

Alamat : Tuesday Block No. 76 Rt/Rw
01/003 Jatitengah Village, Jatitujuh District,
Majalengka Regency, West Java


Email : arjijournal@gmail.com


Kontak : 08998894014


Available at:

<https://journal.nahnuinisiatif.com/index.php/ARJI>

Volume 6 Nomor 3 Tahun 2024

 DOI : 10.61227

 E-ISSN : 2775-0787

 P-ISSN : 2774-9290



74 – 84

Environmental Sustainability Practices, Social Responsibility, and Effective Management of Colleges of Education in Anambra State Nigeria

Artikel dikirim :

2024-09-15


Artikel diterima :

2024-10-13

Artikel diterbitkan :

2024-10-16

 Ekemezie Ekene ^{1*}, Anyachebelu Uzoma Miriam²

 ¹ Nwafor Orizu College of education, Nsugbe, Anambra State, Nigeria

 Email : ekesonekemezie@gmail.com¹

Keywords:

Environmental sustainability practices, social responsibility, economic stability, effective management, colleges of education.

Abstract: The objective of the study was to assess the impact of environmental sustainability practices, and social responsibility on effective management of colleges of education in Anambra State, Nigeria. Three research questions and three research hypotheses were raised. The study utilized a quantitative research design, targeting academic and administrative staff across various institutions to collect numerical data on their perceptions. A stratified random sampling technique selected a representative sample of 124 respondents. Data were gathered using a validated structured questionnaire, with reliability confirmed through Cronbach's alpha coefficients above 0.90. Data collection occurred both in-person and electronically to ensure anonymity. Descriptive statistics provided understanding into participants' perceptions, while Pearson correlation analysis evaluated the relationship between effective management and environmental sustainability practices. The findings revealed a significant positive correlation between environmental sustainability practices and effective management, indicating that improved environmental practices enhance governance outcomes. Additionally, social responsibility was found to positively influence perceptions of management effectiveness, highlighting the importance of ethical practices in public service delivery. Economic stability also showed a moderate positive correlation with effective management, emphasizing its role in fostering effective governance. The study concludes that addressing these interconnected factors is essential for enhancing management effectiveness in colleges of education. Future research should explore the long-term effects of these factors on governance and develop frameworks for integrating them into public administration practices.

Copyright © 2024 authors

This is an open-access article under the CC BY-NC-SA 4.0



This work is licenced under a [Creative Commons Attribution-nonCommercial-shareAlike 4.0 International Licence](https://creativecommons.org/licenses/by-nc-sa/4.0/)

Available at : <https://journal.nahnuinisiatif.com/index.php/ARJI/article/view>



DOI : 10.61227



P-ISSN : 2774-9290



E-ISSN : 2775-0787



INTRODUCTION

Effective management is crucial for the development and sustainability of any society. In Nigeria, the interplay between environmental sustainability practices, social responsibility, and economic stability significantly influences public service management outcomes. Environmental sustainability practices play a vital role in public service management by ensuring that environmental resources are maintained for future generations. According to Mukwarami and van-der-Poll (2024), the degradation of natural resources in Nigeria has hindered public service delivery, particularly in sectors like health and education, which are heavily reliant on sustainable environmental practices. Environmental challenges such as deforestation, pollution, and climate change not only threaten biodiversity but also disrupt public health initiatives and education programs (Pham & Vu, 2024). Thus, integrating environmental sustainability into public service management strategies is essential for fostering a healthy society.

Furthermore, a study by Lozano (2022) highlights the importance of environmental policies in enhancing public trust in government. When citizens observe effective management of natural resources, they are more likely to engage with and support public institutions. This trust is vital for the implementation of public programs, as it encourages community participation and compliance with regulations (Agenbag et al, 2022). Therefore, a focus on environmental sustainability practices can strengthen the legitimacy and effectiveness of public service management in Nigeria. Social responsibility is another critical aspect influencing effective management. According to Wirba (2024), public institutions in Nigeria are increasingly recognizing the need to address social issues, such as poverty and inequality, as part of their mandate. Social responsibility initiatives not only enhance the well-being of citizens but also improve the overall effectiveness of public services. By prioritizing social equity, public managers can create programs that cater to the needs of marginalized groups, thus promoting inclusivity and fairness (Avotra et al, 2021).

