



ASSESSMENT OF THE SCHOOL MANAGEMENT, LIBRARY, AND MEDIA SYSTEM FOR STUDENT EFFICIENCY IN NIGERIAN HIGHER EDUCATION INSTITUTION

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Abstract

Linking the School Management, Library, and Media System in higher education institution (HEI) have shown that clout action required by institution administrators. The more the school management improves the higher the student efficiency in higher education Institutions (HEI), through library with improved media system. Descriptive Survey design was based on simple random sampling technique on 241 respondents among 300 level of federal university of Kashere undergraduate student with uses of School Management, Library, and Media System for Student Efficiency (SMLMS) Questionnaire to examine the ‘levels on efficiency of School Management, Library, and Media System for student efficiency in HEI? And, is there any relationship among School Management, Library, and Media System for student efficiency in HEI?’ The study has shown that there is link between School Management, and Library while Media System in educational institutions need to move from traditional approach to modern mode in order to create a supportive, comprehensive, and effective teaching-learning environment. And, it has shown that the more school management involves the more improvement the School Library and School Media System. Thus, the present study suggested and recommended that School Management, Library, and Media System should emulate counterparts and collaborates with ICT center for student efficiency.

Key words: Efficiency, School Management, Library, and Media System

Introduction

Efficiency operations involving the assurance position of an institution from ineffective administration to affective management by shifting its Management techniques, Library operations, and Media arrangement to lofty level. Therefore, efficiency can't be achieved unless School Management budges its position of Library operations, and Media System from traditional mode to modern mode (Haruna and Lasisi 2016). Efficiency in education is the level of competency of administrators. The problems emerge that ‘is our institution on the right track? Let the present study examine the ‘levels of School Management

toward efficiency achievement, Library operations, and Media System and, checking the relationship among School Management, Library operation, and Media System in HEI. There are many ways to looking at the school as an organization. According to Jeanne and Floyd (2012), view school as organization by linking the role structures and as an informal organization through classroom interactions, teaching-learning processes, and climate (Musakkid and Lasisi, 2022). However, the present study gives the impression of being an interaction through the school management, library, and media system. Without school management,

library may not exist and not be center of information request as source of assets knowledge by the teachers and students. Although, library have been seen as a center

where information kept for purposeful use but bulky in abstract anthology.

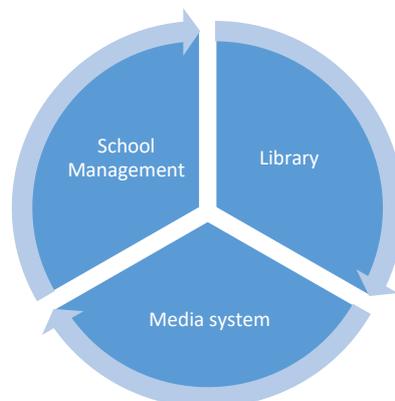


Figure1: Interaction existence for student efficiency: (study purpose)

In considering the management of school, open system theory has allowed to understand that internal structure of the school organization is more focus and this would shape and change the level of former interaction between management and library operation with media system. Jeanne and Floyd (2012) opine that school serves purposes for other organizations and institutions in the society, and they cannot exist independently of other organizations. School management refers to the process of planning, organizing, and controlling the activities of a school to achieve its goals and objectives (Jones, George and Hill, 2005). It involves overseeing the school's resources, including human resources (teachers, staff, and students), physical resources (buildings, facilities, and equipment), and financial resources (budget and funding). Effective school management involves planning, organizing and supervision of school activities to achieve educational goals. It is believed that key aspects of management in school would improve interaction within library operation and media system if leadership forms of management assist in providing vision, direction, and guidance to the school community. Similarly, the administration can be managing day-to-day operations,

including finances, facilities, and personnel. Administration is also managing resources as well as staff welfare. Nevertheless, administration involves in policy implementation. Moreover, curriculum development as management key aspect could enhance designing and implementing educational programs and courses. School management is implementing and evaluating curriculum. Indeed, Curriculum Development as key aspect of school management involves also evaluating educational programs to meet student needs. But the key aspects are Needs Assessment Area where identifying learning needs and goals are important. Similarly, content design is another where developing relevant and engaging content required for school development and management (Musakkid et. al.2023). In addition, Teaching and Learning is also aspect that implementing effective's instructional strategy in teaching and learning that pathway for teaching method. Thus, Assessment and Evaluation is monitoring student progress and curriculum effectiveness.

