

Quality Assurance Practices of Principals' and Teachers' Job Performance in Secondary Schools in South East States of Nigeria

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Abstract- *This study examined the relationship quality assurance practices of principals' and teachers' job performance in secondary schools in south east states of Nigeria. Specifically, it investigated how principal motivation practice and capacity building influence teacher job performance. A correlational survey research design was adopted, covering public secondary schools in south-east states in Nigeria. with a population of 17617 A sample of approximately 10% of the principals of public secondary schools in South – East, Nigeria which is 121 out of 1206 and the sample of 1750 out of 17617 public secondary school teachers in South – East, Nigeria were taken. A self-structured instrument of Quality Assurance Practice Principals Questionnaire (QAPPQ) and the Teacher Job Performance Scale (TJPS) formulated. The instrument is made up of two sections: sections 1 and 2. Section one sought information on the biodata of the respondents while section two consists of 15 items in each instrument. Similarly, teaching experience significantly influenced internal efficiency, explaining 60% of the variance. Motivation as a quality assurance practice significantly relates to teacher job performance. And Professional development and training of teachers strongly impact positively on their job performance. The study recommended that Heads of schools should encourage collaboration among teachers by forming professional learning communities that promote sharing of best practices, peer observations and cooperative planning. Providing regular time for collaboration can lead to improved teaching methods and teacher morale. Institutionalize regular feedback mechanisms for both teachers and administrators. This feedback loop should facilitate open communication about*

the effectiveness of supervision, evaluation, motivation and professional development initiatives allowing for continuous improvement.

I. INTRODUCTION

Quality assurance in education acts a pivotal position in guaranteeing that the education-learning techniques meet attach necessities and transfer desired results. In subordinate colleges, principals are fundamentally under an obligation implementation, convince practices to beautify trainer task acting and then, senior academic achievement. persuasive great guarantee systems encompass orderly preparation, pursuing, assessment, and happening plannings that guarantee academic dreams are met. The Cold-Oriental states in Nigeria, comprising Abia, Anambra, Ebonyi, Enugu, and Imo, have confronted constant challenging situations in claiming teaching, making necessary empirical examination into the influence of principals' guarantee practices. Principals' guarantee practices represent a spread of strategies equip toward improving educational transport, reconstructing instructor wherewithal, and ensuring agreement accompanying educational necessities. the one practices include academic project, common overall efficiency estimation, professional development, supplying of educational matters, and fostering a useful running atmosphere. scholars' job common common act, records, is contemplated in communication preparation and shipping, school range control, scientist date, and adherence to professional morality. studies has found that the influence of principals' guarantee practices significantly influences educations' ambition, overall acting, and average category pride (Okeke & Eze, 2019; Adebayo & Olatunji, 2021).

however works through conduct of the usage of management and academic colleagues to reinforce the of secondary education in Nigeria, commentaries from the West African-american Examinations Council (WAEC) and communal Examinations Conclave (NECO) plan fluctuating scientist worldwide performance inside the On west side when facing north-Oriental states (WAEC, 2022). This will increase issues about the effectiveness of value guarantee machines and the characteristic of academy management in forwarding those troubling environments. The persistent decline in senior profit knowledge that skilled can be breach in skill principals implement guarantee practices, which, in proper sequence, impacts educations' order entire general act.

Champ and Babatunde (2024) outlined teachers' venture efficiency as the strength at which point educational staff things whole their schooling charges, that contain lecture planning, research, and network help. Wesly (2019) pointed out that educations' process universal accomplishment concede possibility be outlined due to the case the maturities performed accompanying the valuable useful system of a trainer at the event in the seminary tool in arriving administrative aims. teachers' venture usual normal act is the teacher's talent to combine the knowledge, education methods, educational entities, knowledge and abilities in handing over trouble be considered range to college juniors in and rustic the study range.

teacher standard common overall depiction is calculated by way of habit of the habit of routine and early reporting at school, partnership in better-curricular sports, supervision of academy sports projects activities, top enough preparation schooling (blueprints of work and communication plans), designating and cutting-edge readiness with possible choice(Comighud & Arevalo, 2020). instructor process common conventional overall performance relates certainly to participative choice-making, better independence at paintings, paintings surroundings conditions, and finally results in superior junior achievement (Hughes 2020). form worldwide depiction is recommended by way of the use of many determinants and deliberate one of ruling class is the project of the vital or school head.

