

**Staff Development Programmes, Decision making Styles and Administrative Effectiveness of
Public Secondary Schools Principals in Oyo State, Nigeria**

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Certification

This is to certify that Tejumoluwa MESAGAN with matriculation number LCU/PG/001310 carried out this research work titled “Staff Development Programmes, Decision-making Styles and Administrative Effectiveness of Public Secondary Schools Principals in Oyo State, Nigeria” in the Department of Arts and Social Sciences Education, Faculty of Education, Lead City University, Ibadan, Oyo state, Nigeria, for the award of Master’s Degree (MEd) in Educational Management and that this has not been previously submitted.

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Abstract

The administration of public secondary schools in Oyo State, Nigeria faces numerous challenges that significantly influence the quality of education provided. The study investigated the influence of Staff Development Programmes and Decision-making Styles on the Administrative Effectiveness of Public Secondary School Principals in Oyo State, Nigeria. A descriptive research design was adopted, and the population comprised 11,732 teachers in the public secondary schools (324) in Oyo State, Nigeria. 2,726 respondents were selected with multistage sampling technique. Three research questions were answered, while six hypotheses were tested. A self-developed questionnaire was used for data collection. The results indicated that the principals in Oyo State engage in moderate administrative effectiveness ($\bar{x} = 2.68$). The most available Staff Development Programme is seminar. Based on the data provided, the frequency, in percentage for the mostly used decision-making styles, it was observed that public secondary school principals tend to adopt directive style most often 39%. The test of hypotheses showed a significant combined influence of decision-making on public secondary school principals' administrative effectiveness in Oyo State ($F = 424.310$; $P < 0.05$; $R^2=0.553$). Decision-making styles are predictors of administrative effectiveness. There is a significant combined influence of Staff Development Programmes ($F = 274.557$, $P < 0.05$; $R^2=0.375$). Staff Development Programmes predictors have a significant relative influence on administrative effectiveness. There is a significant combined influence of decision-making styles and staff development Programmes on public secondary school principals' administrative effectiveness in Oyo State ($F = 539.376$, $P < 0.05$; $R^2=0.439$). Efforts should be made to ensure appropriate decision-making style and staff development Programmes among public secondary school principals in Oyo State.

Keywords: Staff Development Programmes, Decision- making Styles and Administrative Effectiveness

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