Furthermore, Student affairs is vital as management value by supporting students' academic, social, discipline and emotional well-being. Student affairs in educational institutions involve those mentioned but more that supporting students' overall



development and well-being. The major aspects of student affairs is student support services where school provides counseling, guidance and academic support. Many schools fail in this aspect due to non establishment of career center that engaged students and allowed student complain and questioning. Another aspect is student activities where organizing extracurricular activities and events necessary for student development. In addition, discipline and welfare is an aspect in which managing student behavior and ensuring a safe environment for their affairs. Finally, student feedback and engagement is important aspect that encouraging student feedback and involvement in decision-making for betterment of studentship in school. Thus, school management may become what it is through interaction with library and improved media system.

Library and media have certain goal for educational system. What is the goal of library and media? The library and media system in a school is a vital resource that supports the educational process by providing access to information, promoting literacy, and fostering a love for learning. Meanwhile, goals give direction to the school and management. Basically, collections in the library can be reduced through management efficiency while media system serves as a channel to reduce or minimizing voluminous information kept in the library electronically. Meanwhile, an overview on components of a school library and media system is Library Collection as one of its component by providing: books, journals, magazines, newspapers, and digital resources. Similarly, Media Resources is enhanced in providing and kept audio-visual materials, such as DVDs, CDs, and educational software. Follow by Technology which more important component such as: computers, tablets, and other digital devices. Thus, Internet Access is

compulsory in this modern era where: online databases, e-books, and web resources can be accessed through the help of Library Staff called Librarians, library assistants, and media technicians (Musakkid et. al. 2023). An increasingly have seen through division of labor educational institutions (Musakkid and Lasisi, 2022). School management required to become prominent with goal of high productivity and efficiency. However, setting or arrange for digital literacy is one of the way to improve relationship among the management, library and media system. In this regard, Digital literacy is very vital for management of school and library. Digital literacy enhances the staff in the library to tend towards technology use and various applications exist to help in achieving the best of library through media system. A Digital Literacy Program is an educational initiative designed to equip students with the skills and knowledge needed to navigate, evaluate, and create information using digital technologies. School management is expected of making staffs and student become 'Digital Citizenship'. Library should educate students about online safety, cyberbullying, and digital etiquette (Haruna and Lasisi, 2016). Also, teach students to evaluate online sources, identify misinformation, and critically analyze information. Similarly, by develop students' skills in using digital tools for effective communication, collaboration, and presentation through encouraging students to create digital content, such as videos, podcasts, and blogs. Finally, online researches which help student in project, thesis, and dissertation by introduce students to advanced search techniques, online databases, and credible sources. Admittedly, teacher management by school management must recruiting, training, and evaluating for teachers attracting and selecting qualified teachers for development of knowledge and skill among



students and involves overseeing and supporting teacher to enhance instruction and student outcomes (Santosh, 2024; Musakkid and Lasisi, 2022).

Statement of the problem

The school setting affects managerial activities but the size of a school is correlated with the type of organizational structure and extent of administrators' efficiency. In the above, school is a system which describe it under system theory. Management efficiency is important which enhances collections in the library be reduced while media system is a channel to reduce or minimizing voluminous information kept in the library electronically movable. This made the library to known as modern library which is different from traditional library that tends on uses of manual for their operational activities rather than bend towards uses of technology and applications for day-to-day activities. Despite, the interaction among school management, library, and media system quest for exploration due to its lack of efficiency observes in education as the level of administrators' competency increase day by day through organized workshop and in-serves.

Objectives of the study

The following objectives guided the study:

- i. To examine the level of involvement of management for student efficiency in HEI
- ii. To identify the level of involvement of school library for student efficiency in HEI
- iii. To find out the level of involvement of Media system for student efficiency in HEI
- iv. To assess the significant relationship of involving the School Management, Library, and Media System for student efficiency

Research Questions

The following research questions guided the study:

- i. What level does involvement of management for student efficiency in HEI?
- ii. What level does involvement of school library for student efficiency in HEI?
- iii. What level does involvement of Media system for student efficiency in HEI?
- iv. Is there a significant relationship among the School Management, Library, and Media System for student efficiency?

