PLASU Journal of Educational Research (PLASUJER) Vol. 1, No. 2, 2025
A Publication of the Faculty of Education, Plateau State University, Bokkos – Nigeria
ISSN: 3121-9624 https://journals.plasu.edu.ng



# ANALYSIS OF TEACHERS' PERFORMANCE IN TEACHERS' REGISTRATION COUNCIL OF NIGERIA (TRCN) QUALIFYING EXAMINATION IN BAUCHI STATE, NIGERIA.

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**Abstract**
*The purpose of this study was to examine teachers' performance in teachers' registration council qualifying examination in 2018, 2019 and 2020 Bauchi State. The study adopted descriptive survey research design. The population of the study consisted of all teachers that wrote the TRCN qualifying examination in year 2018, 2019 and 2020. A sample of 8338 teachers' results was used for the study. The data was collected from document of Teachers Registration Council Office in Bauchi State. Validity and reliability of the results was not established because the data was obtained from the council sources document and was valid and reliable. Findings from the study thus showed in 2018, 2019 and 2020 teachers' passes marks was higher than the teachers' failure marks and that male teachers performed better than female teachers in the examination. The study recommended a good performance of teacher but showed the need for teachers' control of anxiety, good attitude to examiantion, avoid malpractice and computer knowledge, teachers trained that enable them perform better in computer based examination. The female teachers should be adequately prepared in reaching for related and relevant materials that enhance performance.*

**Keywords**: Teachers' Performance, TRCN Professional examination, in 2018, 2019, and 2020

**Introduction**

Education determines the quality of an individual's life by improving humans' skills, technique, information, knowledge, including basic facts, job skills, cultural norms and values. (Nwachukwu, 2024). This enables an individual to develop his personality and attitude for rights and duties toward his/her family, society as well as the nation. Education affects the chances of one's profession and employment, people that are educated are likely to get a good opportunity to succeed, add value to life and serve as societal icons through expanding of vision and outlook towards the world.

The aim of the study was to analysed teachers performance in TRCN teachers qualifying examination in Bauchi state, Nigeria. Findings, showed that the result of teachers' performance in 2018 was fair, percentage rate of male teachers' performance scored higher compared to female teachers. This is in agreement with findings by Adeyemi (2011) who reported showed that teachers' performance in TRCN Qualifying examination was averagely good. This finding in 2019 was good, the result rate of male teachers' performance scored higher compared to female teachers, this is in accordance with Obiadazie and Nwajoko (2020) who reported that teachers' performance in Biology in external examaination was good but their performance in internal examination was low. The result of the analyses showed in 2020 that male teachers' performance scored higher compared to female teachers. This is also in agreement with the findings by Onanuga and Saka (2020) who found that students' achievement in Technology, Engeneering and Mathematics was fluatuating becauase of the inconsistenly of school academic calander.

Based on gender, the result of the analyses revealed that male teachers passed the examination morethan female because the number of male teachers who score in the examination is higher compared to female taecher. This result is in accordance with the findings by Lawal (2012) who reported that male student passed computer science morethan female students. The result of the analysis revealed that male teachers passed better than female teachers in TRCN, teachers qualifying examination. This is in agreement with the findings by Ozono (2013) who reported that male students achieved significantly higher than the female students. The result of the analysis showed that male teachers performed better than female teachers because the number of male teachers who score in the examination is higher compared to female taecher. This is also in agrrement with the findings by Ozono (2013) who also reported that male students performed better than female students.

The research mainly aimed on analyses of teachers' performance in TRCN qualifying examination in Bauchi state, Nigeria. The finding was justified with data collected from the TRCN Bauchi State for 2018, 2019 and 2020 document source used for the results of teachers' performance was analysed. The data analysing was achieved by descriptive statistics of simple percentage and bar chart. The analysis of the result was based on the teachers' performance 2018, 2019, 2020 and the gender of teachers' performance was included. In 2018, showed that the result was fair, that passed marks was higher than the failure in the 2018 examanition, in 2019 result indicated that teachers performance was averagely good, because the teacher passed the examination than the teachers who failed, in 2020, the results was good due to the performance of passed marks was higher than failure this was this is in agreement with

findings by Adeyemi (2011) who reported showed that teachers' performance in TRCN Qualifying examination was averagely good.