The commitment to social responsibility also extends to transparency and accountability in governance. Eriksson and Andersson (2024) assert that public officials must demonstrate ethical behavior and accountability to foster trust among citizens. When public service institutions uphold social responsibility, they are more likely to receive community support, leading to better service delivery. This relationship underscores the significance of integrating social responsibility into public management practices, as it aligns government actions with the needs and expectations of the populace. Economic stability is crucial for the effective management of public services. A stable economy provides the necessary resources for funding public programs and initiatives. According to Dirir (2022), fluctuations in economic conditions can severely impact the availability and quality of public services in Nigeria. For instance, economic downturns often lead to budget cuts, which directly affect essential services such as healthcare and education. Therefore, fostering economic stability should be a priority for public service managers to ensure that resources are consistently available for service delivery.

Additionally, a robust economy enhances the capacity of public institutions to innovate and adapt to changing societal needs. In their research, Elston and Bel (2023) argue that economic growth enables governments to invest in technology and infrastructure, thereby improving service delivery efficiency. This investment is particularly relevant in Nigeria, where technological advancements can significantly enhance public service management processes, making them more responsive and effective. The interplay between environmental sustainability practices, social responsibility, and economic stability is vital for effective management of colleges of



education in Anambra State. As highlighted by Trabelsi and Boujelbene (2024), these elements are interconnected and mutually reinforcing. For example, sustainable environmental practices can lead to economic benefits, such as job creation in the green economy, while social responsibility initiatives can contribute to environmental conservation efforts. Public service managers must recognize and leverage these relationships to enhance service delivery and overall governance.

Moreover, the integration of these elements into public service management practices can lead to improved citizen engagement and participation. When citizens see that their government is committed to preserving nature, promoting social equity, and ensuring economic stability, they are more likely to trust and support public institutions (Lobonț et al, 2024). This increased engagement can enhance the effectiveness of public service management, as it fosters collaboration between the government and the community. The urgency of assessing the impact of environmental sustainability practices, social responsibility, and economic stability on effective management of colleges of education in Anambra State, Nigeria, is underscored by pressing environmental and socio-economic challenges. Colleges of education, as pivotal centers of learning and innovation, are crucial for fostering sustainable practices that align with national development goals (Ojobanikan, 2022). However, many institutions struggle with inadequate integration of environmental sustainability into their operational frameworks, leading to significant ecological degradation (Begho, 2022).

Moreover, the lack of social responsibility initiatives in these institutions has resulted in heightened socio-economic disparities, undermining their effectiveness and accessibility to marginalized groups. Research has shown that social responsibility in education enhances community engagement and public trust (Nwafor, 2023). Additionally, economic instability affects funding and resource allocation, directly impacting the quality of education and services provided. Therefore, understanding how these elements interact is vital for developing effective management strategies that enhance service delivery and promote sustainability in colleges of education, addressing these critical gaps in the current discourse on public service management.

METHOD

The study followed a quantitative research design, the research targeted academic and administrative staff across various institutions to gather numerical data on their perceptions. A stratified random sampling technique was used to select a representative sample of 124 respondents, ensuring diverse representation within the population. Data were collected using a structured questionnaire, which was validated by experts to ensure it effectively measured the intended constructs. The reliability of the instruments was confirmed through Cronbach's alpha, yielding coefficients above the acceptable threshold of 0.90. Data collection was conducted both in-person and electronically, prioritizing participant anonymity and confidentiality to encourage honest responses. Data analysis was conducted using descriptive statistics and Pearson correlation analysis. Descriptive statistics calculated the mean and standard deviation for effective management and environmental sustainability practices, providing understanding into participants' perceptions of each variable. Subsequently, Pearson correlation analysis was employed to evaluate the strength and direction of the relationship between effective management and environmental sustainability practices.

RESULT AND DISCUSSION

Research Question 1: To what extent has environmental sustainability practices affected effective management of colleges of education in Anambra State?

Table 1.
Descriptive Statistics for Effective management and Environmental sustainability practices

	Mean	Std. Deviation	N
Effective management	23.5323	2.82393	124
Environmental sustainability practices	13.1532	1.81253	124

Table 1 presents the descriptive statistics for effective management and environmental sustainability practices among 124 respondents. The mean score for effective management is 23.53 (SD = 2.82), indicating a generally high level of effectiveness. In contrast, the mean score for environmental sustainability practices is 13.15 (SD = 1.81), suggesting a moderate level of awareness or practice in this area. The standard deviations indicate variability within the responses, with effective management showing slightly more consistency (2.82) compared to environmental sustainability practices (1.81). These findings highlight a potential gap between public service management effectiveness and environmental sustainability practices efforts.

Hypothesis: 1: Environmental sustainability practices has no significant correlation with effective management of colleges of education in Anambra State.

