

## A paper on: Administrative Problems Facing the General Education in Upper Nile State, South Sudan

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**Abstract:** The study aims to highlight the administrative and financial problems facing the General Education Department in Upper Nile State.

The researcher followed the descriptive approach in collecting study data through the questionnaire, which are considered main tool in collecting study information, in addition to the reports and publications of the Ministry of education and organizations related to the study.

The results of the study concluded that the problems that weaken the performance of the educational administration in the state are the scarcity of the management budget, the absence of educational planning and training for workers in the field of education, the weakness and irregular payment of salaries by the government in addition to the absence of periodic maintenance budgets for schools and buildings of educational departments in the state that are all factors that limited The performance and quality of the educational process in the state under study.

The study recommends several suggestions to improve the educational process in the state, namely:

-Establishing a support fund for education in the state, by imposing fees for merchants, with monthly token deductions from salaries of state workers similar to the one done in Sudan.

-Take an advantage of local materials to expand the construction of schools in governorates and villages, while taking an advantage of local materials in the manufacture of school furniture locally to reduce costs.

-Providing training opportunities for administrators, mentors, and teachers with a budget for periodic maintenance of state schools from time to time.

-The researcher hopes that this study will help to highlight the problems facing the education administration in the state, taking into account the recommendations of the study, and therefore to motivate those wishing in the field of education to conduct future studies that help develop the educational process in the state.

**Keywords:** Management, Educational Administration, Upper Nile State, Questionnaire.

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### I. Introduction

The progress of nations and peoples depends on the progress achieved in the application of the arts and methods of management, then the art requires talent, innovation and good behavior.

It is an important tool in directing economic, political and educational changes towards collective good {<sup>8</sup>}.

The concept of management is one of the concepts that recently entered the social sciences. Despite the recent development of this concept, it is a stand-alone science and has branches such as business administration, factory management, and educational management.

The educational administration is part of the public administration and it is related to education, which is the primary way to achieve national goals, as well as preparing young people and training adults to perform their roles in the processes of guidance, improvement and social renewal {<sup>4</sup>}.

Educational management cannot be achieved without sound management, as sound educational management is linked to modern technology with its various types of qualification, training, and selection of the human element that has become a priority of contemporary administrative development {<sup>1</sup>}.

There are several definitions of management, including:

-Taking care of people's affairs and theoretical matters, that is, organizing people's affairs {<sup>5</sup>}.

-Activities concerned with directing human efforts to implement public policy in accordance with a method or methods that achieve social function in pursuit of the public interest, as determined and interpreted by the ruling institutions {<sup>3</sup>}.

-Application of information in light of specific circumstances, as it is an area of innovation and good behavior {<sup>3</sup>}.

Management is an art for adopting success, which depends on personal qualities refined by experience and experience its accord to the scientific foundations {<sup>2</sup>}.

Educational management is the basis of educational work and its backbone, and without it there will not be a list of progress management of modern education packages has become one of the largest efforts adopted by the governments of developed countries at the central, regional and local levels.

Now the concept of educational management and its functions has evolved from what it was in the past efforts to technological development in all different fields of science.

The importance of the educational administration is that it is a social necessity because it prepares children, teaches adults for life in society. It also provides the educated workforce necessary to engage in professions and trades and in the various service and production sectors.

## **II. Research Problem**

The lack of financial capabilities limited the expansion of opening schools, the acquisition of textbooks and educational aids, in addition to the lack of trained cadres of administrators, teachers. The problem has weakened the work of the educational administration in the state, which limited the improvement of its work towards the educational process. As for the importance of the educational process, it should therefore be done according to a successful and developed educational administration to ensure its quality, the researcher sought through the study to highlight the problems and obstacles facing the educational process in the state with the development of appropriate solutions to these problems.

## **III. Objectives of the Study**

- Identifying the problems facing the education administration in the state, which are represented in several items by weak and poor salaries, the absence of budgets for running the educational administration, in addition to the problems of training and maintenance of the educational administration in the state, as well as schools.

