

Research Article

Role of Education Research in Human Resource Management and Development in Department of Educational Foundations, ESUT

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ABSTRACT: The purpose of the study is to determine the role of Educational Research in Human Resource Management/Development in ESUT Department of Educational Foundations in Enugu State. The study was a survey research in which the quantitative data were collected through a 22 – item questionnaire titled role of educational Research in Human Resource Management/Development (RERHRMD). This was administered on a population of 160 respondents made up of lecturers and post graduate students. The data were analyzed using mean, standard deviation and t – test statistics on a modified 4 – point rating scale. Findings of the study revealed among others that research in education enhances development of staff personnel, through the research guidelines for recruitment; it also helps in the improvement of educational policy and practices. At the same time it plays an important role on the management and development of the student personnel. The study recommended that research in education should be emphasized for both lecturers and post graduate students.

Keywords: Educational Research, Staff Personnel, Student Personnel, Human Resources, Management, Development.

I. INTRODUCTION

Education is a medium used to liberate human being from ignorance. It develops people talent. Education is an instrument per excellence for effective national development. Education is the highest investment a nation can undertake to enhance all aspect of development including human resources. While educational research aimed at enhancing the outcome of education. In the words of [1] it is regarded as research conducted with the aim of improving educational policy and practices. For the purpose of clarity, [2] stated that the findings of educational research can be used to improve the professional development of teachers in the performance of their educational practices. In attempt to establish the full meaning of educational research [3] stated that educational research, as research concerning teaching and learning, conducted by researchers working in educational organizations in order to foster educational achievement. Research in education is undertaken with the intension of contributing to the enhancement of practitioners' self knowledge, enabling them to evaluate and construct their instrument as an educational practice in a rational and reflective way [4]

From the above definitions, one is tempted to believe that there are various scholars in the field of educational research and as such there are numerous definitions of educational research. However, there are common denominators that are involved in the above definitions.

1. Contributing to the enhancement of practitioner self knowledge.
2. Contribution to the teaching and learning.

[1] and other scholars, as seen in [2] most seem to agree that the purpose of this kind of research is to promote teaching and learning processes for school improvement. Educational research is a form of social research, conducted in the field of education. Thus, in order to judge a piece of educational research, one needs to follow general criteria set by social researchers. [5] opined that, to evaluate a social study, one need to focus on fire main areas of research namely – the set up of the research, the design of the study, the quality of the data, the findings and conclusion, and the presentation of the research.

Apart from the general criteria of social research as above, a good piece of educational research should also pay serious attention to ethical issues. [6] in [2] recommends that, when conducting research, researchers are obliged to make research beneficial to its participants. Research in education, considered as ethical, should also help develop a society's knowledge base to do so, it must be trust worthy and of desired quality, because failing to meet these criteria will result in wasting resources and labours of researchers and other participants which then is unethical [7], [8]. Essentially, if findings of poor quality research are applied, they may exert adverse influence upon the development of the younger generations. Therefore, ethical educational studies must be those that care of all the human resources (both participants and users benefit). It should contribute to individual as well as social betterment [9].

An acceptable educational research should use multiple methods to investigate complex educational research problems. It encourages the research to investigate the problem from different viewpoints. In so doing, it allow the researcher to gain more comprehensive understanding of the research problem [10], [11]. Efficient educational research should demonstrate that it largely meets the requirements of good studies, provide it's intended users with short – term or long – term benefits, helping them tackle an uncertain future [12]

Questions about the nature of the impact of research on education are typified in the following: How much difference has research made in the character of organized education? Which aspects of education have been especially influenced by research, and which have been only slightly affected? Are the changes resulting from research desirable?

Many writers have presented thorough and detailed reviews of the extent and the kind of changes which research has wrought;

- ✓ Comparing learning under modern and under traditional educational methods. Since modern education has been created in part, from the findings of research, careful comparisons of pupil achievements under traditional and under modern educational practices may provide a measure of the impact of research upon improvement of learning.

Although there is no clear answer to the unknowns regarding the knowledge and the full development of achievements indicators in basic skills of a degree comparing learning result under traditional and under modern instructional practice, Williams Van till, on his paper "Research affecting education, provide an impressive array of accumulated evidence favourable to modern education [13]. This evidence presents the most convincing testimony of the impact of research, because it supports the conviction that research has been beneficial in a fundamental way. It is reassuring, for example, in respect to the contributions of educational research and to the quality of modern educational practices, to learn that pupils in modern schools are able to surpass pupils in the schools of a century ago, on identical tests, and in spite of the selective character of the school population then as compared to the present.

