

Administrative Issues, Influence of Higher Authorities In Secondary Schools In District Noshki

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Abstract

Administration in all its terms is the component for running an institution. This quantitative study is on administrative issues in secondary schools in District Noshki to measure the weakness and pitfalls for the poor performance in educational administration in the least developed areas of Pakistan generally and in Balochistan particularly. The sample of this study comprised on hundred (100) participants through overall population on secondary schools Within District selected at site for study. A self constructed questionnaire was developed for data collection with five likert scale. The data was descriptively analysed through SPSS 20th version. The findings of the study resulted significantly as In Balochistan, that the administration issues in secondary schools are contributing for the poor educational development. The future implications and recommendations are also included in this study.

Keywords: School Administration, issues, Secondary, Noshki District.

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Introduction

Education is important for the change, which is only possible by the keen interest of government. Here the power of change is the policies and administration role in the institutions of the concerned areas. As the education in Balochistan is abjectly poor, the change is important to be practiced in the province, by introducing strong and effective administrative policies. Administration is the one significant factor for the failure and success of the institutions in every part of the world. Though the institution is of any sector, it can be the education required strong and plenty policies. The secondary school is the stage from where the roots of the future generation moved for the generations. So, very significantly the administration needs its basis in Balochistan. The significance feature of education is that there must be effective administration to develop the intellectualism of students and society. The intellectual capacity of the society and students are possible through a proper administration in school. But, the case with Noshki district is that the administration not seems as effective to develop critical ability in students and teachers. The trends in schools environments are dependent on failed learning in all schools though private or public. One important factor in school administration is that there must be activities which are significant for a changing society. The educational activities in schools are important along with the studying process. This is because of the facts that students personality building comes in school by the only way of conducting extra curriculum activities. A charming and thrashing personality in students are possible by the help of a principal and its staff in school. Noshki one of the developing district of Balochistan facing extremely hash and string weakness in its educational structure. The weak and lethargic administration in Noshki needs to be highlighted in order to bring strong administration for educational development. The roles of principals in secondary schools require the attention for resolution of administrations issues.

Literature review

Analysts like (Eisemon et al., 1992) have viewed, in a couple of countries, including past French settlements, and what's more Thailand, Russia and Japan, it remains the essential errand of especially neighborhood level assessors to stamp school administration and teachers performance

(Watson, 1994). In Germany, overseers spend most of their working time on such educator supervision. In a growing number of countries, including France, Italy, Spain, Sweden and Mauritius, heads, especially at the central level, are getting the opportunity to be discernibly connected with the evaluation of the direction regarding school administration. Lewis and Murphy (2008) from the NCSL (National College for School Leadership) focused on an association between the principal and culture; they found that successful head instructors make and model their schools' lifestyle to one that suits them. (Pauvert, 1987). In the outflows of a past Malaysian supervisor administrators: "their phenomenal part is to go about as the association among course of action and practice, association and feedback, research and appraisal" (Watson, 1994). Direction is said to be a strong catalyzing channel, with course of action of good, physical, ideological and administrative to individuals. The administrators spend around one fourth of their chance on teacher getting ready, which, beginning here of view, is their second most basic effort, after educator examination (Perier, 1995). In order to enable them to have complete consideration regarding their followers, of their yearning in life and to set them up to fulfill that focuses. HEP research, and a later provide details regarding Bangladesh, Colombia and Ethiopia, have in reality shown that the outside manager every now and again gives informational administration (Lyons & Pritchard, 1976; Dalin, 1994). It is a mean for the moral change and the meeting the basic needs of administrators. As showed by Islamic point of view preparing is a master for getting constructive administration in person's perspectives according to the estimation of decency helping them to develop a sound Islamic culture (Govt. of Pakistan, 1998). In human resource change guideline expect a basic part. It redesigns the administrative capacities of individuals and develops an expert human resources that is prepared for driving the resources with related change. Basic part of Education in human resource by administration does not need any light or help. Direction positions most essential need in made countries same is the circumstance with the making countries (Govt. of Pakistan, 2000). The significance of capability and end of non-appearance of administration is perceived by the constitution of Pakistan 1973, inside the possible brief time period. The basic course of action in the constitution is, to take out absence of training by making guideline obligatory and free up to secondary level. The study on administration is reproduced really, as: " State

should to be accountable for devastation of non-attendance of training and structural plan of free and important guideline up to discretionary level, inside slightest possible time" (Article 37-B, Constitution of Pakistan). In the midst of the latest couple of years, basic purposes of the organization approach have been to help the level and nature of guideline in the country regarding administration; however capability and primary school enrolment rates have exhibited change in the midst of latest five years, yet are up 'til now falling behind various countries of the region. The key impediments in giving and expanding guideline are deficiency of advantages and lacking course of action of workplaces and trainings for administration (Pakistan Economic Survey 2012).

