



Higher education administrators' perceived politics of mediocrity on educational development of tertiary institutions in Bauchi State - Nigeria

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Abstract

Mediocrity is believed to be an important factor to be considered by higher education administrators to the development of tertiary institutions and to commit themselves towards undertaking concrete actions and measures to implement policies for sustainability. Therefore, this paper focused on higher education administrators' perceived impact of politics of mediocrity on educational development of tertiary institutions in Bauchi state, Nigeria. The study adopted qualitative research approach using case study design. Three specific objectives and three research questions were formulated to guide the study.. The study had a sample of informants drawn from the groups of participants using purposive sampling technique. The numbers that constituted the sample size were six and drawn from College of Education Azare, College for Legal and Islamic Studies Misau and College of Education Kangere within the three educational zone of Bauchi state. Area of the study is Bauchi state. Semi-structured interview, observation and document analysis were used for data collection. Data collected were analysed using content and thematic analyses to answer the research questions of this study. Based on the findings, it was concluded that politics affects tertiary institutions positively via impact of mediocrity in Bauchi state. It was recommended among others that politics of mediocrity should be done bearing in mind that, it should be intended to improved tertiary institution for educational development and not the other way round. It is hoped that the recommendations would serves as solutions towards the politics of mediocrity on tertiary institutions for educational development in Bauchi state.

Keywords: Educational development, mediocrity, tertiary institutions

1. Introduction

Notably, politics interfere with schools location, school administration, control of education, provision of fund and facilities among others; all these would be influenced by political forces who dictate what to be done (Williams, 2016; Ramsey, 2016). Interest groups on education, teachers, organizations, religious groups, traditional

and opening leaders consequently influences education. It is even more common today in the developing world that technical decisions are often influenced by conservative elements like religion and traditions. Appointments of people to take charge of governmental organizations are mostly devoid of economic rationality. Technical enterprise is no longer a factor for consideration of appointment into

educational offices (Adeyemo, 2015; Undie, 2016). This sort of political interference happens in Bauchi state and eventually influenced the development of tertiary institutions in the state (Habila, 2016).

Moreover, regarding the general public, education has become too important not to be left solely for educators and educational administrators. Conflict and politics are both in separate twins which have permitted the governance of education in a state. The increased demand for tertiary education focused public and political attention on a national policy for education (Igbuzor, 2010; Macukoww and Witkowski, 2015; Yusuf, 2019).

Whenever there is power to be shared, resources to be divided, recognition to be earned, or influence to be brokered, there is political interference. Therefore, interference in educational development by politicians has been the order of the day. Notably, politics interfere with schools location, school administration, control of education, provision of fund and facilities among others; all these are greatly influenced by political forces who dictate what to be done (Williams, 2016; Ramsey, 2016).

The main focus of this study is therefore on the higher education administrators' perceived politics of mediocrity on educational development for tertiary institutions in Bauchi state as observed over time.

Statement of the Problem

For over decades and up to date, tertiary institutions in Nigeria have acknowledged and developed policy papers that give a clear understanding of the impact of political interference on educational development such as; politics of geo-political balancing of education, politics of control of education, politics of in-equality in education among other questions. Yet, to the best of the researcher knowledge, no known existing research study in the

literature that provide sufficient information about the impact of political interference on educational development of tertiary institutions in Bauchi State. This has prompted the researcher to raised question that reveals the highlight of the existing literature gap pertaining to this study as; how do educational administrators' perceived the impact of political interference on educational development of tertiary institutions in Bauchi State.

The educational industry of the State has been greatly influenced by some political forces that determined what should be done in the tertiary education sector (Habila, 2016). These are the problems emanating from politics mediocrity which in turn affects educational development for tertiary institutions in Bauchi state.

Aim and Objectives of the Study

The aim of the study was to explore the perceived impact of politics of mediocrity on educational development for tertiary institution in Bauchi State. Specifically, the study strives to achieve the following objectives;

1. To explore the perception of higher educational administrators on the impact of political interference based on mediocrity?
2. To explore the perception of higher educational administrators on the impact of politics of mediocrity as prevalent in tertiary institutions in Bauchi State?
3. To explore the perception of higher educational administrators on the impact of politics of mediocrity as influences the educational development for tertiary education in Bauchi State?
4. To explore the perception of higher educational administrators on the impact of politics of mediocrity as affects the educational development of tertiary institutions in Bauchi State.

5. To explore the perception of higher educational administrators on the impact of merit based as a factor to be considered in terms of appointing administrators in tertiary institutions in Bauchi state?
6. To explore the perception of higher educational administrators on the impact of merit selection of administrative/leadership positions as affects the educational development of tertiary institutions in Bauchi State?