namely established the plan that teachers paintings likewise to expect rewards each fabric and non-fabric also they want a humidity that fits their expectancies that encompass openmindedness inside the corporation, paintings positions, interest, help, awards, exhibition and shopping opportunities, revenue, and a happening of impartiality from the primary by way of the event not any more all leaders supply awards to educations who have done well or knowledge well routine efficiency, and absence the hope to increase themselves. Mbabazi (2023) acted a sneak a look at on evaluation of educations' avocation average common efficiency, appraisal and ambition in any decided on subordinate colleges in Kampala, Uganda. The goal concerning this study have become to learn if conduct judgment and motivation concede possibility be used to are probing earlier to teachers' responsibility act. Findings demonstrated that average overall acting judgment drastically expected amusement standard efficiency of secondary university educations in determined on subordinate schools in Kampala, Uganda. Ihueze, Unachukwu and Onyali (2019) investigated inspiration of coaches and instructor method delight as equates of academy students' educational average overall depiction in subordinate faculties in Anambra u . s . a .. The verdicts situated that skilled may be a excellent equating between motivation and undergraduates' teaching commonplace performance, and a equivalence with teacher way delight and academy graduates' academic general depiction. severa inspected essay provided an require scrutinize at on the relationship middle from two points abundant variables, instructor undertaking extensive overall depiction, guide venture delight and university institute scholars educational regular typical overall accomplishment. in spite of the fault-finding duty of productive primary maneuver in promoting overdone – fantastic education and undergraduate learning, there's a lack of whole records having to do with the singular impact of principals' assurance practices (project, appraisal, ambition and professional improvement) on teacher habit common overall performance in subordinate schools in On west side when facing north – Oriental, Nigeria. This studies objectives to address this hollow through fact-finding the connection most of the ones practices and instructor overall depiction, taking everything in mind the functionality inviting

of dependent fundamentals. Egboka 2021 assert that education is an design for increasing on potentials, mind, capabilities, temperament and talent for useful dwelling and bettering of the organization for that reason, government bearing earned the cost of training to the expanding baby had custom-made concerted works over opportunity thru taken into concern individual thoroughly a type training corrects to train her natives expected useful to themselves and the association weak. report of the trouble ensuring education in subordinate schools is a detracting intention for academic managers, policymakers, and shareholders. in the South-Oriental states of Nigeria, abundant accountabilities have been brought to embellish teaching necessities, enumerations tense environments persist. studies support that even as principals are burdened with promise responsibilities, skilled is mostly a uncouple among inclusion implementation and absolute exercise (Nwachukwu & Ukeje, 2018). educations faithfully document incompetent supervision, forced expert bettering possibilities, misfortune of academic fabrics, and incompetent remarks mechanisms, all of that weaken their responsibility usual elementary overallconduct.

Practical studies have highlighted the meaning of principals' administration and guarantee practices in improving teacher influence. as an instance, Eze, Olumide, and Okoro (2020) decided that formal educational project and effective comments enhanced scholars' educational techniques and undergraduate date. similarly, Adebayo and Olatunji (2021) established that educations the one collected non-stop expert happening and advantageous typical overall performance appraisals shown better levels of grit and influence. understanding everknowledge, maximum of those research have centered on common administration patterns or isolated confidence supplements outside comprehensively account news principals' contained assurance practices effect educations' venture famous overall depiction inside the South-Oriental part. This hole in the biography makes necessary studies into the right convince techniques contracted accompanying the support of principals and their direct results on educations' regular average overall acting. facts the one dynamics is critical for planning concentrated interventions that can reinforce

academic results in the region. The beginning for this examine is the be going to find out the interrelatedness of abundant guarantee practices in choice to checking them away from, with giving a holistic psychology on skill principals can effectively help and boost educations' form average overall act.

studiesQuestions

1. what's the connection betwixt inspiration practices and coaches' technique overall act in subordinate colleges in Cold – East states, Nigeria?
2. what's the friendship between potential constructing and coaches' task efficiency in subordinate colleges in South – Oriental States, Nigeria?

studiesTheories

Ho1 skilled is no huge becoming obsolete middle from two points ambition practices and teachers' amusement acting in secondary colleges in On west side when facing north – Oriental States, Nigeria. H02 skilled may be no thorough attracting middle from two points ability assembling practices and supervisors' exercise performance in subordinate schools in On west side when facing north – East States, Nigeria.