Available statistics shows that over two million teachers write the Teachers Registration Council Examination (TRCN) annually. Ajiboye (2019) noted that in first professional qualifying examination (PQE) result, 16,000 candidates wrote the examination and in October 2018, about 22,000; in 2019 about 72,747 where the commission recorded the highest number. As at 2020, the commission has registered about 30,000 candidates. This is because of the over participation and support; the council has to register all qualified teachers to flush out teachers that are not certified from the classroom. However, despite the support, the performance of teachers in the examination has not been constand. For instance teachers' performance in 2018, 2019 and 2020 have not been consistent**.** Efforts have been put in place to improve the performance of teachers during this examination through the production of books and other materials that can be used by teachers, yet, teachers' performance is low. Also, teachers have been trained in computer literacy and the training and retraining of teachers on areas of focus but yet the performance of teacher in TRCN Examination is still low. For instance, the breakdown of the results signed by the registrar revealed that 19,273 teachers failed TRCN out of 72,747 who sat for the December, 2019 diet, while only 53,474 were licensed in December 2019. There is the need to analyzed teachers performance in this qualifying examination so as to ascertain whether the performance of teachers in the TRCN

Certification is no longer enough, teachers must be licensed to practice in the teaching profession, which is where the TRCN comes in. The Teachers' Registration Council of Nigeria (TRCN) is an agency under the Federal Ministry of Education established for the teaching profession at all levels in the Nigeria Education System, both in the public and the private sectors. The objectives of TRCN among others are to: Ensure accreditation, monitoring and supervision of courses programmes of teacher training institutions in Nigeria to meet national and international standards, organization of internship schemes and induction programmes for fresh education graduates to equip them with the necessary professional skills, licensing professionals to practice, determine teachers that are suitable for registration, establishment of national minimum standards for execution of mandatory continuing professional development in theory and practice of the profession, organization of annual conference for registered Teachers, unite teachers irrespective of social class or the level of educational system, publication of a register of qualified and licensed teachers in Nigeria in hard copies and through the wide web, enforcement of professional ethics among teachers using the Teachers Investigating Panel (TIP) among others. TRCN is a regulatory agency for all those in the teaching profession at all the levels of education.

The failures of teachers revealed that the performance of students varies from the year the examination started up to date. For instance, the performance of teachers in 2018, the entire teachers that sat for the TRCN qualifying examination in Bauchi State was 2947 candidates, according to various qualifications. 55.75% of the teachers passed while 44.25% teachers' failed. Similarly in 2019, out of 6893 teachers, 6893 that sat for the TRCN qualifying examination, 5242 (87.20%) teachers passed while 1651(12.80%) teachers failed. In 2020, out of 2160 teachers that sat for TRCN (qualifying examination), 1453 (77.05%) passed while 707 (22.95%) failed. Teachers' registration council of Nigeria has a set of overall preferred results

that it wants to accomplish. The results might be applied to its students or explicitly conveyed to them. That is true, whether the organization is large or small each of these has a recurring set of activities - a system aimed toward achieving its desired results that shows level of performance (WAEC report 2016; TRCN, 2021)**.**

Level of educational attainment of both genders in TRCN qualifying examination which could include (A, B, C, and D); (A) stands for Philosophy of Science (PhD), (B) Master' in Education (M.Ed), (C) Bachelor Science in Education (B. Ed/PGDE) and (D) Nigeria Certificate of Education (NCE) is both achieved by gender. The summary of the teachers' performance for the all 2018, 2019 and 2020 periods base on the scheduled diets will be assessed according to their records of achievement, the same records for the periods based used in assessment is used for correlation among the various years of assessment and analyze the teachers' performance of 2018, 2019 and 2020 professional qualifying examination in Bauchi State. The forgoing concept shows that the needs for the analyses of teachers' performance in TRCN professional qualifying examination in Bauchi State.