Hypothesis

H₀₁: there is no significant relationship among the School Management, Library, and Media System for student efficiency

Methodology

Descriptive Survey design was employed to examine the levels on efficiency of School Management, Library, and Media System for student efficiency in HEI. According to Adeyemi (2017) descriptive survey design was an effective approach for examining the extent of variables in research. However, this design is suitable for examine the level of variables such as Management, Library, and Media System for Student Efficiency. Descriptive Survey design utilized in this study was based on simple random sampling technique with self-structured questionnaire: School Management, Library, and Media System for Student Efficiency (SMLMS) Questionnaire. Before main analysis, validity through face and content, and reliability $\alpha=0.87$ were achieved. Population for this research comprises of 300level undergraduates of federal university of Kashere, Gombe state. Descriptive statistics was employed to address the frequency percentage (%) mean (Mean) and Standard deviation (SD) and correlation for the 'levels on efficiency of



School Management, Library, and Media System and if there is any significant relationship among School Management, Library, and Media System in HEI? among 241 respondents (students) who completed the questionnaire in federal university of kashere, Gombe state. Besides that, each question was analysed based on four-point scale of: AL= Always, ST= Some times, N= Never, IM= Need Improvement on dimension of the study through the questionnaire distributed. Nevertheless, high percentage rate indicates very good while low percentage indicates that efficiency of School Management, Library, and Media System in HEI need improvement.

Results

Based on involvement rate, table 4.1-4.3 illustrate the involving the Management, Library, and Media System for efficiency in HEI.

The first research question stated:

RQ1: What level does involvement of management for student efficiency in HEI?

Table 1 Descriptive statistics on involving the management for efficiency

Items	AL	ST	N	IM	Mean	SD
SM1. School management incorporate digital literacy skills into existing subjects, such as language, arts and social sciences, and education etc	56.4% (136)	29.9% (72)	3.3% (8)	10.4% (25)	1.676	.955
SM2. School management offer regular workshops, training sessions, and online resources for students, and teachers on library and media system	29.5% (71)	44.0% (106)	10.8% (26)	15.8% (38)	2.129	1.014
SM3. School management curate a list of reputable online resources, including websites, apps, and digital tools	39.8% (96)	33.6% (81)	8.3% (20)	18.3% (44)	2.050	1.102
SM4. School management encourage students to sign a digital citizenship pledge, promoting responsible online behavior	38.2% (92)	25.3% (61)	20.3% (49)	16.2% (39)	2.145	1.103
SM5. School management engage parents in digital literacy initiatives, providing them with resources and support for status of the school activities	33.6% (81)	25.7% (62)	21.2% (51)	19.5% (47)	2.266	1.124

AL= Always, ST= Some Times, N= Never, IM= Need Improvement, N=241

Towards involvement of management for efficiency in HEI, management is the process of achieving organizational objectives. Majority of respondents (136, 56.4%) expressed that School management always incorporate digital literacy skills into existing subjects, such as language, arts and social sciences, and education; others (72, 29.9%) were of opinion that sometimes School management incorporate digital literacy skills into existing subjects, such as language, arts and social sciences, and education. Meanwhile, only (8, 3.3%) respondents were emphasized that School management never incorporate digital literacy skills into existing subjects, such as language, arts and social sciences, and education. Admittedly, 25 respondents (10.4%) were opinion that School management incorporate digital literacy skills into existing subjects, such as language, arts and social sciences, and education need improvement in HEI.



Moreover, (106, 44.0%) respondent expressed that School management sometimes offer regular workshops, training sessions, and online resources for students, and teachers on library and media system; others (71, 29.5%) were of opinion that School management always offer regular workshops, training sessions, and online resources for students, and teachers on library and media system. few (26, 10.8%) respondents were emphasized that School management never offer regular workshops, training sessions, and online resources for students, and teachers on library and media system. And, 38 respondents (15.8%) were opinion that School management offer regular workshops, training sessions, and online resources for students, and teachers on library and media system need improvement in HEI.

Majority of respondents (96, 39.8%) expressed that School management always curate a list of reputable online resources, including websites, apps, and digital tools; others (81, 33.6%) were of opinion that School management sometimes curate a list of reputable online resources, including websites, apps, and digital tools. Meanwhile, (20, 8.3%) respondents were stated that School management never curate a list of reputable online resources, including websites, apps, and digital tools. Thus, 44 respondents (18.3%) were opinion that School management curate a list of reputable online resources, including websites, apps, and digital tools need improvement in HEI.

