforts on human resources management should be created;
- School management should invigorate effort for a higher level training and re-training for academic leadership in personnel management, especially with the Nigerian Institute of Management (NIM) and in higher degrees in Educational Management, or Administration and Planning.
- More opportunities should be created by school managements to sponsor staffers to local, national and international workshops and conferences on human resources management;
- Departmental and faculty sensitization programme of activities should be encouraged on utilization and management of human resources;
- Serious commitment in connecting school systems to higher level technology as touching human resources management should be made and promoted from time to time by school managements.

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