



ASSESSING RESOURCES MOBILIZATION AND AVAILABILITY FOR UNIVERSITY EDUCATION MANAGEMENT EFFICACY IN ONDO STATE, NIGERIA

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RESEARCH ARTICLE



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Abstract

Descriptive survey research design was adopted for the research. The study population comprised, human resource (personnels) in universities in Ondo State, Nigeria. The sample size of the study was Three hundred (300) respondents selected through, a simple random sampling technique from five universities in Ondo State, Nigeria. Three research questions were raised for the conduct of the research. Self-structured and developed research instruments by the researchers were used to generate data for the study titled, "Questionnaire on Assessing Resources and Availability Mobilization for University Education Management in Ondo State, Nigeria "QARMUEMOSN", complemented with qualitative research instrument (Focus Group Discussions (FGDs). It was fashioned on four likert rating scale of Strongly Agreed (SA), Agreed (A), Disagreed (D) and Strongly Disagreed (SD), rated on 4, 3, 2, and 1 points, alike. The validity of the research instruments were done by two experts in Measurement and Evaluation while, it reliability was done through test re-test methods at two weeks interval. 0.69 coefficient reliability was got. Data obtained quantitatively were analyzed using descriptive statistics (Simple percentages, frequency counts and mean (\bar{x}) while, data obtained qualitatively (FGDs) was collated and analyzed, qualitatively. Based on the results of the study conclusions were made that there were adequate mobilization of human financial and resources, which physical resources were not adequately supplied for university education management in Ondo State, Nigeria. Based on the conclusions recommendations were made that more financial resources should be made available by improving subventions by government for university education management. Also, Government should encourage universities to be operating small scale enterprises to boost their internal gerated revenue, and so on.

Keywords: *Assessing Resources, Mobilization Management, University education, Efficacy*

Background to the Study

Various schools of thought have been advanced on the relationship between education (especially university education) and development. Holistically, globally, investment on university education has always been the focus of governments of the nations as a result of it perceived benefits to individuals and the nations (Egunyomi, 2015).

All over the world, education is regarded as the key to development of any nation. It is a tool for a country's political, economic, social, and technological development. Therefore, for education to play its key roles in the transformation of national life, it needs to be adequately and effectively managed. A faulty educational management can retard a nation's development for decades. To achieve the set goals of any organization, effective management is required is a "snire-qua-non". Oyekan (2004), stressed that effective management is the heart and engine room in educational organization of any form. Management encompasses harnessing both human and non-human resources in lines with organizational goals and strategic plans toward achieving the goals. It is coordination of organization to achieve goals (Herrity, 2025).

Managing university education, specifically in Nigeria, has always been a source of worry and concern to the government and other stakeholders in its provision in the country. Effective management and provision of university education can only be possible partly in the context of adequate resources mobilization (Omoluwa, Erinsakin and Akinbebeje, 2022). Resources mobilization for school entails adequate procurement of facilities and recruitment of personnel adequately for a smooth operation of the system. To achieve effective work performance in any educational and non-educational settings, the use of adequate resources is an impetus, especially human resources.

Nigeria is a member of E-9 Nations of the world. Egunyomi (2015) explained E-9 Nations as countries who's their highest percentages of citizenry are predominantly the people that cannot write, read and compute simple arithmetic to solve their daily

challenges i.e., the illiterates. Other nations are; Brazil, Egypt, India, Bangladesh, China, Indonesia, Mexico and Pakistan. The realization of this informs the interest and attention given to education by governments, individuals, religion organizations in Nigeria. However, the unsavory trend and disturbing burning issue to stakeholders in educational provision, specifically, tertiary education. Fund that is being committed and allocated to educational sector in budgetary allocations, annually. The budget for education is far below 26% budgetary allocation of the developing countries as stipulated by the United Nations Scientific and Cultural organization (UNESCO). Today, the irony is that less than this stipulated percentage annually is allocated for education. The dwindling in fund budgeting allocation to education has negative consequential effects on management of education, most especially, university education in Nigeria.

