**HUMAN RESOURCE DEVELOPMENT AND NIGERIA ECONOMY A CASE STUDY IN UMUNA IN ORLU LOCAL GOVERNMENT AREA IN IMO STATE**

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**JULY, 2016.**

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**HUMAN RESOURCE DEVELOPMENT AND NIGERIA ECONOMY A CASE STUDY IN UMUNA IN ORLU LOCAL GOVERNMENT AREA IN IMO STATE**

**A**

**PROJECT**

**PRESENTED TO**

**THE SCHOOL OF SOCIAL SCIENCE**

**DEPARTMENT OF ECONOMICS**

**IN PARTIAL FULFILLMENT OF THE REQUIREMENT FOR THE AWARD OF NATIONAL CERTIFICATE IN EDUCATION (N.C.E)**

**BY**

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**IECE/NCE/2013/ 3219**

**JULY, 2016.**

**CERTIFICATION**

This is to certify that the research work “Human Resource Development and Nigeria Economy a case study in Umuna in Orlu Local Government Area in Imo statewas carried out by Onwusonye Kingsley Onyekachi, IECE/NCE/2013/ 3219 in the department of English language, Institute of Ecumenical Education, Thinker’s Corner.

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Head of Department Date

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Supervisor Date

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**APPROVAL PAGE**

This project, written under the direction of the Candidate’s project Committee and approved by the supervisor has been presented to Economic Department of Institute of Ecumenical Education Thinker Corner Enugu in partial fulfillment of the requirements for the Award of National Certificate in Education (NCE).

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Candidate Sign Date

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Supervisor Sign Date

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H.O.D Sign Date

**DEDICATION**

This work is dedicated to God Almighty for his Love, mercy and protection. I also dedicated this work to my lovely mother Late Mrs. Rita Ijeoma Onwusonye, my beloved father Mr. Donatus Uche Onwusonye.

**ACKNOWLEDGEMENT**

I acknowledge the Contribution of the following people towards the success of my academic career they are: My lovely father Mr. Donatus Uche Onwusonye, DR Mrs. Ngozi Dom Anyanwu, Mrs. Rosita Okwara, Mr. John Onwusonye, Mr. Christian Onwusonye, Mr. promise Onwusonye, Mr. Chinonso OnwusonyeMiss Chidimma Onwusonye and all the members of Onwusonye family.

I will also appreciate all my lecturers in Economics Department of Institute of Ecumenical Education thinkers Corner Emene, Enugu state. May God Almighty continue to bless you allAmen.

My gratitude will not be complete without acknowledge the H.O.D of Economics Department Mrs. Iduma Modesta .C, I also acknowledge the Effort of my project supervisor Mr. Ngwu Ejike E. my hostel potter, my lovely friends and class mate, mostly Miss Obiezu Mirabel and all my cousin mostly Miss Chinaza Okwara.

I pray that God will continue to bless you all Amen.

**ABSTRACT**

The study seeks to find out the implication of human resource development on the economic development of Umuna in Orlu Local Government Area in Imo State. With the use of survey design and random sampling of corporate workers, civil servants, private company workers and labor in general, questionnaire administration is used to acquire information and simple percentage for generalization. The study found out that development can be achieved through accessible health care and affordable education. The study concludes that government of the country has to intervene to make this happen. To the benefit of all the people to have free medical care for deadly diseases and also affordable education for the masses.

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**CHAPTER ONE**

**INTRODUCTION**

* 1. **Background of the Study**

In Nigeria, it is quite obvious that we have been blessed with numerous natural resources witch include limestone, tin ore, coal, zinc, agricultural products and petroleum, to mention a few, we have also been blessed with human resources by reason of population of which emphasis is laid as regards to developing them.

For a country to achieve economic development there must be the existence of both natural and human resources in that country. Meanwhile the existence of only natural resources cannot make a nation to develop economically, rather, it serves as its prerequisite.

