

**Critical Evaluation of Personnel Management Problems in  
the Nigerian School System**

A.A. Owojori\* and T. O. Asaolu\*\*

*\*Accounting & Business Education Section, Department of Educational Foundations &  
Management, University of Ado-Ekiti, Ado-Ekiti, Nigeria**\*\*Department of Management and Accounting, Obafemi Awolowo University, Ile-Ife, Nigeria***KEYWORDS** Primary School. Secondary School. College of Education. Polytechnic. University. Programmes. Personnel Policy

**ABSTRACT** Every social organization such as the school is an embodiment of human beings who interact with one another in one way or the other and having specified roles to perform in line with their assigned duties. However, there is need for effective personnel management so as to avert conflicts and equally manage conflicts when they inevitably occur. This paper examined the management of personnel in the Nigerian school system. The implementation of every policy and programme in the school system requires the contribution of the efforts of members of staff at various levels, but this cannot be achieved unless there is unity of purpose and proper coordination of activities of all the staff by the school head. The success of any organization is not only determined by the quality of personnel available, but how well these human resources are harnessed and coordinated towards realizing the goal of the organization. Among the problems that militate against effective personnel management in the Nigerian school system were disagreement on policy matters, disparity in salary structure, dictation from the political class and violent trade unionism. To this end, there is need for greater competence on the part of the management staff to enhance success.