Research Questions

Based on the objectives identified above, the following research questions were guide the study;

1. What is your opinion about the impact of political interference based on mediocrity?
2. How does the politics of mediocrity prevalent in tertiary institutions of Bauchi State?
3. How does the politics of mediocrity influences the development of tertiary education in Bauchi State?
4. How does the politics of mediocrity affects the development of tertiary institutions in Bauchi State.
5. What is your opinion about merit based as a factor to be considered in terms of appointing administrators in tertiary institutions in Bauchi State?
6. In what ways do the merit selection of administrative/leadership positions affect the development of your institution?

2. Methodology

Qualitative research approach was purely employed for this study using case study design. Qualitative research is a method of inquiry employed in many different academic disciplines, including social sciences, education and natural sciences (Ogunbameru, 2010). Qualitative methods examine the why and how of decision making, not just what, where, when, or who (Awotunde & Ugodulunwa, 2014). A case

study explores the richness of the phenomenon in the context of real life (Yin, 2012) and does so through an indepth exploration of a bounded system (Creswell, 2012). The case is often looked at indepth, its context scrutinized, its ordinary activities detailed and because it helps the researcher to pursue the external interest. The case may or may not be seen as typical of other cases (Stake, 2015). The technique used for data collection was the semi structured interview protocol, made to collect data for the study and it was developed by the researcher. The technique was deemed appropriate as it involved the collection of extensive and cross-sectional data for the purpose of exploring and interpreting an existing situation under study (Sambo, 2014; Auwal, 2015; Enaohwo & Eferakaya, 2017; Aderonunmu & Ehiamentalor, 2014).

In terms of geographical locale, the study covered all the Bauchi State's owned tertiary institutions. The present study used six (6) participants as sample size for the study. This is because the saturation level has been attained. No more new data was coming up from the participants as suggested (Guest, et al., 2016; Bappah, 2019).. The sample was agreed with the idea of Guetterman (2015) and Creswell (2013). These authors maintained that in case study design, the sample size is no more than four to five participants for indepth of the case phenomenon. And this was also agreed with the idea of Nastasi (2015), rules of thumb based on approach and data collection procedure using case study design. According to this author, a researcher can use only one participant/interviewee in qualitative case study design for indepth information of the phenomenon. The researcher chose the six participants to give detailed and greater insights into areas of politics of control of education that impact on educational development for tertiary institutions in Bauchi State.

The researcher adopted the purposive sampling technique for the selection of sample that appears to him as being the one that would provide much indepth data to answer research questions for the study. Therefore, before the interview was administered, it was given to trained researchers in the field of educational administration and planning for observation and vetting. Also, it was scrutinized by three experts in the field of measurement and evaluation to ensure its suitability and otherwise, after they made the necessary corrections and offered suggestions in the questions that were used in the final interview, then it was administered to the respondents. The study was trustworthy using member checking and peer reviews. The researcher used smart phone (Tecno LA7) as procedure for data collection to interview the participants and triangulated with the findings from literature as procedure of data analysis for the study using thematic analysis to answer the research questions of this study.

3. Findings and Discussions

Findings

The following describe the research findings for the study. These findings were related to the research questions that initially guided the study. Data analysed were used to identify and described the level of perceived impact of politics of education control on development of tertiary institutions in Bauchi state. Data were obtained from administered interview protocol, observation and document analysis. Furthermore, it describes how the data collected for this study were analysed in stages and discusses how the data were interpreted.

THEME: Political Interference as regards to Mediocrity (Merit neglect) in Bauchi State

In an effort to answer research question five: How do tertiary educational administrators perceived the impact of

politics of mediocrity on educational development of tertiary institutions in Bauchi State? The emerging sub themes were generated which explored the opinions of participants on the perceived impact of political interference as regards to mediocrity (merit neglect) in tertiary institutions. The findings revealed certain themes were presented based on the participants' utterances using the following interview questions:

1. What is your opinion about the impact of political interference based on mediocrity?
2. How does the politics of mediocrity prevalent in tertiary institutions of Bauchi State?
3. How does the politics of mediocrity influences the development of tertiary education in Bauchi State?
4. How does the politics of mediocrity affects the development of tertiary institutions in Bauchi State.
5. What is your opinion about merit based as a factor to be considered in terms of appointing administrators in tertiary institutions in Bauchi state?
6. In what ways do the merit selection of administrative/leadership positions affect the development of your institution?

This theme attempts to address the above questions by analyzing the responses of the interviews which led to the emergence of the following subthemes (findings of the study) under this category:

- i. Mediocrity exists
- ii. Mediocrity is prevalent in tertiary institutions
- iii. Influence of mediocrity
- iv. Mediocrity affect the development of tertiary institutions
- v. Impact of merit based in terms of appointments in tertiary institutions
- vi. Impact of merit based on leadership position in tertiary institutions

Figure 7 below shows the categories and sub categories as generated from the participants' utterances on politics of

mediocrity in development of tertiary institutions based on the content of relevant information being identified.