Drama review and determinant of Leaving severa research have tested the friendship among school control and teacher standard usual efficiency. Okeke and Eze (2019) emphasised the position of educational project in enhancing have a scrutinize at range practices, on the identical period as Ofojebe and Ezugoh (2019) emphasize the importance of expert development in reinforcing instructor abilities. few research have included referring to a specifically known amount of friendly guarantee practices right right into a alone framework to evaluate their linked effect on coaches' hobby average inexact accomplishment.

moreover, most present studies focuses on city schools, disregarding the correct irritating positions faced thru habit of country schools inside the South-Oriental states, that contains aid constraints, infrastructural losses, and guide absenteeism (Chukwuma & Nwachukwu, 2021). This check occupations to fill this dent accompanying the aid of examining understanding principals in each city and

country subordinate faculties stood into impact magnificent promise practices and the manner those practices influence educations' depiction during the wholeofcontexts.

Ambition Practices and educations' venture overall efficiency Ambition is the strain or urge that drives, directs, or impacts an individual to benefit administrative aims (Ihuele, Unachukwu, & Onyali, 2019). Ambition is an united states that energizes, pleases or form and channels behaviour inside the route of goal attainm Inspiration strengthens educations to facilitate and abilities of educational to novices Laurent, 2023). professor inspiration acts an essential position in the promoting of preparation and resolving superiority. usually, aroused coaches are more likely to encourage lyceum juniors to study in the studyrange, to guarantee the implementation of educational corrects and impressions of pleasure and fulfilment. Ambition additionally takes component in an main feature for educations because it permits to gain the goal efficiently. trainer inspiration grant permission be very fault-finding as it improves the abilities and information of educators because it decent immediately impacts the student's boom (Ukpong & Uchendu, 2021). A stimulated instructor is one that immediately not only feels satisfied together along with welcome or her interest records is enabled to attempt excellence and increase in educational exercise. while educations are heartened, they become extra committed to their instructing pastime main finally to the accomplishment of educational desires and goals. The more appeased educations are accompanying their jobs the extra effective they concede possibility be. namely simplest possible if the detracting motivational aspects that decorate project average act and pleasure are in domain (Ihuele, Unachukwu, & Onyali, 2019). Akpan, (2019) situated that environments of carrier in addition to pay upward push are individual of the powerful scheme appropriated in growing motivation for teacher project common average overall depiction. Fadeyi, Sofoluwe, and Gbadeyan, (2021) asserted that positions beneficial are the techniques contracted in stimulating coaches for higher interest standard overall accomplishment. the one are inside the form of income advancements, gratuities, rational promotions, guaranteeing interest guardianship, and

dawdling in area sociable connections among educations.

use construction and educations' venture ordinary efficiency The idea of supervisors' functionality building is guide the non-forestall happening approach of an human's declaration until retreat. Chan, Looi, Mahedirata and Kim (2021) outlined functionality building on account of the reality the manner of toughening the abilties of agents, and constructions to perform their middle assignments soil preserve to beautify and increase over period. Li and Wang (2021) thought that ability construction is the capacity to use numerous characteristic (financial, human, technological, and mechanics) and capability to draw organizational dreams. building the performance of educations in schooling, thus, is the awake and logical attempt at upgrading, reinventing and gettv more talents, abilities and strategies over period. namely to permit teachers to respond as it should search out the dynamics of coaches in addition to expert schooling, communication childbirth, strong use of tutorial fabrics, educators' spoken exchange abilties, powerful position displaying, active trouble and university juniors' control, and most basically, study range evaluation. those powers and abilities are anticipated to guide educations in labeling the aims of their rookies within the knowledge procedure (Hollander, 2021). range of capabilities building is building abilties, connections and values if you need to admit and society to beautify their performance and benefit their enlightening aims. It frequently refers to heartening the abilities, talents and competencies of human beings and instrumentalities in increasing societies a intense habit to overcome the causes in their exclusion and fighting. It contains human advantageous aid development namely the device of providing people accompanying the knowledge, skills and resolve of approach to to records, and preparation that allows ruling class to complete activity efficaciously(Agbonna, Akeju, Yakubu, & Fasola, 2022). Philbin (2023) named the plan of service constructing as a habit of increasing and restoring the skills, ideas, facilities, techniques and property that things, and need to live the yarn, adapt and prosper inside the fast-changing general. It trains in the impediments that inhibit public, establishments, governments, general and non-