## **IV. Study Area and Methodology**

### **Study Area**

The Upper Nile State lies between latitudes 6 South and 12 North. The Upper Nile State lies between latitudes 6 south and 12 North, and is located between longitudes 28.2 west and 35 East. It is bordered to the east by Ethiopia and to the north by Sudan. The state has an area of about 236,180 km. The state is inhabited by the Nilotic pastoral tribes, which are the Shilluk, the Nuer, the Dinka, the Anuak, the Bron, and the Maban, in addition to the Sudanese tribes in the northern part of the state near the border with Sudan. The state is located between longitudes 28.2 west and 35 East. It is bordered to the east by Ethiopia and to the north by Sudan.

The rain falls in large quantities and gradually decreases from south to north, which is the least rainy state in the country. Rain falls in June and August and ends in November. As for temperatures, they vary from mildness throughout the year, with average temperatures averaging 13.5 °C in winter to 37.3 °C as the highest temperature in the country in the summer {<sup>6</sup>}.

All the tribes of the state depend on their livelihoods on cows and a little farming and fishing, the amount of cows varies from one tribe to another and from one person to another and is their main source of livelihood and their means of marriage and payment of blood money. Most of the conflicts between these tribes revolve around cattle and pastures {<sup>7</sup>}.

### **Methodology**

The researcher followed the descriptive method to collect study information. Where the researcher relied on the questionnaire to collect study information along with direct observations and open interviews in addition to periodic reports from the Ministry of National and State Education as well as reports and bulletins of foreign organizations working in the field of education.

The questionnaire contained a set of questions such as problems facing the educational administration, trained cadres, salaries, incentives, school maintenance and other questions related to the subject of the study.

The researcher also conducted direct interviews with a number of administrators, mentors and teachers of the primary and secondary levels in the state.

50 persons were randomly selected from those who work in the educational administration and teachers in order to answer the questionnaire questions related to the study topic.

The researcher used the K<sup>2</sup> test in the data and information analysis process to identify the attitudes of the study sample individuals on the performance of the work of the state general education department.

## **V. Terminology of Study**

### **Management:**

Taking care of people's affairs, and theoretical matters, that is, organizing the affairs.

**Educational Administration:**

Every organized, coordinated work that serves education, in line with the basic objectives of the educational process, that is, how education is managed in a country.

**Public Education:**

It means basic and secondary education, where basic education starts from entering the school from the age of six and ends at the age of fourteen, where the student studies various subjects for eight years and then sits for the junior certificate exams to join the secondary level.

Secondary education starts from the age of fifteen to eighteen, in which students study 4 years of different subjects and then sit for the secondary diploma exams that qualify them for universities and higher institutes.

**VI. Results and Discussion**

**Table .1** shows the problems facing the administration of general education in the study area

Questions	Yes	No
Are salaries paid regularly?	20%	80%
Is the salary sufficient for the necessity of living?	15%	85%
Are there incentives and petty cash for administrators and teachers to ensure the best educational performance?	30%	70%
Is there accommodation and housing of administrators and mentors in the state's educational administration?	5%	95%
Are there activities, events, or even competitions between state schools for primary and secondary school students?	40%	60%
Are there qualification and training courses for state teachers?	10%	90%
Do regional and international organizations in the state support the General Education Administration?	40%	60%
Is there support from the federal government for the General Education Administration other than paying salaries?	18%	82%
Is there periodic maintenance for schools and offices of educational departments in the state from time to time?	30%	70%

Source: researcher

Through the results of the study, we found that 80% of the respondents agreed that payment of salaries is not regularly done, while 20% of the targeted respondents answered its regularity payment, and that they appreciate the critical economic conditions the country is going through.

The irregular payment of salaries to workers in the field of education made many teachers abandon the profession and work in other professions in order to improve their economic conditions.

60% of the targeted respondents indicated the absence of financial and technical support from regional and international organizations working in the state for the education sector, while 40% of the targeted people emphasized the existence of technical and material support from these organizations, especially the UNICEF organization, which held a true partnership with the education sector in the state according to the answers of some of the targeted study. This was also confirmed by the responses of some specialists through the interviews conducted with them during the collection of study information.