Omoluwa, Erinsaki and Akinbebije (2022), contends that to manage university education would be a “hard nut to crack” where resources needed are inadequate. Resources must be adequate to achieve efficiency, effectiveness, expansion on productivity and maximal job performance. The essential components of university management (planning, organizing, staffing, motivation) and host of others may be difficult to accomplish where, resources are inadequate (Yemi-Esan, 2023).

The reality today is that, university education in Nigeria in terms of management is militating by many challenges and some are not unconnected partly with resources mobilization for the system. Selter (2014), defines resources mobilization as all activities involved in securing new and additional resources for organization. It is critical to any organization survival and sustainability. Resources mobilization can therefore to conceptualized as all activities undertaken by an organization to secure new and additional financial human and material resources to academic its mission. Resource mobilization therefore becomes necessary for effective university education management.

According to Esonu (2012), the reality remains that university education in Nigeria in terms of management is multi-dimensional. Salisu (2019), observes that the mobilization of all available and potential resources for effective use and accountability is critical to any organization. However, the researchers observed and deciphered from the extant researches that most of the researches related to this study have not focus on empirically, on assessing resources mobilization for university education management efficacy, specifically, in Ondo state, Nigeria. These observed gaps were the sources of motivation for conducting the present study by the researchers.

Statement of the Study

The provision of university education has been facing with many challenges in Nigeria. The situation has been a great source of concern to stakeholders in university system. Also, several studies had been conducted on it. However, from the extant literature and studies, it has been observed empirically there was no study on assessing resources mobilization for university education management efficacy in Ondo state, Nigeria. It was against this background that the research was conducted.

Objectives of the Study

The broad objective of the study was on assessing resources mobilization for university education management efficacy: A case study of Ondo state, Nigeria. The specific objectives were to:

1. determine adequacy of personnels for effective planning on education in universities in Ondo State.
2. investigate on level of adequacy of financial resources towards university education management a in Ondo state, Nigeria; and
3. examine the adequacy of facilities for university education management in Ondo State, Nigeria.

Research Questions

Three research questions were raised to guide the conduct of the study.

1. Are personnel adequate for university education management in Ondo State, Nigeria.
2. Are financial resources mobilization adequate towards university education in Ondo State, Nigeria.
3. Are facilities adequate for university education in Ondo State, Nigeria?

Significant of the study

The results of the study would be significant to stakeholders in the provision of universities education in Ondo State, Nigeria in the following ways;

- i. The results of the study will enable the providers of university education to determine whether, resources provided are adequate or not.
- ii. Besides, the result of the study will serve as justification on the need for adequate provision of resources for university education management.
- iii. The study will add to extent literature within the confine of the study thus, become a source of reference for researcher in future. The study will made accessible by public through, Open Educational Resource (OER).

Methodology

Descriptive survey research design was adopted for the study. The population of the study comprised, personnel or staff of universities in O State, Nigeria.

1. Federal university of Technology (FUTA).

2. Achiever University, Owo.
3. Adekunle Ajasin University (AAU), Akungba Akoko.
4. Adeyemi Federal University of Education (AFUED, Ondo.
5. Olusegun Agagu University of Science and Technology (OAUST). Okitipupa.

The sample size of the study was Three hundred (300) respondents selected, through a simple random sampling technique using ballot paper in which sixty (60) respondents at management were selected through ballot paper from the five universities. Three research questions were raised for the conduct of the study. Quantitative and qualitative research instruments were used to generate data for the study. Quantitative research instruments were developed by the researcher titled” Questionnaire on Assessing Resources Mobilization for University Education Management Efficacy in Ondo State, Nigeria.” It was fashioned on four likert rating scale of four; Strongly Agreed (SA), Agreed (A), Disagreed (D) and Strongly Disagreed (SD) and rated on 4, 3, 2 and 1 points, respectively. It was complemented with qualitative research instrument (Focus Group Discussions “FGDs”. The research instruments were validated by two experts in measurement and evaluation while, it reliability was done through, test-retest method at two week interval, and 0.69 coefficient reliability was obtained.

Descriptive statistics (simple percentages, frequency counts and mean (\bar{x}) was used to analyze data generated quantitatively. Data obtained through FGDs were collated transcribed and analyzed, qualitatively.