**Material and Methods**

**2.1** The study focusses on analyses of the teachers' performance in teachers' registration council of Nigeria (TRCN) in 2018, 2019 and 2020 professional qualifying examination in Bauchi State, the study analyzed results of teachers' performance in 2018, 2019 and 2020, based on their gender. It included all teachers that wrote the TRCN qualifying examination in 2018, 2019 and 2020. The target population for this study consisted of the entire teachers in Bauchi State who sat for teachers' registration council of Nigeria (TRCN) 2018, 2019 and 2020 qualifying examination. This consisted of male and female teachers that sat for TRCN qualifying examination of 2018, 2019 and 2020 Bauchi State. The population included those that passed and those that failed the TRCN 2018, 2019 and 2020 qualifying examination.

Assessment Model Entry of Teachers' Population Passed and Failed Teachers with Percentages, Months and Year of 2018, 2019 and 2020 trcn, Qualified Examiantion, Bauchi State.

| S/NO. | TEACHERS' | | PASSED' | | FAILED' | | | |
|---|---|---|---|---|---|---|---|---|
| MONTHS/ DIETS | POPULATION YEARS | % REMARK | TEACHERS | % | TEACHERS | % | | |
| 1. | 2947 | 100 | 1643 | 55.75 | 1304 | 44.25 | OCT. 2018 | FAIR |
| 2. | 1673 | 100 | 1459 | 87.20 | 214 | 12.80 | MAY 2019 | GOOD |
| 3. | 2000 | 100 | 1680 | 320 | 320 | 16 | OCT. 2019 | GOOD |
| 4. | 3220 | 100 | 2103 | 65.31 | 1117 | 34.69 | NOV. 2019 | GOOD |
| 5. | 1660 | 100 | 1279 | 77.05 | 381 | 22.95 | JULY 2020 | GOOD |
| 6. | 500 | 100 | 174 | 34.8 | 326 | 65.2 | NOV. 2020 | GOOD |
| TOTAL | 12,000 | 100 | 8338 | 69.48% | 3662 | 30.52% | - - | GOOD |

2.2 The design adopted for this study was descriptive survey research design. This enables a researcher to use a sample to collect data after which the result is generalized on the entire population under investigation for analyzing teachers' performance in TRCN qualifying examination in 2018, 2019 and 2020 that include male and female teachers' performance in TRCN QE from 2018-2020 and the data was generalized on the performance of teachers in TRCN QE in Bauchi State. The data collected from a representative sample drawn from document sourced of 8338 teachers that wrote the teachers qualifying examination in 2018, 2019, and 2020 and after which the result was generalized on the entire population of the study. The sample was made up of 1040 males and 603 females in 2018, and 3264 males and 1978 females and 979 males and 474 females in 2020.

Distribution of Results of all Passed Teachers Registration Council Of Nigerian in BAUCHI State 2018-2020.

| Year | 2018 | 2019 | 2020 | Total |
|---|---|---|---|---|
| Male | 1040 | 3264 | 979 | 5283 |
| Female | 603 | 1978 | 474 | 3045 |
| Total | 1643 | 5243 | 1453 | 8338 |

Source: Bauchi State TRCN office, 2021.

2.4 Stratified sampling technique was used in collecting the records of teachers that wrote the teachers registration council of Nigeria TRCN qualifying examination. Only teachers that wrote the teachers registration council of Nigeria TRCN for the year 2018, 2019 and 2020 qualifying examination in Bauchi State were used for the study. The choice of Proportional stratified technique was adequate because it enables the study to be with objectivity and ease of clarity. Data for the source in this study was used from the document source using the format that contained the Bauchi State TRCN teachers' performance in 2018, 2019 and 2020 was used. This document was teachers' results for the year 2018, 2019 and 2020 professional qualifying examination (PQE) from Bauchi state TRCN office. This was based on the variables of interest as contained in the study.The result of the candidates is arranged based on the; gender, performance and year of examination. Hence, the format for data collection was based on the way the result was arranged. The obtained document was used to compile the required information as gotten from the field in the TRCN office from the results of the 2018, 2019 and 2020 PQE of teachers. Content validity of the teachers' result has already been established by the examination body. Hence, there will be no validation of the data. The reliability of the results collected was already validated by TRCN in Bauchi State.