A complete catalogue of educational changes attributable, to researches probably impossible to prepare, both because research is so woven into the total fabric of education, and because the process by which research creates modification is often extremely subtle.

In order to present a systematic review of changes in educational list of advances in education based on research, is presented from the writings of Herbert S. Conrad, chief of Research and Statistical standards of the US office of Education:

1. Adaptations of education to individual differences of pupil.
2. Reduction of emphasis on the doctrine of "formal discipline", often described as the view that "a hard subject, unrelated to the child's interest and unpleasantly taught, will stiffen the child's moral fiber and produce a love of learning".
3. Diversification of the curriculum.
4. Improvements in teaching methods and teaching aids.
5. Improvements in methods of educational research, itself.

The goodness of changes ought not to be taken for granted, and opinions may differ respecting the desirability of changes which have resulted from, or may in the future result from, research. In general, educators in the United States and of other democratic nations may well regard advances resulting from research as one of the glorious conditions of our way of life. Freedoms to do research and to apply research are part of that rational approach to problem – solving which should

characterize democracy. Changes which result from comprehensive and sound research should be welcomed ardently by the democratic nations.

1.1 Benefits of Educational Research

Educational research primarily focuses on experimentation to gain awareness on a specific topic. Although teachings deal with specifics, research is often a preliminary stage for further study. The following are some benefits of educational research, as stated by [2].

a) Information action

Educational research is primarily intended to inform practice or action. So, your research should aim to produce highly quality results that complement the entire study. In other words, you should ensure your study bears applicable findings with implications beyond the scope of study. Moreover, your research should have inferences for project and policy implementation.

b) Solve existing problems

Research helps to solve existing problems and challenges, research that is expected to solve a specific issue that requires urgency will receive a large audience. On the other hand, we must understand the role of research, in decision making. Most people often make hasty verdicts without dedicating their time to find tangible information to help their findings.

c) Research and decision making

Educational research requires effort, time, and sometimes capital to ensure all the evidence is in sound decision. In other words, research necessities decision making from all the participants involved to ensure the evidence settled in reliable. It is therefore essential to consider the consequences or risks of verdict with insufficient evidence.

d) In-depth analysis

Research gives student the opportunity to pursue a study on a subject of interest. In-depth study is the sure way of providing reliable results that must be backed by tangible evidence.

Human resources are the most essential of all the resources for development because with it if well managed; all other resources can be substantially harnesses. Human resource in any institution of learning includes all the staff and student personnel in an institution. The term used here refers to the human assets in an organization whose performance increases the overall organizational success. The greatest tool for human resource development is education. This is because education comprises of all the processes by which a person acquires knowledge and skills to live in the society. [14] stated that education is a tool with which people, using the human ability to respond to and interact with the environment, pass on from generation to generation, those aspect of their culture and values which they consider worthwhile.

[15] defined human resource development and the process of increasing the knowledge, the skills and the capacity of all the people in the society for promoting its economic, political and social growth. The management of human resources in the school is the ability of the leader to coordinate the activities of both the staff personnel and student personnel in the school especially as regards to students personnel. [16] places great emphasis on services rendered to students, because the school is built to cater for the interest of the student.

The Federal Republic of Nigeria [17] articulated on the role of education in attaining the national objectives of a free and democratic society, and a just and egalitarian society. Section 8 of the Nigeria's national Policy was dedicated to tertiary

education. It is at this level that enough research in education which the researchers speculate might contribute not only to national development but to the development of human resources. It is against this background that the research was challenges to investigate on the role of educational research on human resource management, in the department of Educational Foundations.

1.2 Purpose of the Study

The main purpose of this study is to identify the role of educational research on human resource management. Specifically;

- a) To investigate on the extent of the role of educational research on staff personnel management.
- b) To examine on the extent of the role of educational research on student personnel management.

1.3 Research Questions

1. What is the role of educational research on staff personnel management/Development?
2. What is the role of educational research on student's personnel management/development?

1.4 Research hypotheses

1. There is no significant difference on the mean perception score of male and female lecturers on role of educational research on staff personnel management.
2. There is no significant difference on the mean perception score of male and female faculty of education lecturers on the role of educational research on student personnel management.

1.5 Scope of the study

The study in terms of content is on the role of educational research on human resources development as perceived by ESUT Department of Educational Foundation lecturers and post graduate students.

II. METHODOLOGY

Descriptive survey was employed to collect data that help to identify the role of educational research on human resource management in ESUT Department of Educational foundation in Nigeria. Descriptive survey is one which groups of people or items are studied by collecting and analyzing data from those considered being representatives of the entire group.