Natural resources are found on, in and beneath the land and sea while human resources are the efforts of man of harnessing the natural resources (uwazie 2009). By implication, without the efforts of human resources which act upon the natural resources and co- ordinates other factors of production, development cannot take place.

Human resources occupy an indispensable position in a nation’s productive system as it is regarded as the active participant in production of physical capital of goods as we as the production of physical cash needed for the improvement of the rate of economic growth.

The human capital is responsible in the mobilization exploitation and extraction of natural resources from its original or natural state to a finished product process. This is because it is the human factor that co- ordinate other factors of production and also actively participates in the harnessing of those factors to achieve utility.

The justifies the fact that “75% of the national income is contributed by human resources” (Uwazie 2009).

Traditionally, economic growth and development has a positive relationship with the rate of quality human resources available in a country. Economic development can be achieved through increase in employment, per capital income, standard of living; low cost of living, favorable balance of payment, good medical accessibility etc.

However, this topic selected in poised to analyzed the situation inherent in the Nigerian economy and assort or suggest solutions to it for the betterment of all and sundry.

**1.2** Statement of the problem to date there has been obvious increase in economic activities in Nigeria. These economic activities constitute the source of income and revenue for majority of the population. This occurs due to globalization mobilization and civilization which now characterize the countries of the world.

In additions, the need for qualitative and quantitative correspondence in the increased labor force is required so as to commensurate the demand for skilled and semi – skilled personnel which will bring about efficiency of production.

Conversely, there is increasing concern that the development of human resources has been hundred by some factors which includes corruption, unemployment poor and inadequate infrastructure, low standard or education, dilapidated value system etc. which bring about the problem of question. In what ways can human resources be developed in order to facilitate Nigeria economic development.

In summary, this study sets to find out if human resource development can head to economic Development.

**1.3 Purpose of the Study**

Since the origin of man, there has been the existence of economic activities around the world. These activities began in form of trade by barter and later restructured into the present market system- exchange, buying and selling of goods and services in monetary terms. These activities rang from extraction, manufacturing, distribution to direct selling of goods and services.

All these activities are designed to accumulate wealth and capital of which human Resources play a vital role in it.

The purpose of this research is to investigate the nature and importance of human resource development, identifying the short- coming involved in order to find out ways in which human resources can be developed to serve a bold step towards attaining economic development of Nigeria.

To this end, this study will explore the best of my ability and information available to me, the validity of effects and information available to me, the validity of effects and contribution of human resource development towards the development of the economy of Umuna in orlu Local Government in Imo State Nigeria.

**1.4 Significance of the Study**

With the knowledge of the fact that human resource is useful to the individuals, organization and government parastatals in all aspect of the economy this research is important because it throws more light on the various functions of human resources as it has been mentioned earlier that human resource is the active agent in the production process; it is also responsible for planning, organizing staffing, directing, coordinating other factors of production and in making decisions to facilitate production and in making decisions to facilitate productions. The development of the human factors of production, therefore, is synonymous to improving the quality of output, products and capacity of the labor force in Umuna in Imo State.

This study will be useful to researchers, students, teachers, policy makers, curriculum planners, government and virtually everyone who loves the acquisition of knowledge.

After this study, if the suggestions can be applied, then Umuna should be getting prepared for being listed as one of the developed city in Nigeria.

**1.5 Research Questions**

With the aim of re- branding Umuna through human resource development, Umuna needs the total commitment and willingness of both her professionals in various fields and aptitude of human endeavor and the entire labor force/ working population to increase the rate of their growth and development as regards to functional improvement and productivity, so as to ameliorates the economic down turn and incidence of global financial crisis which is associated with economic depression. This study intends to find out the following information:

1. Is there any relationship between human resource development affect economic development?

2. To what extent does human resource development affect economic development of Umuna?

3. What are the conditions of human resource development to develop Umuna?

4. In what ways can human resource development serve as a bold step towards attaining economic development?

**1.6 Research Hypotheses**

In order to critically examine this study, and verify the statement mode as the problem selected human resource development as a bold step towards the development of the economy of Umuna the null and alternative hypotheses are stated thus:

**Ho:** Human resource development has a relationship with economic development.

**H1:** Human resource development does not have a relationship with economic development.

After this study, if the findings prove that human resource development leads to Economic development, I will accept the null hypothesis.