More than (91, 38.2%) expressed that School management always encourage students to sign a digital citizenship pledge, promoting responsible online behavior; others (61, 25.3%) were of opinion that School management sometimes encourage students to sign a digital citizenship pledge, promoting responsible online behavior while, (49, 20.3%) respondents were

stressed that School management never encourage students to sign a digital citizenship pledge, promoting responsible online behavior. Hence, 39 respondents (16.2%) were opinion that School management encourage students to sign a digital citizenship pledge, promoting responsible online behavior need improvement in HEI

Finally, majority (81, 33.6%) of respondents expressed that School management always engage parents in digital literacy initiatives, providing them with resources and support for status of the school activities; others (62, 25.7%) were of opinion that School management sometimes engage parents in digital literacy initiatives, providing them with resources and support for status of the school activities while, (51, 21.2%) respondents were stressed that School management never engage parents in digital literacy initiatives, providing them with resources and support for status of the school activities. Hence, 47 respondents (19.5%) were opinion that School management engage parents in digital literacy initiatives, providing them with resources and support for status of the school activities need improvement in HEI. Nevertheless, the findings shown that School management incorporate digital literacy skills into existing subjects, such as language, arts and social sciences, and education but encouraging students to sign a digital citizenship pledge, promoting responsible online behavior need improvement in HEI.

The second research question stated:

RQ2: What level does involvement of school library for student efficiency in HEI?

For student efficiency in HEI, school library involvement enhances management effort to improve learners' productivity. Majority of respondents (145, 60.2%) expressed that School library always helping students to find, evaluate, and use



information effectively; others (64, 26.6%) were of opinion that School library sometimes helping students to find, evaluate, and use information effectively. Meanwhile, only (4, 1.7%) respondents were emphasized that School library never

helping students to find, evaluate, and use information effectively. Admittedly, 28 respondents (11.6%) were opinion that School library helping students to find, evaluate, and use information effectively need improvement in HEI.

Table 2: Descriptive statistics on involving the school library for efficiency

Items	AL	ST	N	IM	Mean	SD
SL1. School library helping students to find, evaluate, and use information effectively	56.4 % (136)	29.9 % (72)	3.3% (8)	10.4% (25)	1.676	.955
SL2. School library encouraging reading for pleasure and academic purposes	29.5 % (71)	44.0 % (106)	10.8 % (26)	15.8% (38)	2.129	1.01 4
SL3. School library assisting students with research projects and assignments difficulties	39.8 % (96)	33.6 % (81)	8.3% (20)	18.3% (44)	2.050	1.10 2
SL4. School library educating students about online safety and digital responsibility	38.2 % (92)	25.3 % (61)	20.3 % (49)	16.2% (39)	2.145	1.10 3
SL5. School library working with teachers to integrate library resources into the curriculum	33.6 % (81)	25.7 % (62)	21.2 % (51)	19.5% (47)	2.266	1.12 4

AL= Always, ST= Some Times, N= Never, IM= Need Improvement, N=241

Moreover, (150, 62.2%) respondent expressed that School library sometimes encouraging reading for pleasure and academic purposes; others (66, 27.4%) were of opinion that School library always encouraging reading for pleasure and academic purposes. Few (13, 5.4%) respondents were emphasized that School library never encouraging reading for pleasure and academic purposes. And, 12 respondents (5.0%) were opinion that School library encouraging reading for pleasure and academic purpose need improvement in HEI.

Also, many respondents (134, 55.6%) expressed that School library always assisting students with research projects and assignments difficulties; others (63, 26.1%) were of opinion that School library sometimes assisting students with research

projects and assignments difficulties while, (15, 6.2%) respondents were stressed that School library never assisting students with research projects and assignments difficulties. only 29 respondents (12.0%) were opinion that School library assisting students with research projects and assignments difficulties need improvement in HEI

More than (69, 29.0%) respondents expressed that School library always educating students about online safety and digital responsibility; others (109, 45.2%) were of opinion that School library sometimes educating students about online safety and digital responsibility while, (36, 14.9%) respondents were stressed that School library never educating students about online safety and digital responsibility. only 26 respondents (10.8%)



were opinion that School library educating students about online safety and digital responsibility need improvement in HEI