The population of the study consisted all the lecturers in the department of educational foundation Enugu State University of Science and technology, Enugu state Nigeria. Department of Educational foundations with 42 numbers of lecturers, and 124 post graduate students. Since the entire population of 166 is not too large, the researcher decided to carry the whole population of 166 no sampling was done.

The instrument for data collection was 22 item questionnaires on the role of educational research in human resource development as perceived by ESUT Faculty of Education lecturers (RERHRD). Two experts in Educational management and one expert in measurement and evaluation validated the instrument. To determine the reliability coefficient of the instrument, 0.83 and 84 for the cluster while the overall is 0.83 was obtained using Cronbach alpha method. The instrument was a four – point scale ranging from Strongly Agreed (SA) – 4 points to Strongly Disagree (SD) – 1 point.

The researcher engaged the services of two research assistants who were trained on how to administer and retrieve the instrument from the respondents in each of the four programmes in the department of education. Out of 166 copies of questionnaires distributed 160 copies were retrieved, thereby giving 96.39 percent.

After collating the scores, mean ($\bar{X}$) and standard deviation (SD) were used in answering the research questions. T – test were used to test the null hypotheses to establish the significant difference between the mean perception scores of male and female lecturers and post graduates, in respect to the role of research in education on human resource development in ESUT Department of educational foundation, Nigeria. For decision – making 2.50 was used as benchmark, any item with a score of 2.50 and above was regarded as positive whereas those with a score less than 250 was said to be negative. For the null hypotheses, if the t – calculated is greater than the t – critical, the null hypothesis is rejected whereas the reverse means that the null hypothesis is not rejected.

III. RESULTS

In answering the research question above, the items on TABLE 1 below were considered.

Table 1: Mean ($\bar{X}$) and Standard Deviation (SD) of the Respondents on the Role of Educational Research on Staff Personnel Management.

S/N	Item statements No = 160	Lecturers No = 40			Post graduates No = 120		
		$\bar{X}$ Mean	SD	Decision	$\bar{X}$	SD	Decision
1	Research helps learning the recruitment guideline of qualified staff	2.02	0.91	Agreed	3.16	0.86	Agreed
2	Through research administrator learn areas of improvement of staff personnel using supervision	2.52	1.12	Agreed	2.69	1.13	Agreed
3.	Know how to give induction/orientation to new staff.	3.00	0.96	Agreed	3.05	0.45	Agreed
4	Research involves in helping the staff to understand the major demands of his job	3.10	0.84	Agreed	2.58	0.88	Agreed
5	Through research they learn leadership techniques and procedures designed to maximize and improve lecturers role performance	2.58	1.19	Agreed	2.80	1.10	Agreed
6	From research learning of the appropriate instructional materials to be used in teaching is enhanced.	3.02	1.00	Agreed	2.47	1.05	Disagreed

7	Research enhances staff attendance to conferences and workshops.	2.92	1.00	Agreed	2.93	0.95	Agreed
8	From research lecturers learn innovations in their area of specialization	2.75	1.01	Agreed	2.63	1.24	Agreed
9	From research lecturers learn how to assess learning outcome.	2.58	1.03	Agreed	2.87	1.03	Agreed
10	From research, lecturers learn how to plan developmental programmes which enhances productivity.	2.72	0.88	Agreed	2.99	1.02	Agreed
11	Information gotten from research, lecturers learn how to document the activities of the system such record assist in resolving personnel problem	3.02	0.97	Agreed	2.57	1.06	Agreed
	Grand mean	2.76	0.99	Agreed	2.79	0.98	Agreed

Result on TABLE 1 above show that respondents agreed on 10 items that research in education contribute in the management of staff personnel. There means that ranges from 2.52 to 3.02 including the grand mean were above the benchmark of 2.50. on the other hand items 1 for lecturers and item 6 for post graduate students have means below 2.50 which means that they disagree in those aspect that the items do not contribute to management of staff personnel. Therefore since majority including the grand mean were above the benchmark 2.5 educational research plays an important role in the management of staff personnel.