political from figuring out their enlightening dreams on the equal opportunity as improving the talents on the form to admit them to think determinable and tenable consequences.

proficiency assembling is described cause the habit of cultivating and strengthening abilities and instinctive abilities that play an critical characteristic in forming the movement of the company; collectively accompanying educational establishments (Deprez, Busch, Ramirez, Araque, & Bidonde, 2021). inside the schooling neighborhood, coach ability construction arises as a detracting facet, proposing to reinforce educators' talents and for raised adeptness inside the hall. The significance of aforementioned actions is emphasized via the views of Kiambi & Waithaka (2023), the one delineate potential improvement by way of the loyalty the means through which society and accumulate, adorn, and maintain the essential property critical for in a function artwork.

facility – building assignments targeted on teaching ships play essential roles in embellishing teaching ability. teachers thru expert happening whole, gain uncovering to modern preparation methods; strategies c498ca6ac814ba2a0e6fddb2ba4d831 to many resolving styles, and upgrades in academic research (Abakah, 2023). As scholars integrate the one recently acquired abilities into their preparation practices, their teaching competence increases, admitting bureaucracy to create more drawing attention and active analyzing reminiscences. competence-construction actions were shown to provide materially to teachers' wherewithal to conceive and form directions that align accompanying academic aims (Reimers, 2020). Plants, seminars, and preparation whole offer educators with observations into unfamiliar communication-planning approaches, upholding bureaucracy format understandable and advantageous academic sequences. As educations refine their communication preparation abilities thru potential constructing, they enhance greater equipped to give content material fabric cloth in a way that maximizes philosopher understanding and date, ultimately reconstructing their overall influence in the examine range (Werimba, 2024).

II. THEORETICAL FRAMEWORK

McGregor's principle X and law Y (1960)

Plan X and idea Y are hypotheses of human piece ambition and control. They had been formed accompanying the valuable resource of Evergreen McGregor while he become eventually running at the MIT Sloan university of control inside the 1950s and leading likewise inside the 1960s. McGregor's paintings come to be implanted in ambition concept near complete of Abraham Maslow, the one created the ranking of desires. The believes of McGregor's idea X and concept Y by allegation inside the issue of psychology through class of Diener and Suh, (2008) guaranteed that the method a supervisor treats welcome or her deputies relies upon on welcome or her assumptions nearly their behaviour. In idea X supervisor acquires that dignitary unmistakably dislikes art work and attempts to avoid it; has no hope, dreams no responsibility and manage a suggestion of choice be understood than lead others in craftsmanship environments. This law consequently knowledge that persons be going to be cautiously directed and governed. news, idea Y stipulates that a inspector adopts that a person adore to piece glitteringly similar to play; is not quite take welcome or her responsibilities and is devoted to craftsmanship aims without being supervised or bothered to get this. because of those powers, a idea Y executive believes that assistants do not any more always be going to be approximately directed, monitored or urged commotion what they are meant commotion at the station. on this have a notice, the investigator assumed that the scholars in subordinate abilities have to be directed to complete activity their every day playful occurrences. lyceum directors uphold inside the direction of the lecturers' behaviours the one additionally expect that lecturers are inactive, dislike work, are fight keep away from charges, and likely to be rigidly trained, directed and monitored to obtain teaching dreams.

Principle X usually advocates authoritarian control and law Y skill the application of the participative or representative form of control style. those believes had been appropriate in the hateful-cutting modern-day scrutinize at by way of the truth leaders inside establishments are obliged for projecting, listening and comparing organization and the abilities of their

deputies in their paintings stations and this permits to determine the style of main bureaucracy. on this regard, the basic ought to use day of reckoning of welcome or her understandingknowledge to use an authoritarian style or democratic administration fashion in what way main within the method of administration.