Many respondents (91, 37.8%) expressed that School library always working with teachers to integrate library resources into the curriculum; others (71, 29.5%) were of opinion that School library sometimes working with teachers to integrate library resources into the curriculum while, (18, 7.5%) respondents were stressed that School library never working with teachers to integrate library resources into the curriculum. only 61 respondents (25.3%) were opinion that School library working with teachers to integrate library resources into the curriculum need improvement in HEI. Thus, findings from this study have shown that School library helping students to find, evaluate, and use information effectively while need to be improved in working with teachers to integrate library resources into the curriculum.

The third research question stated:

RQ3: What level does involvement of Media system for student efficiency in HEI?

Media system involvement enhances management effort and library to improve learners' productivity. Majority of respondents (126, 52.3%) expressed that Media system always help students who use the library and media resources tend to perform better academically; others (81, 33.6%) were of opinion that Media system sometimes help students who use the library and media resources tend to perform better academically. Meanwhile, only (11, 4.6%) respondents were emphasized that Media system never help students who use the library and media resources tend to perform better academically. Admittedly, 23 respondents (9.5%) were opinion that Media system help students who use the library and media resources tend to perform better academically need improvement in HEI.

Table 3: Descriptive statistics on involving the Media system for efficiency

Items	AL	ST	N	IM	Mean	SD
MS1. Media system help students who use the library and media resources tend to perform better academically	52.3 %	33.6 %	4.6% (11)	9.5% (23)	1.714	.934
MS2. Media resources can motivate students to learn.	49.0 %	42.3 %	3.3% (8)	5.4% (13)	1.652	.787
MS3. Media system center help students learn to evaluate and analyze information	56.4 %	28.6 %	5.8% (14)	9.1% (22)	1.676	.942
MS4. Media system support students develop essential skills for the 21st century through media system in the library	45.6 %	32.8 %	13.3% (32)	8.3% (20)	1.842	.949
MS5. Digital Literacy Program is an educational initiative and it is done in our school library	22.8 %	33.2 %	19.1% (46)	24.9% (60)	2.500	1.099

AL= Always, ST= Some Times, N= Never, IM= Need Improvement, N=241

Moreover, (118, 49.0%) respondent expressed that Media resources sometimes can motivate students to learn; others (102,

42.3%) were of opinion that Media resources can motivate students always to learn. Few (8, 3.3%) respondents were



emphasized that Media resources never motivate students to learn. And, 13 respondents (5.4%) were opinion that Media resources can motivate students to learn but need improvement in HEI.

Also, many respondents (136, 56.4%) expressed that Media system center always help students learn to evaluate and analyze information; others (69, 28.6%) were of opinion that Media system center sometimes help students learn to evaluate and analyze information while, (14, 5.8%) respondents were stressed that Media system center never help students learn to evaluate and analyze information. only 22 respondents (9.1%) were opinion that Media system center need improvement by helping students learn how to evaluate and analyze information in HEI

More than (109, 45.6%) respondents expressed that Media system always support students develop essential skills for the 21st century through media system in the library; others (79, 32.8%) were of opinion that Media system sometimes support students develop essential skills for the 21st century through media system in the library while, (32, 13.3%) respondents were stressed that Media system never support students develop essential skills for the 21st century through media system in the library. Only 20 respondents (8.3%) were opinion that Media system support students develop essential skills for the 21st

century through media system in the library need improvement in HEI

(55, 22.8%) respondents expressed that Digital Literacy Program is always an educational initiative and it is done in our school library; Many respondents (80, 33.2%) were of opinion that Digital Literacy Program is sometimes an educational initiative and it is done in our school library while, (46, 19.1%) respondents were stressed that Digital Literacy Program is never an educational initiative and it is done in our school library. only 60 respondents (24.9%) were opinion that Digital Literacy Program is an educational initiative and it is done in our school library need improvement in HEI. Admittedly, findings from this study have shown that Media system center help students learn to evaluate and analyze information. Although, digital literacy program is an educational initiative and it is done but need improvement in HEI.

The fourth research question stated:

RQ4: Is there a significant relationship among the School Management, Library, and Media System for student efficiency?