**Result**

In this study the source of TRCN Qualifying Examination for the year 2018 in Bauchi State?

In Table 1: Result of the analysis on students' performance in TRCN Qualifying Examination in the year 2018

| YEAR | DIET | % PASSED | % FAILED | TOTAL |
|---|---|---|---|---|
| 2018 | October | 1643(55.75%) | 1304(44.25%) | 2947(100) |

The results of the analyses from the Table 1, shows that 2947(100) wrote the examination. From the results, 1643(55.75%) passed the examination while 1304(44.25%) failed the examination. The general remark shows that the result was fair in terms of performance.

In this study the source of TRCN Qualifying Examination for the year 2019 in Bauchi State? In Table 2: Result of the analysis on students' performance in TRCN Qualifying Examination in the year 2019.

| YEAR | DIET | % PASSED | % FAILED | TOTAL |
|---|---|---|---|---|
| 2019 | May | 1459(87.20%) | 214(12.80) | 1673(100) |
| 2019 | Octorber | 1680(84%) | 320(16%) | 2000(100) |
| 2019 | November | 2013(65.31%) | 1117(34.69 | 3220(100) |

The results of the analyses from Table 2 Revealed that in May of 2019 1673 candidates wrote the examination and 1459(87.20%) passed while 214(12.80%) failed, in October of the same year, 2000 candidates wrote the examination and 1680, (84%) passed while 320(16%) failed. In November of the same year, 3220 teachers wrote the examination and 2013(65.31%) passed while 1117(34.69%) failed. The remark shows that teachers' performance was averagely good in 2019.

In 2020, what is the performance of teachers in percentage in TRCN Qualifying Examination for the year 2020 in Bauchi State? in Table 3: Result of the analysis on students' performance in TRCN Qualifying Examination in the year 2020.

| YEAR | DIET | %PASSED | %FAILED | TOTAL |
|---|---|---|---|---|
| 2020 | July | 1279(77.05 %) | 381(22.95% ) | 1660(100) |
| 2020 | November | 174(34.8%) | 326(65.2%) | 500(100) |

The results of the analyses from the Table 3, reveals that in July of 2020, 1660(100) wrote the examination and 1279 (77.05%) passed the examination. while 381(22.95%) failed the examination. In November, 500 candidates wrote the examination and 174 (34.8%) passed the examination while 328(65.2%) failed the examination. From the results, in July, the result was good while in November the result was poor.

In regards to gender what is the performance of teachers in percentage in TRCN Qualifying Examination based on gender in Bauchi State? In Table 4: Result of the analysis on students' performance in TRCN Qualifying Examination based on gender.

| YEAR | DIET | MALE | FEMALE | TOTAL |
|---|---|---|---|---|
| 2018 | Octorber | 1040(63%) | 603(37%) | 1643(100) |

The result of the analysis from Table 4 revealed that 1040(63%) male passed the examination while 603(37%) of the female passed the eaxamination. The results shows that, male passed the examination more than female in 2018.

In 2019 base on gender what is the performance of teachers in percentage in TRCN Qualifying Examination based on teachers' gender in Bauchi State? in Table 5: Result of the analysis in table 5 shows the result of the teachers' Performance in TRCN Qualifying Examination in percentage in 2019 in Bauchi State

| YEAR | DIET | MALE | FEMALE | TOTAL |
|---|---|---|---|---|
| 2019 | May | 864(60%) | 603(40%) | 1467(100) |
| 2019 | November | 115(66%) | 59(34%) | 174(100) |
| 2019 | October | 965(58%) | 715(42%) | 1680(100) |
| 2019 | November | 1424(68%) | 679(32%) | 2103(100) |

The result of the analysis from Table 5 revealed that in May of 2019, 864(63%) male passed the examination while 603(40%) of the female passed the TRCN qualifying examination, In November 115(66%) male and 59(34%) female pssed. In October, 965(58%) male and 715(42%) female passed and in November, 1424(68%) male and 679(32%) female passed for male in all the diet is more than the percentage passed from the female, hence male performance better than female in TRCN Qualifying Examination in Bauchi State.