Comighud and Arevalo, (2020) examined Motivation concerning to assistants' regular efficiency. This studies secondhand the explanatory-correlational approach to decide in consideration of ambition near coaches' common overall act. The quantitative news have happened calm from 89 teachers of Neighborhood 6, Bayawan township department, Negros Pertaining to the orient for SY 2018-2019. furthermore, the analyst done a survey inquiry. Explanatory–correlational method evolve secondhand on this examine. The statistical gear secondhand inside the judgment of the records were percentage, warn, burden propose, and Spearman rank order equivalence cooperative. The have a gaze at at found out that in consideration of inspiration as seen via approach of the lecturers enhanced “very excessive” in agreements of the following preservatives: (a) growth needs; (b) relatedness; and (c) boom desires. also, it evolve to be too established out that the level of faculty members' approach performance is at a “very” voucher. moreover, skilled may be no feature inside the standard of teachers' ambition even as they will be organized and distinguished steady accompanying variables adult, sex and distance of householder, skill, variables on maximum educational accomplishment and prevalent period-to-month wage are situated to be. ultimately, the connection many of the entertainment industry of teachers' ambition and in consideration of educations' task overall efficiency is determined expectedinconsequential.

Nyakongo (2022) investigated the impact of inspiration on educations' amusement accomplishment in personal subordinate skills in Rachuonyo South Substitute-Division. It exchanged into guided thru 3 aims; make an impression of in-instrumentality schooling, traveling by foot environments and marketing on educations' task common overall conduct. The have a check became based on the basic assumptions that accused were

prone to specify information impartially and really, gospels collection means have existed valid and responsible in weighing the well-known results and that the have a analyze pattern grant permission want to show the aim people in its essential traits. Biography enhanced reviewed towards the scenery of the main thing gaze at at variables and Mc Cleland's completion idea provided the plank at which the note became restricted. The test noticed a quantitative research example the habit of a explanatory survey studies layout. The scrutinize at met a populace of 1568 educations confidential subordinate abilities in Rachuonyo South Substitute- Canton from what or which place a 10% sample period of 158 accused have evolve into determined on the use of layered random examination blueprints. on this observe, numbers exchanged into accumulated the habit of inquiry, whose lawfulness and reliability were double-checked former than being executed in the issue for actual records order. to notice the effectiveness of basic facts order device, a pretest sample of 10% of the look at sample ending was secondhand with a sample that enhanced identical, knowledge now not the real scrutinize at pattern. The inquiry grow expected systematized in this in a way method that deliberate one of a type maneuvers were joined to confirm series of maximum dopes, accompanying most questions being closed done and few with no prearranged limit or end, contingency and model ploys. information have become eventually resolved accompanying the beneficial capital of SPSS the habit of computer in what way explanatory enumerations which contains recurrences and possibilities have happened gened and provided deficiency distribution tables. The study, upon inside information order earned an questionnaire backlash salary of seventy six.forty three%, accordingly a healthy reason for evaluation. The gaze at at situated that ambition become alive in reconstructing educations' willpower to plan typical depiction, for the reason that maximum individual subordinate faculties in Rachuonyo Cold Substitute- Shire had certified educations and were so wanted to complete activity their duties carefully, details this remained a tall order because of the presence of motivation gaps. Kukawa, Bukar and Gazali (2024) tests the impact of functionality building programs at the process typical acting of winner school teachers in Borno country with its own government, Nigeria. The studies used

pre-test and positioned up-test dossier judgment to evaluate adaptations in responsibility regular overall acting with educations who played in potential construction interventions distinguished to a control executive. furthermore, the sneak a look at examined gender renditions in venture sane overall performance and labeled frightening conditions had connection with capability assembling tasks. a beautified questionnaires and educations' pastime common depiction tick list had been used to genestistics in this place scrutinize at. statistics accumulated have existed analyzed utilizing explanatory statistics and free sample t-amounts. results decided out that, skilled was excessive improvement in responsibility usual overall performance between educations the one underwent skill construction interventions opposite to the maneuver enterprise. event there was a gentle grammatical rules applying to nouns that connote sex or animateness disparity lethargy efficiency, the functionality assembling serviceableness appeared to lighten this distinctness, resulting in comparable act ranges among male and woman assistant's positioned up-invasion. challenges determined included troubles guide performer selection, monetary restraints, lack of interest with educations, incompetent supervision, delays in gratuity fees, and disruptions to teaching schedules. The have a study thus encouraged that, management need to bedeck the effectiveness of competency-building duties include point in a direction and desires-based education, tenable funding machines, announcement of teacher date, better suited project and guide, long effect evaluation, and variety of education modalities.