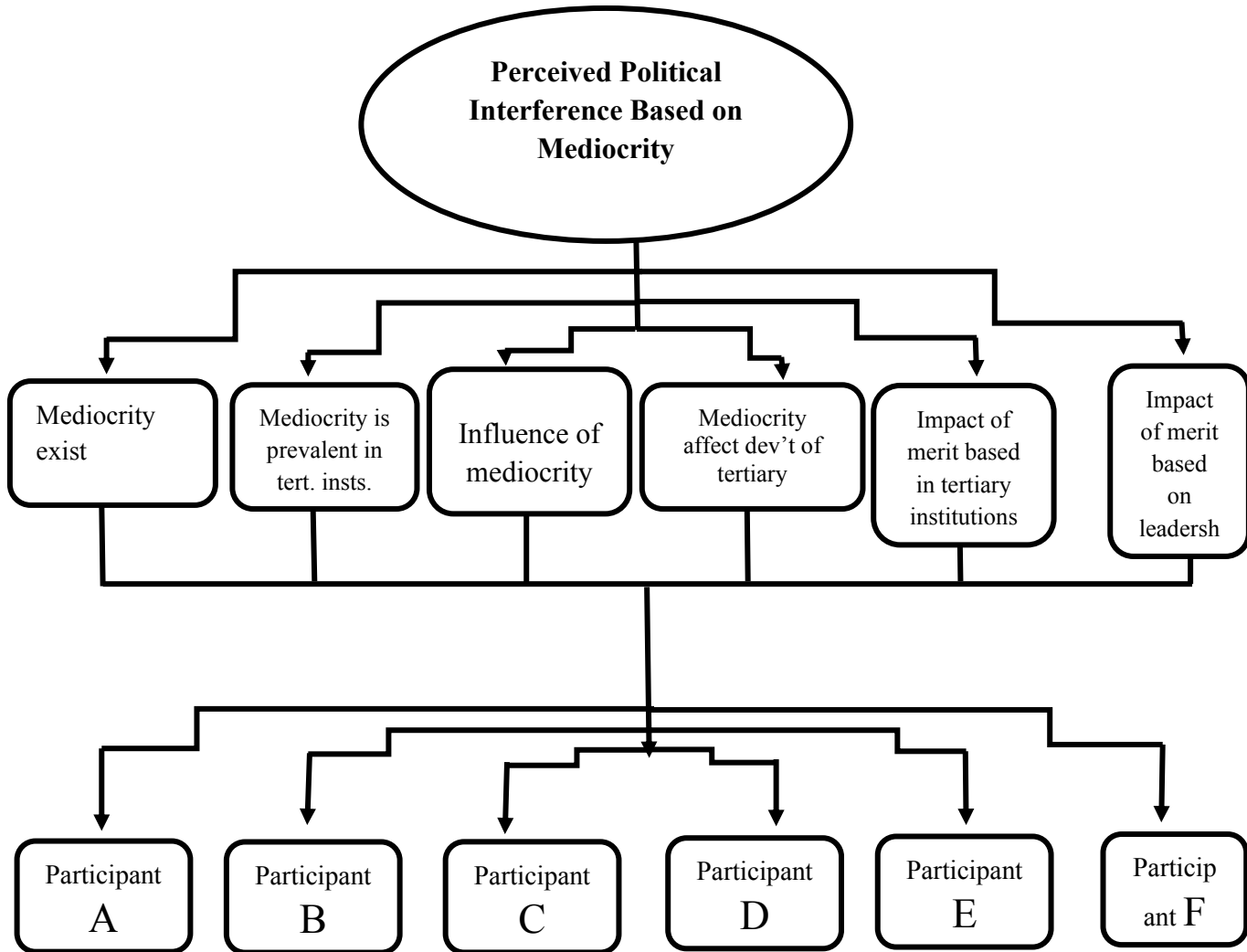


Figure 7: Model for perceived Political Interference as regards to Mediocrity

Source: NVivo 11 output generated from the interviews

1. Mediocrity in Bauchi State

i. Mediocrity

Satisfaction concerning the issue of mediocrity which emerged as one of the most prominent subthemes identified by participants. When the participants were asked to explained how they feel about the mediocrity in Bauchi State as regards to impact and the reasons for its impact in the tertiary institutions, it was common for

them to express their feelings about the mediocrity that brought about learnt persons with high experience due to the syndrome of educational development of tertiary institutions in Bauchi State. Interview with participants A, B, C, D, E and F in the following passages reveals that, mediocrity as one of the impact of political interference based on educational development of tertiary institutions in Bauchi State.

We need to do away the mediocrity. The appointment of heads and members of the management of the institution be in line of the management instructions. And, the chief executive must be somebody who is a very good administrator, who has the qualification, skills, competencies, capability and the knowledge of managing the institution so that the institution can be more qualitative and our students can learn very effective (interview with participant A).