Presentation of Findings and Discussion of Results

Presentation of Findings

Research Question One: Are personnel education management in Ondo State, Nigeria.

Table1: Showing simple percentage, frequency counts and mean (\bar{x}) on are personnel adequate for university education management in Ondo State, Nigeria.

N = 300, C = 2.5

S/N	Items	SA (%)	A (%)	D (%)	SD (%)	N (%)	MEAN \bar{X}	Decisions
1	Are there enough personnel in the university	257 85.66	29 9.86	9 5	5 1.66	300	3.79	Accepted
2	There are shortage of personnel in the university	19 6.33	11 3.66	21 7	249 83	350	1.33	Rejected
3	Adequacy of staff will enhance management of the university	277 92.33	8 2.66	6 2	9 3	300	3.34	Accepted
4	Effective management of the university can still be maintained despite shortage of personnel	7 2.33	19 6.33	33 11	241 80.33	300	1.30	Rejected
5	When personnel are adequate every unit of the university will be functional	233 77.66	59 19.66	3 1	5 1.66	300	3.73	Accepted
6	Every unit of the university can still be functional despite staff shortage	17 5.66	10 3.33	56 18.66	217 72.53	300	1.42	Rejected
	Total Weight	810 45	136 7.55	128 7.01	726 40.33		2.56	Accepted

Keys=

N= Total number of respondent,

C= cutoff points

SA = strongly agreed,

A= Agreed

D= Disagreed

SD = Strongly Disagreed

Source= Field Survey, 2025.

Table 1 above, presents the findings on research questions one on item (1) responses indicated, 257 (85.65), 29(9.66), 9(3) and 5 (1.66) for strongly agreed, agreed, disagreed and strongly disagreed. Also, he following responses were got for items (2): 19(6.33), 11(3.66), 21 (7) and 249 (83) for strongly agreed, agreed, disagreed and strongly disagreed. On item (3) responses obtained were; 277 (92.33), 8 (2.66), 6 (2) and 9(3) for strongly agreed, agreed, disagreed and strongly disagreed. on item (4),

responses got revealed 7(2.33), 19 (6.33), 33 (11) and 241 (80.33) for strongly agreed, disagreed and strongly disagreed respectively.

On item (5), 233 (77.66), 59 (19.66), 3(1) and 5 (1.66) were got for strongly agreed, agreed, disagreed and strongly disagreed, also, while on items (6), 17 (5.66), 10 (3.33), 56 (18.66) and 217 (72.33) were obtained for strongly agreed, agreed, disagreed and strongly disagreed as well.

However, the total weight of finding shows that the average rating scale of four ($\bar{x} = 2.5$) was lesser than the mean of rating scale of four ($\bar{x} = 2.5$) thus, portends that personnel or human resources were adequately employed for university education management in Ondo State, Nigeria.

Research Question Two: Are there adequate financial resources mobilization towards university education management in Ondo State, Nigeria.

Table 2: Showing simple percentage, frequency counts and mean (\bar{x}) on there adequate a financial resources mobilization adequate towards university educational management in Ondo State, Nigeria

N = 300, C = 2.5

S/N	Items	SA (%)	A (%)	D (%)	SD (%)	N (%)	MEAN \bar{X}	Decisions
7	The university is adequately funded	155 51.66	91 30.33	33 11	21 7	300	3.26	Accepted
8	The university is not adequately funded	263 87.66	21 7	9 3	7 3.33	300	3.8	Accepted
9	Government is string financial subvention very timely to the university	7 2.33	19 6.33	41 13.66	233 7.66	300	1.33	Rejected
10	Government is delaying giving the university financial subvention	251 83.66	33 11	12 4	4 1.33	300	3.17	Accepted
11	Apart from fund from government, interval generation revenue can sustain management	7 2.33	8 2.66	41 13.66	244 81.33	300	1.26	Rejected
12	IGR of the university is not enough to sustain the university	239 79.66	37 12.33	11 3.66	13 4.33	300	3.67	Accepted
	Total Weight	922 51.22	209 11.61	147 8.16	522 29		2.78	Accepted

Keys:

N= Total number of respondent,

C= cutoff points

SA = strongly agreed,

A= Agreed

D= Disagreed

SD = Strongly Disagreed

Source= Field Survey, 2025.