Correlation is often used to explore the relationship between variables. Hypothesis test on relationship involving the School Management, Library, and Media System for student efficiency as shown in the table 4.4 below:

Table 4.4 Relationship involving the School Management, Library, and Media System

		SM	SL	SMS
SM	Pearson Correlation	1	.409**	.409**
	Sig. (2-tailed)		.000	.000
	N		241	241
SL	Pearson Correlation		1	.431**
	Sig. (2-tailed)			.000
	N			241
SMS	Pearson Correlation			1
	Sig. (2-tailed)			
	N			

** . Correlation is significant at the 0.01 level (2-tailed).



From the above table, relationship involving the School Management, Library, and Media System for student efficiency was medium (Pallant, 2007). There was a correlation among the three variables where relationship involving the School Management, Library, and Media System for student efficiency illustrated $r=.409$ to $.431$, $n=241$, $p<.01$ with high levels of relationship involving the School Management and Library for student efficiency. Hypothesis was rejected that there is no relationship among the School Management, Library, and Media System for student efficiency. The findings revealed that involving the School Management and Library increase Media System for student efficiency in HEI. Thus, the more school management involves the more improvement the School Library and School Media System.

Discussion of the findings

Findings shown that School management incorporate digital literacy skills into existing subjects, such as language, arts and social sciences, and education but encouraging students to sign a digital citizenship pledge, promoting responsible online behavior need improvement in HEI. This is in-line with Allen and Ozias (2020) research on effect of school management on students' perceived academic achievement among seven day Adventist secondary schools in North-East Tanzania' which aimed to examine how school management practices students' perceptions of their academic achievement. The study utilized a survey research design; distributing self administered questionnaires to 311 randomly selected students and analyzed the responses using the statistical package for social sciences (SPSS). The findings reveal that school management was effective in their duties as the present research reveal of incorporate digital literacy skills into existing subjects, such as language, arts and social sciences, and education.

Moreover, management encouraging students to sign a digital citizenship pledge, promoting responsible online behavior need improvement in HEI. This is in line with (Naylor, 2004) who stressed that management balancing efficiency, effectiveness and equity obtaining the most from limited resources and work with other people.

Furthermore, it also shown that media system center help students learn to evaluate and analyze information. This is in-line with Horsfall and Ordumah, (2012) asserted that application of social media tool it allows more connected by user of the library and library can disseminate their entire product for student use. Similarly, Anyinyo (2023) study on influence of Principal leadership styles on teacher job satisfaction in public secondary schools in Embakasi Sub County, Nairobi, Kenya, aimed to explore on coaching and participative. The research employed a descriptive survey design and targeted 7 principals, 210 teachers and 14 education officers based on questionnaire and interview, the findings revealed that coaching was positive impact on teacher job satisfaction while study encouraged developing a strong coaching skills and fostering an inclusive and supportive environment. Based on teachers coaching, the student can learn to evaluate and analyze information.

Meanwhile, findings also stipulated that library need to be improved in working with teachers to integrate library resources into the curriculum because communication is essential through uses of social media by the library to the institution teachers, this would allow feedback affirmed. This finding is in-line with study by Okechukwu and Frederick (2020) that reaching out to employee and empowerment in Nigeria public organization is important factor influence by the leaders. Using a qualitative



single case study approach, the research focused on 30 employees of the National Orientation Agency (NOA) from six geo-political zones of 15-year experience in working area. Through careful design interview question and sub-questions, the finding revealed that communication inform of empowering employee needed in organization. By collaborate with ICT center for student efficiency is important as the librarian need ICT skills for managing resources in library. Nevertheless, finding shows that the more school management involves the more improvement the School Library and School Media System.

Recommendation and Suggestions

Involving the management in library and media system enhance innovative. School Management, Library should emulate counterparts uses of media system and collaborates with ICT center for student efficiency. Administrators are encouraged to explore the important of media system in library and encourage librarian for latest collection to supplement teaching methods and create a more engaging, interactive, and accessible learning environment. Librarian should incentivize to integrate technology-enhanced tools, such as tablets, into their searching services for academic purposes, inspiring students to follow suit. There is need for stakeholders to collaborate and develop effective strategies that promote media usage and digital literacy among students. School management should create room for awareness campaigns, sensitization programs informing digital literacy programme that can empower students to navigate the digital source for research in other to complements student academic pursuits.

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