We have to ignore mediocrity because it does not favour the system. If we don't consider merit in making appointment so the whole system may likely collapse. Therefore, we need to stick to merit on whatever we do (interview with participant B).

This is a factor that plays a role in certain institutions in Bauchi State and you cannot take it out as long as there is situation where by people exercise their personal interest then lead to ignoring merit and promoting mediocrity. It happens in certain institutions in Bauchi State. It is not good for education in development of any society (interview with participant C).

It is negatively affecting the educational sector and a door to corruption practices. People that are merited for a score are not given or those that are not merited but because of corruption, they have their ways to score higher than those that are merited or that are hardworking (interview with participant D).

Merit is important in all developmental issues. Sacrificing merit obviously bring about a lot of misunderstanding most especially in education. This is one of the manifestations of sacrifice quality or merit. In the process of admissions, you admit unmeritously. That means, at the end of the day, you will have student whom may not else understand what you are teaching or conceptualize all the concepts that you have put force with them to understand the desired learning experiences. Obviously, it

is very devastated (interview with participant E).

Yes, it do exist, because; our institutions not only in Bauchi State, It learns that has been established in such a way we involve our culture into the Western system in the fact that tertiary institution is expected to be an exceptional environment in view of the occupants. Because, all of us are intellectuals. Therefore, we should do things in a normal and in its own natural way but virtual we are traditionally in nature. Therefore, sometimes we seem to obey our masters not only obeying but we stand to worship them. And so, the heads of the institutions are the ones to hire and fire. Therefore, it do happen that hinders the system. So, it do happen that hinders the effective operations of the institution as a result of the mediocrity. It is all come as a result of the way and manner in which the head of the institution manipulate the system to have the power to appoint and to fire without consulting the governing council or the governing board of the institution (interview with participant F).

The above interviews that, we need to do away the mediocrity for all sorts because it does not favour the education system. The chief executive must be somebody who is a very good administrator, who has the qualification, skills, competencies, capability and the knowledge of managing the institution so that the institution can be more qualitative and our students can learn very effective. If we don't consider merit in making appointment so the whole system may likely collapse. It is not good for education for the development of any society. Additionally, mediocrity is a door to corruption practices. For instance, people have their ways to secure positions or else than those that are merited or that are hardworking (see appendix G).

ii. Mediocrity is Prevalent in Tertiary Institutions

Satisfaction concerning the issue of mediocrity is prevalent in tertiary

institutions which emerged as one of the most prominent subthemes identified by participants. When the participants were asked to explain how they feel about the mediocrity prevalent in tertiary institutions in Bauchi State as regards to impact and the reasons for its impact in the tertiary institutions, it was common for them to express their feelings about the mediocrity prevalent in tertiary institutions that brought about learnt persons with high experience due to the syndrome of educational development of tertiary institutions in Bauchi State. Interview with participants A, B, C, D, E and F in the following passages reveals that, mediocrity is prevalent in tertiary institutions as one of the impacts of political interference based on educational development of tertiary institutions in Bauchi State.

The issue of politics of mediocrity that became common in the tertiary institutions is from the State governor. The fact is when the State governor is in one party and may be the chief executive was not attend to his party or he didn't do anything about your success. Immediately, when he became the governor can send him away while he is doing the best in managing the institution. In short, we should do away any kind of mediocrity because it didn't help the educational system (interview with participant A).

Due to mediocrity, we have a lot of people who are in the system and they are greedy to be appointed into offices within the institutions. This is the reason why it becomes prevalent (interview with participant B).

Now, the government is trying to revive it. It gives lesser consideration to mediocrity. They believe in merit, that is why, policies have been designed and implemented in order to revive the education to its real safe (interview with participant C). It is prevalent on the ground that quiet a number of students are sponsored by the government or by the politicians in the State. Then, the influence of corruption on

Nigerians has influenced or impacted on the relevant or in the issue of merit in our educational institutions (interview with participant D).

It is very common most especially within the staff of higher institutions in Bauchi State on the ground that somebody may come not only from the staff with a request that against the principle of education. The community will come with their own needs and the need may be insignificant in terms of quality or merit and if you say will do it as they want, it will be a problem. This type of politics obviously affects the education system very negative. That is why, sometimes, setting principles that are put in place to ensure quality is been relax to accommodate some external triggers from the community and the staff also did not help matters in that respect (interview with participant E).

It is too common to the extent that, the head of the institution usually holds the mechanism of the instrument of coercion either the finance or the committee for disciplinary action to hire and to fire you. Therefore, you have to dance to his leg. In some instances that negate the principles of fairness, you may not do what is exactly and expected of you to do but you do what he likes and even if it is wrong (interview with participant F).