Table 2.
Correlation between Environmental sustainability practices and Effective management

		Effective management	Environmental sustainability practices
Pearson Correlation	Effective management	1.000	.726
	Environmental sustainability practices	.726	1.000
Sig. (1-tailed)	Effective management	.	.000
	Environmental sustainability practices	.000	.
N	Effective management	124	124
	Environmental sustainability practices	124	124

Table 2 displays a strong positive correlation (Pearson correlation = 0.726) between environmental sustainability practices and effective management, based on data from 124 respondents. The significance level ($p < 0.001$) indicates that this correlation is statistically significant. This suggests that as environmental sustainability practices efforts increase, the effectiveness of public service management also tends to improve. Since the null hypothesis (H_0) positing that environmental sustainability practices has no significant correlation with effective

management is contradicted by these findings, we reject the hypothesis, indicating a meaningful relationship between the two variables.

Research Question 2: What are the effects of social responsibility on effective management of colleges of education in Anambra State?

Table 3.
Descriptive Statistics for Effective management and Social Responsibility

	Mean	Std. Deviation	N
Effective management	23.5323	2.82393	124
Social Responsibility	15.8306	1.80659	124

Table 3 presents the descriptive statistics for effective management and social responsibility among 124 respondents. The mean score for effective management is 23.53 (SD = 2.82), indicating a generally positive perception of management effectiveness. In contrast, the mean score for social responsibility is 15.83 (SD = 1.81), suggesting a moderate level of social responsibility awareness among participants. The standard deviations indicate that the responses were relatively consistent for both variables, with effective management showing slightly greater variability compared to social responsibility.

Hypothesis: 2: Social responsibility has no significant correlation with effective management of colleges of education in Anambra State.

Table 4.
Correlation between Social Responsibility and Effective management

		Effective management	Social Responsibility
Pearson Correlation	Effective management	1.000	.647
	Social Responsibility	.647	1.000
Sig. (1-tailed)	Effective management	.	.000
	Social Responsibility	.000	.
N	Effective management	124	124
	Social Responsibility	124	124

Table 3 presents the descriptive statistics for effective management and social responsibility among 124 respondents. The mean score for effective management is 23.53 (SD = 2.82), indicating a generally positive perception of management effectiveness. In contrast, the mean score for social responsibility is 15.83 (SD = 1.81), suggesting a moderate level of social responsibility awareness among participants. The standard deviations indicate that the responses were relatively consistent for both variables, with effective management showing slightly greater variability compared to social responsibility.

Research Question 3: How does economic stability influence effective management of colleges of education in Anambra State?

Table 5.
Descriptive Statistics for Effective management and Economic Stability

	Mean	Std. Deviation	N
Effective management	23.5323	2.82393	124
Economic stability	13.3226	1.75095	124

Table 5 presents descriptive statistics for effective management and economic stability among 124 respondents. The mean score for effective management is 23.53 (SD = 2.82), indicating a generally positive perception of management effectiveness. In contrast, economic stability has a lower mean score of 13.32 (SD = 1.75), suggesting that perceptions of economic stability are less favorable. The relatively smaller standard deviation for both variables indicate consistent responses among participants, highlighting a need to address economic stability to enhance effective management of colleges of education in Anambra State.

Hypothesis: 3: Economic stability has no significant correlation with effective management of colleges of education in Anambra State.

Table 6.
Correlation between Economic Stability and Effective management of colleges of education in Anambra State

		Effective management	Economic stability
Pearson Correlation	Effective management	1.000	.524
	Economic stability	.524	1.000
Sig. (1-tailed)	Effective management	.	.000
	Economic stability	.000	.
N	Effective management	124	124
	Economic stability	124	124

The analysis in Table 6 reveals a moderate positive correlation between economic stability and effective management (Pearson correlation = 0.524), indicating that higher economic stability is associated with better public service management. The significance level ($p < 0.001$) suggests this relationship is statistically significant. Given these findings, we reject the null hypothesis (Ho3: Economic stability has no significant correlation with effective management of colleges of education in Anambra State), concluding that economic stability significantly influences the effectiveness of public service management, as evidenced by the correlation between the two variables.

Discussion

In conclusion, this study has demonstrated the significant impacts of environmental sustainability practices, social responsibility, and economic stability on effective management of colleges of education in Anambra State, Nigeria. The findings revealed a strong positive correlation between environmental sustainability practices and effective management, suggesting that enhanced awareness and practices in environmental stewardship can lead to improved governance outcomes. Similarly, the analysis indicated that social responsibility plays

a crucial role in shaping perceptions of management effectiveness, emphasizing the importance of community engagement and ethical practices in public service delivery.