Table 2 above presents also, the findings on research questions two. On items (7) responses got showed, 155 (51.66), 91 (30.33), 33 (11) and 21 (7) for strongly agreed, agreed, disagreed and strongly disagreed. On item (8) the following responses were also got; 263 (87.66), 21 (7), 9 (3) and 7 (2.33) for strongly agreed, agreed, disagreed and strongly disagreed. Also, on item (9), responses obtained indicated 7 (2.33), 19 (6.33), 41 (13.66) and 233 (7.66) for strongly agreed, agreed, disagreed and strongly disagreed respectively. on items (10), the responses got showed, 251 (83.66), 33 (11), 12 (4) and 4 (1.33) for strongly agreed, agreed, disagreed and strongly disagreed respectively. On item (11), 7 (2.33), 8 (2.66), 41 (13.66), and 244 (81.33) were obtained for strongly agreed, agreed, disagreed and strongly disagreed.

Finally, on item (12), the following responses were got; also, while on items (6), 17 (5.66), 10 (3.33), 56 (18.66) and 217 (72.33) were obtained for strongly agreed, agreed, disagreed and strongly disagreed. Generally speaking, the total weight of the findings showed that the rating scale of four ($\bar{x} = 2.5$) was lesser than the mean of the average rating scale of four scale of four ($\bar{x} = 2.78$).

Research Questions Three: Are facilities adequate for university education in Ondo State, Nigeria.

Table 3: Showing simple percentages, frequency counts and mean (\bar{x}) on are facilities adequate for universities education in Ondo State, Nigeria.

N = 300, C = 2.5

S/N	Items	SA (%)	A (%)	D (%)	SD (%)	N (%)	MEAN \bar{X}	Decisions
13	Teaching and learning facilities are adequate in the university	10 3.33	12 4	14 4.66	264 88	300	1.22	Rejected
14	There are rarity of teaching and learning facilities in the university	271 90.33	11 3.66	9 3	9 3	300	3.79	Accepted
15	Security devices are adequately supplies in the universities	9 3	33 11	8 2.66	250 83.33	300	1.33	Rejected
16	There are no enough security devices in the university	266 88.66	21 7	4 1.33	9 3	300	3.81	Accepted
17	Offices are enough for staff of the university	7 2.33	10 3.33	24 8	259 86.33	300	1.21	Rejected
18	Few offices are available for the personnel of the university	251 83.66	33 11	7 2.33	9 3	300	3.75	Accepted
19	Vehicles for administrative activities are in adequate supply in the university	3 1	11 3.66	9 3	277 92.33	300	1.13	Rejected
20	Vehicles for administrative activities are not enough in the university	223 77.66	39 13	27 9	11 3.66	300	3.58	Accepted
	Total Weight	1.040 43.33	170 7.08	102 4.25	1.088 45.33		2.47	Rejected

Keys:

N= Total Number of Respondents,

C= Cut off points

SA = Strongly Agreed,

A= Agreed

D= Disagreed

SD = Strongly Disagreed

Source= Field Survey, 2025

Table 3 above, shows the findings on research questions three. On item (13), the following were obtained as responses, 10 (3.33), 12 (4), 14 (4.66) and 264(88) for strongly agreed, agreed, disagreed and strongly disagreed. On item (14), responses obtained were. 271 (90.33), 11 (3.66), 9 (3) and 9 (3) for strongly agreed, agreed, disagreed and strongly disagreed respectively. on item (15), responses got were also, 9 (3), 33 (11), 8 (2.66) and 250 (83.33) for strongly agreed, agreed, disagreed and strongly disagreed. On item (16), 266 (88.66), 21 (7), 4 (1.33) and 9 (3) were got as responses for strongly agreed, agreed, disagreed and strongly disagreed, also on item (17), responses obtained indicated the following; 7 (2.33), 10 (3.33), 24 (8) and 259 (86.33) for strongly agreed, agreed, disagreed and strongly disagreed respectively.