The above interviews revealed that, mediocrity is very common most especially within the staff of higher institutions in Bauchi State on the ground that somebody may come with a request that against the principle of education. The community will too come with their own needs and the need may be insignificant in terms of quality or merit. Due to mediocrity, we have a lot of people who are in the system and they are greedy to be appointed into offices within the institutions. This is the reason why it becomes prevalent (see appendix G).

iii. Influence of Mediocrity

Satisfaction concerning the issue of influence of mediocrity which emerged as one of the most prominent subthemes

identified by participants. When the participants were asked to explain how they feel about the politics of mediocrity in Bauchi State as regards to influence and the reasons for its influence in the tertiary institutions, it was common for them to express their feelings about the influence of mediocrity that brought about learnt persons with high experience due to the syndrome of educational development of tertiary institutions in Bauchi State. Interview with participants A, B, C, D, E and F in the following passages reveal that, influence of mediocrity as one of the impact of political interference based on educational development of tertiary institutions in Bauchi State.

The politics of mediocrity has impact very much in our educational institutions because if the head of the institution has given clearance to employ, he just look for a person that is close to the governor or very close to the people of authority whether the person is competent or not can employ him to teach like that. It's doesn't care whether a person read well or not can be employed. The issue of competency has not come in. That is what is happening (interview with participant A).

It has really reflects negative impact on development of institutions. But, when we ignore it and make appointments based on merit, the whole issue is solved (interview with participant B). It has negative influenced on the development of tertiary education (interview with participant C). It influences the development of higher education because the establishment and development of higher education is politicized (interview with participant D).

The issue of mediocre is always negative because it goes against the formal process of doing things in educational sectors in Bauchi State. Its influence in educational sector is always negative. In an institution, there are two types of groups. We have the formal group and informal group. This issue of mediocre is always comes from informal group. So, in the process of that it

affects the development of higher education very negatively because, somebody who is very well or a fight and try to put that particular institution to the promises land, may not be allow to do what he want to do because of mediocre or mediocrity (interview with participant E).

It does, right from the influence of the political leaders, the appointment in served of the head of the institution through that mediocrity. Because, it is not based on competences. Basically, it is based on who is loyalty to me and dance to my tone and it is not right. So, the governors who are usually the ones to appoint do not want to appoint the serious person much as they know he cannot dance to their tone. Therefore, he too; when he comes on board, he is now looked at those people that he is going to appoint to help him dance to the tone of the visitor i.e. the people in power of the government. So, it is an extension of the chain of power from leadership that appoints the head of the institution through mediocrity and the head of the institution re-ensure that all those he is going to appoint as his subordinates within the institution are also mediocres that will help him to do the tone and dance to his master. So, it is common and open now's a day (interview with participant F).

The above interviews revealed that, mediocrity has negative influenced on the development of tertiary education because if the head of the institution has given a clearance to employ, he just look for a person that is close to the governor or very close to the people of authority whether the person is competent or not can employ him to teach like that. Does not care whether a person read well or not can be employed. Due to it, the issue of competency has not come in because it goes against the formal process of doing things in educational sectors in Bauchi State. This issue of mediocre is always comes from informal group. For example, somebody who is very well and try to put that particular institution to the promises land, may not be allow to



do what he wants to do because of mediocrity (see appendix G).

iv. Mediocrity affect the Development in Tertiary Institutions

Satisfaction concerning the issue of mediocrity affect the development of tertiary institutions which emerged as one of the most prominent subthemes identified by participants. When the participants were asked to explained how they feel about the mediocrity affect the development of tertiary institutions in Bauchi State as regards to impact and the reasons for its impact on the development of tertiary institutions, it was common for them to express their feelings about the mediocrity affect the development of tertiary institutions that brought about learnt persons with high experience due to the syndrome of educational development of tertiary institutions in Bauchi State. Interview with participants A, B, C, D, E and F in the following passages reveal that, mediocrity as one of the impact of political interference based on educational development of tertiary institutions in Bauchi State.

The negative impact of it is more because the politics of mediocrity is affecting the educational system when employing somebody who is not competent enough for the system definitely is going to produce half-bet graduates. These half-bet graduates are going back to teach at the lower levels. This would going to affect all the societies and communities as well. On the positive impact of it, when employed or appointed a very good head of the institution definitely is going to have a very good output. That means, when the management of the institutions are very effective and they can be very active in their place of work definitely is going to have a very good output in the case of appointing very good and dedicated lecturers who can teach the students and at the end of the day, the output will be good for the communities (interview with participant A).

It really has influence in terms of appointment of leaders into institutional positions and selection of staff (interview with participant B). It really influenced in terms of appointment of leaders into institutional positions and selection of staff (interview with participant C). It negatively affected the tertiary institutions in the sense that most of them were established in a place where are not much needed (interview with participant D). It can affects the development of higher education very sparsely and if mediocre have their way and they also have an influence on the government. If what they want is done, they will assist (interview with participant E).