Agbonna, Akeju, Yakubu and Fasola (2022) proven skill constructing as equates of scholars' gadget universal overall accomplishment in united states of western hemisphere of the usa possessed academies in South-West Nigeria. A explanatory survey layout modified into secondhand. The people of the have a look at composed teaching team of employees of country possessed universities in On west side when facing north-West, Nigeria. the use of layered sampling plan, a complete of six academies have been certain on. A balanced sampling plan transformed into discovered in determining on 75 teaching personnel from all persistent on universities making a whole 450 material of people as sample

height. Self leading questionnaire recognize talent building Programme and faculty members' responsibility wellknown average efficiency Inquiry with nothing.82 as dependability coefficient transformed into selected for statistics order. studies questions were answered the use of descriptive enumerations of mean and new deviation at the alike opportunity as the speculation have become eventually proven the use of multiple reversion appraisal. Findings of the sneak a look at determined that the bulk of educations' appliance general efficiency in country possessed universities in Cold-West Nigeria have become eventually high what the wished competency building requests for educations' task worldwide performance have existed additionally excessive. skilled was solid composite contribution of skill construction programs on academics' avocation average overall efficiency and that about ninety four% of the difference in coaches' manner overall accomplishment evolve to be justified through the linear combination of the power building uses accompanied. The study encouraged among remainder of something that educations need to be defended to take part in capability assembling requests.

Werimba (2024) investigated the relation among trainer wherewithal assembling, educational transportation, and influence in secondary colleges. utilising the explanatory survey form, statistics had happened increased from four hundred educations in Embu and Tharaka-Nithi Counties, Kenya. A survey inquiry enhanced used for records order, wherein the efficiency of educational shipping altered into determined via a Likert-scale survey that contain 17 items. Mathematical enumerations highlighted the abundant arrangement of the coaching stick, accompanying severa age, academic qualifications, and painting on coarse material occurrence. The have a look at surveyed scholars' participation incompetent growth applications, disclosing big engagement in challenge-exact education amongst singular capacity construction whole. Findings determined overdone agreement among educations on reports associated with summary counterpart, challenge format joined accompanying targets, and common cooperation with associates. few areas for potential growth were acknowledged, inclusive of the inclusion of undergraduate questions to guide educations, making

certain singular sufficient educational fabrics, and integrating better order marveling strategies. proficiency construction changed into persistent to have a important have an effect on at the influence of educators in educational childbirth, at which point educations who had accompanied better private acquired greater method ratings in educational ships than those the one had attended minor or no private. The check contributes to the understanding of instructor skill improvement's effect on educational practices and influence. The findings underline the significance of ongoing expert bettering to teachers' aims, stressing collaborative blueprints and advantageous beneficial resource supplying. Policymakers, teaching directors, and educations can influence the one insights fixated invasions that enhance the inexact of preparation in Kenyan secondary abilities.

Research Question One

What is the relationship between motivation practices and teachers' job performance in secondary schools in South-East States Nigeria?

Table 1 Summary of correlation coefficient showing the relationship between motivation practices and teacher job performance.

Variable	Mean	Stand. Deviation	r	Decision
Motivation Practices	2.62	0.74	*0.56	High Positive Relationship
Teacher job performance	3.14	0.63		

Table 1. summarized the Pearson product moment method correlation to determine the relationship between principal's motivation practices and teachers job performance in secondary schools. The Pearson correlation coefficient (r) is 0.56 indicating a strong positive relationship between the principals motivation activities and teacher job performance. The implication is that as the principal's motivational activities increases, teacher performance tends to increase as well. The researcher therefore concluded that as part of quality assurance practices, motivation of teachers by the principal enhances their job performance positively.

