

**Human Resource Management in School Administration  
in Delta State Nigeria**

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**ABSTRACT** The purpose for this study was to examine the usefulness of Human Resource Management in the administration of secondary schools in Nigeria. To guide the investigation the researcher raised research question and formulated one hypothesis in the study. A sample of fifty-six schools was selected from a total population of 278 schools in the Delta North Senatorial District through the stratified random sampling technique. In these fifty – six schools, there was a total of 5,315 staff from which a further selection of 1,063 staff, representing 20% of the target population were the subject of the study. A questionnaire was used in collecting data which were analyzed using percentage and Z – test statistic. The result of the findings revealed that human resources undergo different forms of training. The result also revealed that there is a significance difference between the performance of human resources in relation to students’ academic performance. It was therefore concluded that school personnel should undergo training and attend regular workshops and seminars. Also that the performance of human resources have considerable effects on students academic performance. The researcher therefore recommended that the human resources in schools who are not trained professional staff should be advised to go for Post Graduate Diploma in Education to acquire teaching skills. They should be made to understand the importance of appropriate teaching methods for specific subject areas as they help the staff perform more effectively.