It affects very negatively. It influence very negatively in the fact that it seem in some places tend to loss control, take a case of College of Agriculture Bauchi at a point in time, the government ran short of ideas of whom to punish. A single person commit an offence. He might be the “calforate/guilty” but instead of “call for it” to punishing him. He go extra-mile to suspend all the management and instituted what is called care-taker committee currently. With retired permanent secretary and a Professor from ATBU and a Bursar who was a former accountant general in the State. It is full of mediocrity. While, the system has an established rule to who so ever commit an offence, look at the act that establish the conduct. There are laws; who does this, this is the punishment for this (interview with participant F).

The above interviews that, It affects very negatively in the sense that most of them were established in a place where are not much needed. Again, mediocrity is affecting the educational system when employing somebody who is not competent enough for the system, definitely is going to produce half-bet graduates. These half-bet graduates are going back to teach at the lower levels. This would going to affect all the societies and communities as well. Positively, when employed or appointed a very good head of the institution definitely

is going to have a very good output and at the end of the day, the output will be good for the communities (see appendix G).

v. Impact of Merit Based on Appointments in Tertiary Institutions

Satisfaction concerning the issue of impact of merit based in terms of appointments in tertiary institutions which emerged as one of the most prominent subthemes identified by participants. When the participants were asked to explain how they feel about the merit based in terms of appointments in tertiary institutions in Bauchi State as regards to impact and the reasons for its impact on the development of tertiary institutions, it was common for them to express their feelings about the impact of merit based in terms of appointments in tertiary institutions that brought about learnt persons with high experience due to the syndrome of educational development of tertiary institutions in Bauchi State. Interview with participants A, B, C, D, E and F in the following passages reveal impact of merit based in terms of appointments in tertiary institutions as one of the impact of political interference based on educational development of tertiary institutions in Bauchi State.

When you have the good educational administrators, they can manage the system in a very good way and you can have the very good output. We have to appoint them based on merit. The government is not supposed to come in, but suppose to form a committee right from the council incorporate with retired educational administrators, experts in that place to advise and bring out the instructions, qualifications in order to have the best and experienced person as chief executive officer of the institution (interview with participant A).

One needs to be appointed based on merit and when we stick to that I think the system will now be improved. But, when we now deviate and make appointment based on fatherism, nepotism etc. the whole system

will really collapse (interview with participant B).

Appointment should be based on merit and if the government sticks to that, the system would improve. If appointment is based on fatherism, nepotism among others, the system would definitely collapse (interview with participant C). The appointment of school management or administrators based on merits influence the educational institutions positively, because, they only seek or plan the school in such a way that only those that are merited will be awarded with certificate of that institutions (interview with participant D).

It is affirmative because, if we consider it meritoriously, that will help in making other staff or it will inspire other staff so that they will see that they give their own quota for development. If merit is not considered, then at the end of the day, it will affect the system (interview with participant E). Not only in Bauchi State, even in Nigeria, merit doesn't work and when people at the head of the affairs look at their gain and their affiliation. Who are you to them must come into when they do. Actually, merit is a good factor to be considered but contrary to that, what we are doing is a complete negation of that. Why because, you are pointing one person but you say after the interview the second and the third persons should bring to you. Issue of competency is removed from the basic (interview with participant F).

The above interviews revealed that, appointment should be based on merit to have good educational administrators that can manage the education system in a very good way so as to have very good output. The government is supposed to form a committee right from the council incorporate with retired educational administrators, experts in that place to advise and bring out the instructions, qualifications in order to have the best and experienced persons as chief executive officers of the institutions. When we stick

to that the system will be improved (see appendix G).

vi. Impact of Merit Based on Leadership Position in Tertiary Institutions

Satisfaction concerning the issue of impact of merit based on leadership position in tertiary institutions which emerged as one of the most prominent subthemes identified by participants. When the participants were asked to explain how they feel about the impact of merit based on leadership position in tertiary institutions in Bauchi State as regards to impact and the reasons for its impact on the development of tertiary institutions, it was common for them to express their feelings about the impact of merit based on leadership position in tertiary institutions that brought about learnt persons with high experience due to the syndrome of educational development of tertiary institutions in Bauchi State. Interview with participants A, B, C, D, E and F in the following passages reveal impact of merit based on leadership position in tertiary institutions as one of the impact of political interference based on educational development of tertiary institutions in Bauchi State.

When we appoint competent leaders in our educational institutions, the development is going to be positive. Meaning that, there will be positive development in the institutions because they cannot allow any person that can destruct the educational system. The executive council of the State are the one to manage the State as far as we are concerned, if they want to make these institutions to be meritable, they should appoint very good administrators who are competent enough to do the best in managing the institutions. We shouldn't consider education as a politics ground and the politics of zoning in leadership should not be considered in education because our problem normally is sectionalism (interview with participant A).