On item (18) responses got indicated, 251 (83.66), 33 (11), 7 (2.53) and 9 (3) for strongly agreed, agreed, disagreed and strongly disagreed respectively. On item (19), the following responses were got 3(1), 11 (3.66), 9 (3) and 277 (92.33) for strongly agreed, agreed, disagreed and strongly disagreed, respectively.

Finally, on item (20), responses got were 223 (77.66), 39 (13), 27 (9), and 11 (3.66) for strongly agreed, agreed, disagreed and strongly disagreed. However, the total weight of the findings shows that the average rating scale of four ($\bar{x} = 2.5$) was greater than the mean rating scale of four scale of four ($\bar{x} = 2.47$). Thus, shows that physical resources were not adequately for effective university education management in Ondo State, Nigeria.

Discussion of Finding

The result on research one reveals that human resources were adequate for university education in Ondo State, Nigeria aligns with the view of Yem-Esan (2023), that human resources availability and adequacy is critical to effective management and goals achievements of university. Further, that employment of competent and qualified personnel would result into effective job performance and management of university. The above submission also aligns with the responses of some of the discussants during the Focus Group Discussion (FGDs) sessions. A discussants says that,

“there are enough personnel within the system and this is Good for the management of the university”

A male staff at personnel unit, Adekunle Ajasin University, Akungba- Akoko FGDs

Another discussant had this to say,

“Rarity of personnel is not a problem at FUTA. There are enough human resources and that being a sources of management success of the university”

A male personnel unit Federal University of Technology, Akure.

Also, the result on research question two that financial resources was adequately mobilized for university education in Ondo State, Nigeria. The result was in agreement with the view and stance of Akomolafe and Aremu (2016) that adequate funding is critical to the provision of functional university education that can lead to a national transformation. Further, the result was also buttressed by Ayeni and Babalola that adequate funding was central and germane to the success at all level of education.

In line with the above submission a discussant had this to say

“In the university here, fund is not a critical challenge that is Mitigating against the system, most especially, there are number of small enterprises through which the university is generating internal generated revenue (IGR) to complement government subventions”

A female staff of bursary unit, Olusegun Agagu University of Science and Technology, Okitipupa. FGDs.

The result on research questions three revealed that physical resources (facilities) were not adequately supplied for university education management in Ondo State, Nigeria. The result was corroborated with the view and submission of Dikosun and Omokhafa and Olowokere (2020), that one of the major challenges to provision of sound education and educational institutions in Nigeria is death of facilities. Most universities in Nigeria are facing with these challenges. The above result is in consonance with the position of some discussants during the FGDs.

“The problem of physical resources is not restricted to the university but to other universities in the state, especially, halls of residence classrooms offices, and host of others.

A female respondents procurement unit, Adeyemi Federal University of Educational (AFUED), Ondo, FGDs.

Another group of discussants reported that

“there are shortage of facilities especially classrooms (especially with the students’ explosion) on campus. Government should address this unseemly issue”

A male discussant, maintenance unit, Adekunle Ajasin universities, Akungba- Akoko. FGDs.

Conclusion

Based on the results, conclusions were made. Human, financial, and physical resources were adequately supplied to universities, especially in Ondo State. However, physical resources (classrooms, offices, vehicles, classrooms, etc) were few, and constituting serious challenges to the managements of the university institutions in Ondo State, Nigeria.

Recommendations

Based on the conclusions, the following recommendations were made;

1. More financial resources should be made available to universities by government and other providers of university education in Ondo State, Nigeria.
2. Government should encourage universities managers to venture into small scale enterprises to boost their IGR to complement government subventions for the universities in Ondo State, Nigeria.
3. Personnel should be employed based on qualifications and the need of the university, numerically.

4. Human factors in universities in Ondo State, Nigeria should be well monitored. Also the principle of job analysis within the system should be made a culture.
5. Personnel job descriptions should also be taken into consideration. This will enhance industrial harmony in the universities.
6. Job security and staff welfare are priorities to university management in Ondo State, Nigeria.
7. Government should increase financial subventions to enable universities develop facilities for effective and functional universal education in Ondo State, Nigeria.
8. Good maintenance culture of physical resources should be emphasized and strategic management approach should be put in place to see this come to make possible in universities in Ondo State, Nigeria.

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