Based on gender what is the performance of teachers in percentage in TRCN Qualifying Examination based on teachers' gender in 2020 in Bauchi State in Table 6: Result of the analysis in table 6 shows the result of the teachers' performance in TRCN Qualifying Examination in percentage in 2020 in Bauchi State.

| YEAR | DIET | MALE | FEMALE | TOTAL |
|---|---|---|---|---|
| 2020 | July | 864(67%) | 415(33%) | 1279(100) |
| 2020 | November | 115(75.2%) | 59(24.8%) | 174(100) |

The result of the analysis from Table 6 shows that in July of 2020, 864(67%) male passed the examination while 603(40%) of the female passed the TRCN qualifying examination, In November 115 (75.2%) male and 59(24.8%) female pssed the TRCN Qualifying Examination in Bauchi State. From the results, it can be concluded that male teachers performed better that the female teachers.

Findings from result question one showed that in 2018 male student performed better than female. This is in accordance with the findings by Adeyemi (2011) who reported showed that teachers' performance in TRCN Qualifying examination was averagely good.

1. Findings from result question two showed that in 2019 male student performed better than female. This is in accordance with the findings by Onanuga and Saka (2020) who found that students' achievement in Technology, Engeneering and Mathematics was fluatuating becauase of the inconsistenly of school academic calander.
2. Findings from result question three showed that in 2020 male student performed better than female. This is in accordance with the findings by Obiadazie and Nwajoko (2020)

who reported that teachers' performance in Biology in external examaination was good but their performance in internal examination was low.

3. Findings from result question four, fie and six showed that in 2018, 2019 and 2020 male student performed better than female. This is in accordance with the findings by Ozono (2013) who also reported that male students performed better than female students.

**Conclusion**

The findings of the study of the teachers' performance in TRCN qualifying examination in Bauchi State as the data collected for 2018, 2019 and 2020 has much impacts on the final resuts reported. The teachers' performance in 2018, 2019 and 2020 result revealed that the passed scores of teachers in the qualifying examination is higher than teachers that failed the examination and the same performance revealed that based on gender, male teachers that sat for the TRCN qualifying examination performed better than teachers female teachers sat for the TRCN 2018, 2019 and 2020 examination in Bauchi State.This results was clearly revealed include methods of simple analyses of percentage.

**Recommendations**

The performance of teachers in TRCN qualifying examination showed that the scores of teachers based on the percentage in 2018, 2019 and 2020 were higher teachers' performance than lower success and the male teachers performed averagely better than female teachers in the years. This reason made teacher's performamnce have low disadvantage than higher. But, identified the factors that reduce teachers performance include, Teachers anxiety, Teachers attitude, Teachers computer knowledge, Teachers' malpractice and natural pheneomena.

**Significance of the Study**

The findings of this study will benefit the following stakeholders in education; Teachers, Students, TRCN, Ministry of education, curriculum planners and researchers.

The findings of this study will benefit teachers because teachers will identify the aspect that hinders performance includes anxiety, attitude, computer knowledge and malpractices and this is recommendations will help to improve the teachers performance in the examination.

Teachers' registration council of Nigeria will benefit, from this study because it will show the need to make adjustments on the methods of accessing CBT, examination

Ministry of education, who serves as the governing body for TRCN will also benefit from the findings of the study because it will enable them to make policies that enables flexiblity of examination or even improve on internet method. Finally, researchers will benefit from this study because when the study is completed it will serve as a reference material for further research in the area of TRCN Examination.

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