Merit has significantly played a role in leadership positions in tertiary institutions,

because, when the head is appointed based on merit, he would be free to discharge his duty effectively without any problem with the staff and, collaborating with the ministry of education. If he was appointed not based on merit, he has to be always loving and a lot of staff would now say that he is not appointed based on merit, they would not respect him and so on and so forth (interview with participant B).

Merit has played a positive role in leadership positions in tertiary institutions in terms of appointment of the head, by the time the head has been appointed based on merit, the institution should be free from any problem from the staff. If the head was appointed not on the basis of merit, there should be problems (interview with participant C). The selection of leadership position based on merits influence the educational institutions positively (interview with participant D). Obviously, appointing the leadership with merit is very important, so it allows meaningful development and quality education in our schools (interview with participant E). For example, why is the need for the three while the position is one? Right from the selection, the institution is negatively affected (interview with participant F).

The above interviews revealed that, merit has significantly played a role in leadership positions in tertiary institutions, because, when the head is appointed based on merit, he would be free to discharge his duty effectively without any problem with the staff, collaborating with the ministry of education and the institution should be free from any problem from the staff. Otherwise, he has to be always loving and the staff would not respect him. The selection of leadership position based on merits influence the educational institutions positively to allow meaningful development and quality education in our schools.

Summary of findings of the study

Based on the result findings obtained from the analysis of the interview data collected and presented, the following key finding of this qualitative research study was made;

1. The participants believed that politics of mediocrity have negative impact on educational development for tertiary institutions because if the head of the institution has given clearance to employ, he just look for a person that is close to the visitor or very close to the people of authority whether the person is competent or not; and employ him to teach. It's doesn't care whether a person is capable, read well or not, can be employed. The issue of competency does not come in, that is what is happening.
2. The participants opined that politics of mediocrity is very common most especially within the staff of higher institutions on the ground that somebody may come with a request that against the principle of education. Also, the community will come with their own needs and the need may be insignificant in terms of quality or merit and if you say will do it as they want, it will be a problem. This type of politics obviously affects the education system very negative.
3. The participants believed that politics of mediocrity usually make the head of the institution to holds the mechanism of the instrument of coercion either the finance or the committee for disciplinary action to hire and to fire you. Therefore, you have to dance to his leg, must do what he likes and even if it is wrong. That is negate the principles of fairness.
4. The participants believed that good educational administrators can managed the system in a very good way so as to have the very good output. The government is not supposed to come in, but suppose to form a committee right from the council

incorporate with retired educational administrators, experts in that place to advised and bring out the instructions, qualifications in order to have the best and experienced person as chief executive officer of the institution among others.

4. Discussion of Findings

Based on findings from interviews in this study, it showed that politics of mediocrity have impact on educational development for tertiary institutions in Bauchi State, this result strongly agreed with the findings of Michael (2014) that merit should be a primary consideration during evaluation. Higher education in Bauchi State has an imperfect meritocratic screening for various reasons, including lack of uniform standards, scope and access.

It was observed that appointments of educational administrators were not based on merits. There is lack of capability of duty performance within educational administrators in Bauchi State. It was also observed that students were given qualitative education and given the same level play ground to access to education.

Mediocrity includes hiring unqualified and clearly unsuitable people just because of their ethnic origin or connections in high places. It is profoundly disturbed by any attempt to staff our educational sector with people hired not for their talent or qualifications. It is also said that some people fear that employment standards have been recalibrated to accommodate the employment of people whose chief qualification seems to be that they come from a particular geographical zone. These employees decrease productivity, weaken our public service and ultimately render it inefficient. It is also argued that employment should as far as it is practicable, be based on merit and not distorted by patronage, nepotism or tribalism. Ethnicity is a reality in Nigeria and people would have to be irrational or willfully blind not to care about it. It must

be understand that mediocrity is contended that Nigeria would be great again if merit is given to its pride of place in the leadership recruitment process at all levels because the best and the brightest would be given the opportunity to bring their experiences and skills to bear on the nations affairs (Ekweremedu & Alechenu, 2016).

The term zoning or rotation is often used in the politics of mediocrity for the country. Owing to the palpable fear of one set of people dominating the rest, our politicians introduced zoning politics into our political lexicon. Zoning politics connotes everything that is unwholesome. It speaks of tribalism, ethnicity, religion, sectionalism, discrimination and segregation. Some people will be quick to justify mediocrity by speaking about equity and fairness. The next point is that sometimes, those who push the ethnic and religious cards do so for selfish reasons. It is all deceit as some people have argued that most times when people are talking of mediocrity, they have someone in mind that will benefit from that arrangement. In some cases, once they have achieved their purpose, they tend to abandon the concept or at best act indifferent. It is more of opium than anything else. Because a lot of our people are still gullible with limited education, it is easy to sell such garbage to them (Einstein, 2016).