The results of the study indicated that 70% of the targeted people have confirmed the absence of incentives and petty cash for workers in the educational field, while 30% have confirmed that they receive some incentives and petty cash from time to time from the educational administration, but they are unanimous in the weakness of these petty cash and incentives compared to the high costs witnessed by the state in the recent period.

While with regard to the weakness of the salary or not, we found that 90% of the targeted respondents have agreed on the weakness of the salary that the ministry gives to workers in the educational field in various stages compared to the living situation, which made many teachers and administrators abandon the profession in search of the best to meet the needs of their families.

The presence of private housing for high-ranking positions in educational departments is very important to ensure the success and quality of accommodation administration work, as housing and accommodation are very important, especially for top-level employees from mentors and administrators, as are some of the states of the country that provide housing for some of the top-level positions in educational departments, and in the researcher's question 90% of the respondents answered that there are no accommodation or even housing for the senior management positions, while 10% answered that there are private homes for the top positions in some provinces of the state.

The importance of school activities and social events lies in that they represent a means of communication between different societies and enhance the strength of the social fabric, which contributes to

reducing the severity of tribal disputes between the tribes of the state because of the importance of science in the development of the people. Through the responses of the targeted people on these occasions and activities, 60% of the researchers answered that these activities stopped recently, while 40% of the targeted people agreed on the existence of these occasions and activities in some provinces of the state on a seasonal basis and in separate periods.

From the answers of the targeted respondents, we found that 81% of them emphasized the absence of federal support and the apparent shortening of support for the educational process in the state, while 19% of the targeted respondents emphasized that educational departments received estimated support from the federal government in recent periods, but were poorly mismanaged by the specialists.

The success and development of any educational process depends essentially on having a budget whose mission is to provide the necessary training and qualification for workers in the education field to ensure the quality of the educational process.

The answers of the targeted people to the absence of training and rehabilitation in the recent educational departments in the state through the answers of 90% of the targeted people who agreed on the complete absence of training and qualification programs for workers in the field of education, while 10% of them emphasized the existence of training opportunities by the federal government and the attendance of some seminars that Organized by some organizations that specialize in education.

Through the answers of the respondents in the questionnaire regarding the problems facing the performance of the educational administration in the state, we found that these problems are many, and the target group unanimously agreed that it is represented by the lack of a budget to run the work of the educational administration, weakness and irregular payment of salaries by the state government, weak infrastructure for schools in the state and the absence of maintenance for long periods of time.

Through the results of the above study, the local government should make the utmost importance to finance education from its own sources without waiting for the contribution of the federal government, while expanding the request for support from foreign organizations operating in the state by creating real partnerships that serve the educational process as is the case with UNICEF in most of the states of the country. To ensure the sustainability of the state's educational process.

The general education department shall organize its available resources and control its spending channels by organizing its administrative structures. As for teachers' rights, the General Education Department should make efforts with the state government in adjusting salaries with the necessity of regularizing them, while paying incentives, preparing housing, and accommodating those holding high positions in the educational field.

## **VII. Conclusion and Recommendations**

Money is the main factor for any educational project from its inception as a temporary idea through planning until implementation. This is due to the poor performance of the educational science in the state due to the absence of the money needed to conduct educational work in Upper Nile State, which hindered the performance and quality of public education in both its administrative and educational aspects.

The results of the study can become beginnings to address some of the administrative and educational problems that the state's education department suffers from, by seeking to implement the study's recommendations that aim to develop radical solutions to the state's education problems.

The study concluded with several recommendations:

-The government should adjust the salaries of workers in the educational field, while regularly spending it to ensure the sustainability and improvement of the educational process in the state.

-Encouraging educational institutions to have productive units, such as investing in agricultural projects, especially as the state is considered one of the productive agricultural states to ensure the provision of a stable source of support covering government deficits in the state.

-Providing housing and accommodation to holders of senior positions in the education departments in the state to ensure access to their workplaces on time, which motivates them to improve in work.

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