Research Methodology

This study is based on quantitative method as to find out weak points in general perception in school settings. The researcher used primary data as a source of collecting information through questionnaire comprising on five likert scale.

Sample Technique

A non-probability random sampling technique has been used to ensure that different government schools teachers and heads are represented in the sample to enhance the accuracy of the measurement. The descriptive statistics technique has used for better results through (Statistical Package for Social Science) package.

Data Collection procedure

For data collection, 100 randomly selected teachers as participants were involved from different government schools and also with teachers and head of the school's male and female randomly within District Noshki. Questionnaires has been used to find out the administrative issue in government schools of noshki as research instrument/tool. The questionnaire was translated into Urdu for wider data collection. The researcher classified the problems in areas of pedagogy, environment, learning habits and administration. The researcher has also mentioned the ways to overcome these problems.

Analysis and findings of the study

The estimation results we come to this point in our analysis the school administrative system is a flop due to a lot of issues. In our analysis, we found that there is much pressure on administration which reduces productivity in managing School due to the lot of pressure on administration the productivity of work disturb in schools. There is not lack support and cooperation by teachers to improve school achievements. The parents are willing to attend the meetings but due to the fragile of administration, the parents could not attend the meetings.

There are not more opportunities to polish skills of administrator through training and workshops. There is a lack of workshop in schools and the administrative staffs are not giving any training about the administration from the government. There is not freedom in decision-making regarding school problem. It means that taking a decision regarding administration the staff is bound they are not free to handle any situation or taking any decision for the benefit of schools.

The government schools is a lot of pressure due to the political parties and the political person create problems in schools administration. They do not provide freely environment for schools administration. In administration, the consideration of moral and ethical consequences of a decision is appreciated.

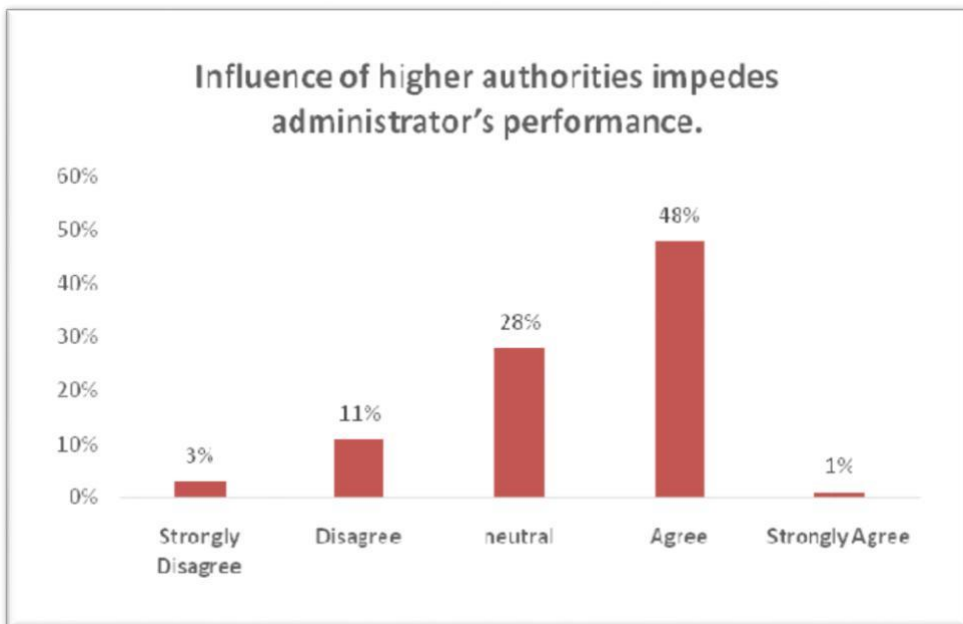
Furthermore, we found that as motivational rules teachers must not be rewarded and punished to achieve objectives. The administrators do consider the advice of teachers regarding school management due to lack of trained administration staff. The administration does not appreciate talented and hardworking teachers. The staff member of school management is biased with the school teacher and also we can say that the management does not cooperate with school teachers. The administration does not provide opportunities to deserving teachers to strengthen their capacities and there is also a democratic system of administration in our school.