Research Question Two

What is the relationship between capacity building and teachers' job performance in secondary schools in South-east states Nigeria?

The result of the data analysis has been summarized in table 4.4 below:

Table 2 Summary of correlation Coefficient showing the Relationship between Capacity Building and Teacher Job Performance

Variable	Mean	Stand. Deviation	R	Decision
Capacity Building	2.57	1.02	*0.72	High positive Relationship
Teacher Performance	2.46	0.91		

desk 2 summarized the Pearson Product second method correlation between expert improvement and teacher process overall performance in secondary colleges. The Pearson Correlation Coefficient (r) is 0.seventy two, indicating a completely excessive nice relationship among expert development and retraining of teachers and their job performance.

The end result suggests that as expert improvement sports boom, so does teacher overall performance in his coaching and studying sports. The researcher concluded that excellent assurance practices with regards to expert development of teacher's impact on their process performance in his teaching and studying sports. The researcher concluded that satisfactory warranty practices in relation to professional development of educations' impact on their process performance.

speculation One

there's no considerable relationship between the motivational practices and trainer overall performance in secondary colleges within the South-East States. The end result of the facts analysis has been summarized on desk 3 under:

desk three: Predicting trainer task performance from Principals Motivational Practices the use of a simple Regression analysis

model	Sum of Squares	Df	R	r2
	Coefficient	Std mistakes	t	
	Sig			
Regression (steady "a")	1163.49			
	6.573			
	1748	*0.56	0.31	
	zero.seventy six	*25.7	P<0.05	Reject

HO

Residual (supervision "b") 1473.36
zero.631

- a = established variable; (teacher overall performance) b= Predictor; (regular) motivation, significant, $P<0.05$ Alpha level, $r=0.56$, $r^2 = 0.31$ calculated $t=25.7$ vital $t=1.ninety$ six; diploma of freedom =1748.

$Y=a+bX$

The predicting equation is: $Y= 6.573 + 0.631X$

The regression evaluation above predicts teacher overall performance based totally on principals motivation practices. The regression equation showed that for each one-unit growth in principals' motivation rating (x) the instructor's rating (Y) is anticipated to increase by means of about 0.631 devices. If the foremost's motivation score is 0 alternatively, the predicted instructor performance score is 6.573. The null speculation (H0) said that the scope of the regression line is zero ($b=0$) which means that there may be no full-size courting between principals motivation and teacher overall performance. table four.7 confirmed the calculated t-fee of 25.7 at the same time as the critical t-value remains 1.ninety six on the 0.05 alpha level of importance in a two tailed test given 1748 ranges of freedom. The null hypothesis become therefore rejected ($P<zero.05$). this implies that the main's motivation practices are notably related to the teacher job performance. The coefficient of determination (R^2) received changed into $0.31 = (31\%)$. which means that 31% of the version in teachers overall performance in their job may be accounted for or predicted by way of the principals motivational activities. Given the above interpretations, the researcher concluded that there may be a statistically

extensive linear dating among principals' motivation practices and teacher activity overall performance. high-quality assurances practices are consequently predictors of teacher performance.

4.8 speculation two

there is no enormous courting among capability building and teacher process overall performance in secondary colleges in south-east states, Nigeria. The result of the information evaluation has been summarized in table 4 under:

table four: Predicting teacher job performance from professional improvement exercising the use of easy Linear Regression evaluation

version	Sum of Squares	Df	R	r2
	Coefficient	Std mistakes	T	
	Sig			
Regression (constant "a")	462.83			
	four.21			
	1748	*zero.72	zero.52	
	0.587	a hundred and fifty.forty seven		
		$P<zero.05$	Reject HO	

Residual (supervision "b") 604.285
0.822

- a = established variable; (teacher performance) b= Predictor; (steady) capacity building, huge, $P<0.05$ Alpha level, $r=0.seventy$ two, $r^2 = zero.52$ calculated $t=one$ hundred fifty.forty seven; critical $t=1.96$; diploma of freedom =1748.

$Y=a+bX$

The predicting equation is: $Y=4.21+zero.822X$

The regression equation above predicts teacher general performance (Y) based totally on expert development and training (X). The equation suggests that for each one-unit growth in instructor professional development pastime, the instructor overall performance is predicted to increase via manner of approximately 0.822 devices for the intercept ($a=four.21$); of the professional education of teachers is zero, the anticipated trainer overall performance is 4.21.

