Administrators' Information Management Capacity and Decision-Making Effectiveness on Staff Promotion in the Teaching Service Commissions in South – West, Nigeria

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Abstract : This study investigated the extent to which administrators' information storage, retrieval and processing capacities influence decisions on staff promotion in the Teaching Service Commissions (TESCOMs) in The South-West, Nigeria. One research question and two research hypotheses were formulated and tested respectively at 0.05 level of significance. The study used the descriptive research of the survey type. One hundred (100) staff on salary grade level 09 constituted the sample. Multi- stage, stratified and simple random sampling techniques were used to select 100 staff from the TESCOMs in The South-West, Nigeria. Two questionnaires titled Administrators' Information Storage, Retrieval and Processing Capacities (AISRPC), and Staff Promotion Effectiveness (SPE) were used for data collection. The inventory was validated and subjected to test-re-test and reliability coefficient of r = 0.79 was obtained. The data were collected and analyzed using Pearson Product Moment Correlation coefficient and simple percentage. The study found that Administrators at TESCOM stored their information in files, hard copies, soft copies, open registry and departmentally in varying degrees while they also processed information manually and through electronics for decision making. In addition, there is a significant relationship between administrators' information storage and retrieval capacities in the TESCOMs in South – West, Nigeria, (r cal = 0.598 > r table = 0.195). Furthermore, administrators' information processing capacity and staff promotion effectiveness were found to be significantly related (r cal = 0.209 > r table = 0.195 at 0.05 level of significance). The study recommended that training, seminars, workshops should be organized for administrators on information management, while educational organizations should provide Information Management Technology (ICT) equipment for the administrators in the TESCOMs. The staff of TESCOM should be promoted having satisfied the promotion criteria such as spending required number of years on a grade level, a clean record of service and vacancy.

Keywords : information processing capacity, staff promotion effectiveness, teaching service commission, Nigeria
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