However, we also found that the administration is not facing financial crises. It means that lack of technical and trained staff the administration is suffering but there is not a financial crisis. There is not influence the performance of school if the admin takes any decision but most of the respondents are neutral. It means that may be may not be the admin's decision influence the school's system. The managerial skills and personal skills affect

the performance of school and teachers. Most focused result in this study find out major influence of higher authorities impedes administration performance

Influence of higher authorities impedes administrator's performance.

Statement	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	6	3.0	3.0	3.0
Disagree	22	11.0	11.0	14.0
Neutral	56	28.0	28.0	42.0
Agree	96	48.0	48.0	90.0
Strongly Agree	20	10.0	10.0	100.0
Total	200	100.0	100.0	



The above mention statistical and graphical results show that 28% agreeing and 1% respondents are strongly agreeing about the influence of

higher authorities impedes administrator's performance. Furthermore, on average 6% respondents are disagreeing and also 28% respondents are neutral about the statement that the influence of higher authorities delays administrator's performance. So, we can say that mostly the higher authorities disturb the performance of administrative activities.

Administrative proficiency in the administrative courses

The Quality education is the mammoth method for modernizing the future generation, and this is an issue of the third world countries. Likewise Pakistan and its province Balochistan lack in this process. The quality education is only possible through the strong administrative and the students automatically get the quality education by introducing the forms of quality education. The influential section in the administration is known as the clerk mafia, is responsible for creating various loopholes in the administration which needs proper check and balance to ease their influence.

If the administrators of Noshki district came forward to take part in resolving the administrative issues, they can be the change agent of the district. They can establish efficiency and bring transparency in the administration in secondary schools and in other related institutions. They are more powerful to control the influence of the clerk mafia from the administrations and the growth of schools can lead to a successful educational development.

Conclusion and future recommendations:

In this study, we found that most of the administration staff is not cooperative with schools teacher and also they are not cooperative with students' parents regarding their children study issues. The management of the school does not appreciate the hardworking teachers if they give any suggestion or positive remarks for the betterment of school system. The administration almost biases with teacher mostly the management staff conflict with school teachers.

Furthermore, we conclude that the school administration does not in financial crisis and also the administration is mostly in pressure due to political influence. The political parties and the political person create

problems in schools administration. They do not provide freely environment for schools administration.

In nut shell, the finds of the study argue the following recommendations for resolving the administration issues in secondary school in district Noshki. These recommendations can be helpful for eliminating the issues which the administration faces in schools.

1. The recruitment of the teachers and administration in the local institution should be transparent and must not be done on political basis. Political interference and nepotism in the administrations and school is like an acid to reduce the moral of the institutions.
2. The resources of the schools must be fulfilled by the government, which is the staff must be completed; the basic necessities of the school must be available to the staff in schools. Without resources the administration cannot run properly.
3. The activities of the administration must be as per according to the stander of developed countries. The staff of the schools in secondary schools must be recruited according to the stander examination means through public service commission. The key positions of administration must be based on competent staff.
4. The recommendations brought the question that the political and extra interference of the stakeholders weakens the management and power of the administration that must be countered with strong polices of government and civil society.
5. There is lack of check and balance on the institutions mostly of education; therefore, check and balance in the institution bring improvements in the departments.
6. The administration can be improved by the policies of the principal and administration that a proper rule should be settled to discourage the extra leaves of the teachers in school.
7. The administration cannot achieve its goals if there are pressure groups in the school which does not allow the principals to establish strong polices in the institution.
8. The funds can create problems for the administration in the schools. The funds are an imperative part for the improvement of the secondary schools in Balochistan. As far as, the most deprived province of Pakistan is concerned the fund issues are the main

hindrance in the development of education. The government must create funds for the administration to bring improvement in the educational department.

9. The advanced technological awareness and the training for administration improvement should be produced in the institution. As the case of Balochistan is concerned the people are not aware about their administrative powers in the far flung areas of the province like Noshki.
10. The find also pointed that there is lack of coordination and cooperation among the members; this is the responsibility of the government and the administration to create an environment for the educational development in the secondary schools of Noshki. This lack of relation is the main hindrance among the colleagues.
11. The administrative authorities also lack in involvement process in the institution, there should be a setup where every individual responsible take participation.
12. The rules and regulations for the administrative authorize and staffs are poor, no one is committed to follow the rules and regulation in the secondary schools. So, the irresponsibility of the staff and the weakness of the administration lead for the failure of system in the institution.
13. One another important issue which the administration in secondary schools faces is that the administration does not bear the all staff with equal eyes. A neutral setup and transparent administration is recommended for resolving the administration issues in secondary schools.

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