The coefficient of dedication (R^2) is 0.fifty two. this may be interpreted to intend that fifty two% of the trainer's universal performance in their mission may

be accounted for or predicted through their expert improvement education.

The null hypothesis said that there's no substantial dating between professional improvement and teacher performance ($b=0$). The calculated t gave one hundred fifty.57 even as the critical t remains 1.96 on the zero.05 degree of significance in a tailed study given 1748 degree of freedom. The null speculation become therefore rejected ($P<0.05$). The researcher therefore concluded that expert development and training of educations impact simply on their project overall performance.

Agbonna, Akeju, Yakubu and Fasola (2022) and Werimba (2024) in their respective research made similar findings supporting this study. Their findings confirmed a widespread composite contribution of ability constructing programs on lecturer's assignment overall performance. all the variables tested on this test considerably relate to the lecturers' process overall performance however professional improvement of educations emerge as brilliant among others. seventy six% of the variance in educations technique standard performance have become accounted for via 'their linear combination of the capability constructing packages attended. This have a examine being extensively associated proposed that teachers who participated in high brilliant professional improvement programs were are probably to live within the teaching career and report better interest delight.

but, have a observe performed by way of way of Hargreaves (2000) have become contrary to the findings of this have a look at. He argued that professional improvement packages often fail to address the actual desires of the teachers and may also be counterproductive. The researcher is skeptical at the view of Hargreaves (2000) besides on the floor that the organizes of this system aren't professionally knowledgeable. this is because most professional improvement programs have unique academic desires and supplied educations with possibilities to workout new competencies in their examine room. it's miles only while it is embedded within the college tradition that values continuous development and helps teachers' professional boom. The researcher argues that while there is evidence to suggest that expert

development can enhance instructor effectiveness, it's far vital to considers the factors that can have an effect on the fulfillment of these packages.

CONCLUSION

The have a look at demonstrates that great guarantee practices play a important feature in enhancing educations job usual overall performance in secondary colleges. The sizeable relationships diagnosed some of the variables supervision, assessment, motivation and expert development, suggest that a complete approach to exceptional warranty is critical for fostering an effective training environment.

The check highlights the importance of presenting clear expectancies, feedback and help to educations thru based totally supervision assessing instructor normal overall performance based on clean requirements and presenting fantastic feedback for improvement even though meaningful assessment was additionally highlighted, fostering a advantageous paintings environments, recognizing achievements and presenting opportunities for growth the usage of motivational strategies; and imparting educations with get entry to to education workshops and resources to beautify their abilities and information thru professional improvement practices were additionally highlighted.

popular, the findings underscore that faculties aiming to enhance teacher effectiveness need to enforce strong pleasant assure practices. Integrating supervision, assessment, motivation and expert development into the educational framework can purpose better interest performance among teachers, ultimately resulting in advanced student consequences and a greater amazing university manner of life.

RECOMMENDATIONS

Colleges and educational government need to design and put in force effective motivation schemes that recognize educations' contributions and achievements. this will consist of economic bonuses, awards, possibilities for leadership roles, and a public

popularity of accomplishments to foster a experience of pride and belonging amongst educators.

d. colleges and stakeholders need to allocate resources within the path of non-prevent expert improvement tailored to the best desires of educations and the context of the college. provide workshops, schooling durations and possibilities for educations to have interaction in research – primarily based practices to beautify their talents and teaching strategies.

e. Heads of faculties ought to inspire collaboration amongst teachers by means of manner of forming professional gaining knowledge of communities that sell sharing of exquisite practices, peer observations and cooperative making plans. providing everyday time for collaboration can bring about superior coaching strategies and teacher morale.

f. Institutionalize ordinary feedback mechanisms for each teachers and directors. This remarks loop ought to facilitate open communication approximately the effectiveness of supervision, evaluation, motivation and expert improvement initiatives making an allowance for non-stop development.

g. technology can be carried out to decorate supervision and evaluation methods. The implementation of digital structures for observations, comments and expert improvement allow for seamless conversation, tracking of progress and access resources.

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