5. Conclusion and Recommendations

Conclusion

The study concludes that politics of mediocrity have impact on the development of tertiary institutions in Bauchi State. If appointment is based on fatherism, nepothism among others, the system would definitely collapse. The appointment of school management or administrators based on merits influence the educational institutions positively, because, they only seek or plan the school in such a way that only those that are merited will be awarded with certificates of that institutions. Due to mediocres, the issue of competency has not

come in because it goes against the formal process of doing things in educational sectors in Bauchi State. This issue of mediocre is always comes from informal group.

Recommendations

Based on the discussion on the research questions and the interpreted data, as well as the findings of this research study, the following recommendations were made by this research study:

1. There is need for total reduction of mediocrity in educational practice to pave way for meriteous application for excellence for educational development of tertiary institutions in Bauchi State.
2. Politics of mediocrity should be done bearing in mind rationale economic calculus for educational development of tertiary institutions and it should be intended to improved tertiary education system and not the other way round.
3. Appointment should be based on merit and if the government sticks to that, the system would improve.
4. The appointment of heads and members of the management of the institution should be in line of the management instructions. And, the chief executive must be somebody who is a very good administrator. Who has the qualifications, skills, competencies, capability and the knowledge of managing the institution so that the institution can be more qualitative and our students can learn very effective.
5. There is needs to ignore mediocrity because it does not favour the system. If we don't consider merit in making appointment, the whole system may likely collapse. Therefore, we need to stick to merit on whatever we do among others.

Contributions to Knowledge of the Study

This research study contributed to the useful and implementable knowledge to the existing knowledge about the perceived impact of political interference on educational development of tertiary institutions in the State. Findings of this study provided insight into perceived impact of politics of mediocrity in educational development of tertiary institutions that are active in the State and its owned tertiary institutions; this is as a result of government hard working to bring qualitative improvement in educational sector of the State. The key contributions of this study are as follows;

1. That politics of mediocrity in education has led to uncontrolled expansion of tertiary education in Bauchi State without consideration for quality education.
2. Since politics is something that you cannot do with. It brought a number of interruptive factors for us to make our educational tertiary institutions very much fairable and accessible.
3. Because of it, politicians or people in authority may influence the establishment of educational tertiary institutions so as to gain political influence in their constituencies.
4. The National Commission for Colleges of Education (NCCE) and National Universities Commission (NUC) are doing possible to ensure that we have to be follow in the provisions of minimum standard.
5. Actually, the impact of geo-political balancing of education is prominent (wide spread) and all geo-political zones in Bauchi State have institutions that will cater for their educational needs. Inequality do influence to some extent thereby some politicians sponsored students from their constituencies. It encourages some school drop outs to go back to schools. Finally, the

research hopes to publish the findings of this study in terms of journal and present it to the government, parents, Administrators of higher institutions of learning in Bauchi State and all interest groups on education.

6. The fact that this qualitative research study was done in Nigeria and in particular Faculty of Technology Education, Abubakar Tafawa Balewa University Bauchi is another contribution to the body of knowledge. This is because qualitative study is less common and totally new to the Faculty. Therefore, the study contributed in providing literature and guidance to candidates that choose to conduct empirical studies using qualitative approach.

Implications and Limitations for the Study

Although this study has many strengths, there are also several limitations which must be acknowledged as encountered in most research studies, meaning that this study is not exempted from limiting factors, as problem of obtaining relevant data and other secondary sources, time constraint and fund are part of the limitation of this study. Nevertheless, efforts were made to obtain data from reliable sources. The study was however limited in term of participants' perception on how politics of geo-political balancing, politics of control of education, politics of inequality in education, politics of curriculum development, politics of educational planning and politics of ignoring/sacrificing merit for mediocre have impacted educational development of tertiary institutions in Bauchi State. The study was also limited to only six participants in the interview session for the study from Colleges, Polytechnic and University of the State because they willingness agreed to be participate in the interview for the study and accepted the request by the researcher to come and

interview them in their workplaces. Hence, the study was limited to Bauchi State government owned tertiary institutions.

In fact, one of the most limitations of the study was that the boundary of this case study and the authenticity of experience to each individual reader may or may not permit “naturalistic generalizations” concerning the applicability of aspects of the case to the reader’s own situation. Each reader must eventually decide on his or her own what options of a case apply to another and which do not (Stake, 2015).

Another, limitation was that, the researcher was the key instrument that interact with the participants and gathered data, in the cause of doing that the researcher faced some challenges which emanated as a result of the schedules of the participants. As the interview was going on, the interviewee may excuse the researcher for some exigencies beyond his control which may sometimes lead to postponement or shifting of the interview and this was overcome by exercising more patience and perseverance throughout the exercise.

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