Table 2: Mean ($\bar{X}$) and Standard Deviation (SD) of the Respondents on the Role of Educational Research on Student Personnel Management

S/N	Item statements No = 160	Lecturers No = 40			Post graduates No = 120		
		$\bar{X}$ Mean	SD	Decision	$\bar{X}$	SD	Decision
12	Research in education aids the administrator and other staff on how to provide for effective student personnel administration.	3.05	0.68	Agreed	2.88	0.96	agreed
13	Providing knowledge on how to improve school services for students	3.62	0.87	Agreed	2.80	1.12	Agreed
14	From research they learn how to appreciate and understand today's	2.75	0.88	Agreed	2.88	0.96	Agreed

	students						
15	Involving students in making decisions through student union	2.65	1.16	Agreed	2.39	1.10	Disagreed
16	Learning innovations on involvement and improvement of the instructional programmes	2.55	1.15	Agreed	3.04	1.13	Agreed
17	Planning and implementation of co – curricular programmes	3.18	0.90	Agreed	2.69	0.99	Agreed
18	Involvement in discipline and control of student behavior	2.75	1.25	Agreed	2.73	0.91	Disagreed
19	Providing a programme of adequate guidance services.	2.62	1.17	Agreed	2.96	1.06	Agreed
20	Through research the management should be abreast of professional ethics and the official rules and regulations stipulated by government regarding relationship with student's ego.	2.75	1.25	Agreed	2.27	0.95	Disagreed
21	Research keeps them abreast of how to conduct orientation for new students.	2.60	1.19	Agreed	2.81	0.89	Agreed
22	Beef up school climate so as to allow each student to increase his feeling of satisfaction and sense of belonging.	2.50	1.10	Agreed	2.58	0.99	Agreed
	Grand mean	2.82	1.07	Agreed	2.73	0.99	Agreed

TABLE 2 above revealed that the lecturers agreed on all the items that research in education contribute to the management of student personnel while the post graduate students agreed in 9 items. They have means that ranges from 2.55 to 3.62 including the grand mean, which is above the 2.50 benchmark. On the other hand items 15 and 20 by the post graduate respondents with mean 2.39 and 2.27 respectively disagreed that research in education does not contribute to management of students personnel. However, since majority of the items were above the benchmark 2.50 including the grand mean, therefore educational research plays an important role in the management and development of student personnel

Table 3: T – Test Statistical Analysis of the Responses of Lecturers and Post Graduate Students on the Role of Educational Research on Staff Personnel Management.

Variable	Mean $\bar{X}$	No	SD	df	Level of Significance	t - table	t- cal	Decision
Lecturer Post graduate students	2.76	40	0.99	158	0.05	±1.96	-0.17	Accept Ho ₁

TABLE 3 above shows that the calculated t – test value of 0.17 is less than the critical t – test value of 1.96; at 0.05 levels of significance; and 158 degree of freedom. Thus the null hypothesis is not rejected. This shows that there is no significant difference in the perception of lecturers and post graduate students, on the role of educational research on staff personnel management.

Table 4: T – Test Statistical Analysis of the Responses of Lecturers and Post Graduate Students on the Role of Educational Research on Staff Personnel Management.

Variable	No	Mean $\bar{X}$	SD	df	Level of significance	t - table	t- cal	Decision
Lecturer	40	2.82	1.07	158	0.05	±1.96	-0.47	Accept Ho ₁
Post graduate students	120	2.73	0.99					

TABLE 4 above indicated that the calculated t – test value of 0.47 is less than the critical value of 1.96 at .05 levels of significance and 158 degree of freedom. Thus, the null hypothesis is not rejected. This shows that there is no significant difference in the perception of lecturers and post graduate students on the role of educational research of student personnel management.

IV. DISCUSSION

The responses to research questions above as reflected in TABLE 1 show the following as the roles of educational research on the development of staff personnel. For example, educational research helps the administrator to learn the guidelines for recruitment. It will also help teachers to improve themselves professionally. The finding is in consonance with the views of [1] that educational research being a research conducted with the aim of improving educational policy and practices, the findings will improve the professional development of teachers.

Result in TABLE 2 shows that educational research plays an important role on the management and development of the student person thus it provides knowledge on how to improve school services for students. [16] that student personnel management places emphasis on how to render services to students. The t – test analysis in TABLE 3 and 4 show that there is no significant difference between the mean perceptions scores of lecturers and post graduate students on the role of educational research on both staff and student personnel management/development.

V. CONCLUSION

This study discovered of the roles played by educational research in the area of staff and student personnel development/management. These findings have a lot of implication to education, especially as it concerns higher education because both lecturers and post graduate students are involved in research. This demands that all the administrators and lecturers should embark on educational research in order to promote professional development of lecturers and enhance teaching and learning for both the staff and students personnel.

VI. RECOMMENDATION

Based on the findings of the study the following recommendations apply:

1. Research in education should be emphasized both to lecturers and post graduate students; because it enhances learning in the higher institution.
2. It should be used to find out ways of development and management of staff personnel
3. Research should be carried out in the area of student personnel management, and development

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