Furthermore, the study highlighted that economic stability is essential for fostering effective management, as evidenced by the moderate correlation found in the analysis. These understanding underline the need for policymakers and educational leaders to prioritize initiatives that promote environmental sustainability, social accountability, and economic resilience. By addressing these interconnected factors, colleges of education can enhance their management effectiveness and contribute positively to the broader socio-economic development of the region. The study provides a foundational understanding of how these elements influence public service management, paving the way for future research and practical interventions aimed at fostering sustainable governance in Nigeria.

CONCLUSION

This study highlights the critical role of career guidance programs in addressing gender imbalances in STEM education, ultimately enhancing market competitiveness. The findings reveal that effective career counseling significantly promotes gender equity by encouraging equal participation among male and female students in STEM fields. By fostering an inclusive environment, these programs not only empower underrepresented groups but also enrich the talent pool necessary for driving innovation and competitiveness in the job market. Furthermore, targeted career guidance initiatives can bridge existing knowledge gaps, increase STEM awareness, and stimulate interest among students. As educational institutions and policymakers prioritize gender-sensitive career counseling, they can contribute to a more balanced workforce that meets the demands of an evolving economy. Therefore, investing in comprehensive career guidance programs is essential for fostering gender equity in STEM education and ensuring sustainable market competitiveness in the future

REFERENCES

- Adeniyi, A. O., Akpuokwe, C. U., Bakare, S. S., & Eneh, N. E. (2024). Gender equality in the workplace: A comparative review of USA and African Practices. *International Journal of Management & Entrepreneurship Research*, 6(3), 526-539.
- Ayodeji, B. L., & Ade-Ibijola, A. O. (2022). The United Nations women and gender equality in Nigeria. *African Journal of Stability & Development*, 14(1&2), 137-168.
- Chen, D. J., Lutomia, A. N., & Pham, V. T. H. (2021). STEM education and STEM-focused career development in Vietnam. *Human Resource Development in Vietnam: Research and Practice*, 173-198.
- Christou, E., & Parmaxi, A. (2023). Gender-sensitive tools and materials for women empowerment in STEM: a systematic review with industrial and instructional recommendations and implications. *Universal Access in the Information Society*, 22(3), 699-714.
- Chukwudi, O. A., & Eusebius, A. C. H. U. G. O. (2023). Diversity, Equity, and Inclusion (DEI): Exploring the Effectiveness of Human Resource Strategies and Practices in Fostering Diversity, Equity, and Inclusion in the Workplace and Understanding the Benefits of a Diverse Workforce in Nigeria. *Journal for Studies in Management and Planning*, 9(9), 1-22.
- Falco, L. D., & Summers, J. J. (2019). Improving career decision self-efficacy and STEM self-efficacy in high school girls: Evaluation of an intervention. *Journal of career development*, 46(1), 62-76.
- Lindsay, S., Thomson, N., Moll, S., Colantonio, A., & Stinson, J. (2023). A Web-Based Gender-

Sensitive Educational Simulation on Vocational Rehabilitation for Service Providers Working With Youth With Disabilities: Pilot Evaluation. *JMIR Formative Research*, 7, e38540.

- Okeyide, O. D. (2023). Does the Presence of Ethnic and Gender Diverse Directorships Impact Firm Performance? A Multisector Study of Board Diversity in Nigeria. In *Managing Human Resources in Africa: A Critical Approach* (pp. 159-184). Cham: Springer Nature Switzerland.
- Onu, P., Ikumapayi, O. M., Omole, E. O., Amoyedo, F. E., Ajewole, K. P., Jacob, A. S., ... & Mbohwa, C. (2024, April). Science, Technology, Engineering and Mathematics (STEM) Education and the Influence of Industry 4.0. In *2024 International Conference on Science, Engineering and Business for Driving Sustainable Development Goals (SEB4SDG)* (pp. 1-8). IEEE.
- Ribeirinha, T., Baptista, M., & Correia, M. (2024). Investigating the Impact of STEM Inquiry-Based Learning Activities on Secondary School Student's STEM Career Interests: A Gender-Based Analysis Using the Social Cognitive Career Framework. *Education Sciences*, 14(10), 1037.
- Sevilla, M. P., Luengo-Aravena, D., & Farías, M. (2023). Gender gap in STEM pathways: The role of secondary curricula in a highly differentiated school system—the case of Chile. *International Journal of STEM Education*, 10(1), 58.
- Syeda, A., & Zahid, G. (2024). Effectiveness of Middle School STEM Career Education for STEM Knowledge, Efficacy, and Interest. *European Journal of STEM Education*, 9(1), 11.
- Yanxia, G. (2023). Gender Differences in Career Counseling: Influencing Factors and Coping Strategies. *Academic Journal of Humanities & Social Sciences*, 6(18), 133-141.