**1.7 Scope of the Study**

This study is focused on Umuna in Orlu Lga in Imo state of Nigeria.

Human Resource development on one hand and Economic development on the other hand are two broad topics. This connotes the topics are two wide for an all- round research work given the time fr4ame involved, the constraints and other logistic problems.

However, the study will only reveal the nature of human, resources, the importance attached to it; it will take consideration of whether there is any impact of human resource development on economic development. It will find out to what extent it’s development will after the development of the economy of Umuna.

This research work will also stress on the cause of human resource deterioration and how possible it can be improved so as to ensure economic development. The issues to consider will include factors that contribute to human resource development factors that contribute to human resource development and current trends in actualizing human resource development.

**CHAPTER TWO**

**REVIEW OF RELATED LITERATURE**

**2.1 The Nature of Human Resources**

Human resources have been approved to be on indispensable factor in all aspects of life.

Since the origin of man, the world has been at work, even at the present day. The farm laborer is in the field tending the cattle or sowing the seed or gathering the harvest, the factory worker is controlling the machines, feeding them with raw materials which they transform into manufactured goods. The miner is extracting mineral deposits from beneath the surface of the earth. The clerks is recording transactions in the office transport workers are moving persons or goods from one place ot another by hand, sea or air by telegraph and telephone, by cable and wireless, orders and instructions are transmitted with amazing speed. The wheels of economic activities are whirling around day after day (Paish 1973:35). This brings about the usefulness of human resources.

The country is blessed with abundance of human resources. Human resource is a broad term which involved population, labor utilization and manpower development studies.

In the mid 1960s, Human resources economists including Fredrick Harbison, T. M Yususf emerged stressing the role of the human element in production, his energies, skill, knowledge and ingenuity are applied to the exploitation of raw materials and the production of goods and services” Ebomuche (2006:13)

Uwazie (2005: 15) assents that “human capital or resources represents a country’s proportion of the population that is legally qualified and physically fit to work at a prevailing wage and salary rate. It is therefore made up of man and woman within the working age group defined by a country’s law”

Harbison opined that “human resources.. constitute the ultimate basis for wealth of nation (Ebomuche 2006:13). This connotes that at the absence of human resources a nation cannot make wealth. While capital and natural resources are passive agents or factors of production, human beings are active agent: who accumulate capital, harness natural resources, build social, economic and political organization and carry forward national development.

Some definitions before human resources have been given by various authors who are viewed below.

Human resources id defined as “the untiring efforts of human beings to produce desired objectives Oguji et al (1988: 55).

According to Yesufu (1962), it is managerial, scientific engineering , technical craftsmen and other skills which are employed in meeting designing, developing, managing, operating productive and service enterprises and economic institutions schuttz (1961) stated that human resources are nations most valuable resources, they constitute a nations working capacity.

Human resources which is of ten used interchangeably with manpower also refers to the totality of the energies, skills, knowledge and experience available within a country, which can e applied to the production of goods and services (Ebomuche 2005). Therefore, the quantity and quality of the available of human resources will to a great extent determine the output of a country.

**2.2 Importance of Human Resources**

1. It is increasingly recognized that the growth of tangible capital stock depends to a considerable extent on the human capital formation. Which is the process of increasing knowledge and skills and according empirical studies carried out by Schultz, Harbison, Kendrick, Becker, Kuznets and host of other economists extol one of the most important factors responsibility for the rapid growth of the American economy has been relative increasing outlays on education brings about a greater increase in national income than a dollar spent on dams, roads, factories or other tangible capital goods. To Veblen, technological knowledge and skills formed the community’s immaterial equipment or assets without which physical capital could not be utilized productively.

Economists are therefore of the opinion that it is the lack of human capital that has been responsible for such economies spread education, knowledge and know how and raise the level of skills and physical efficiency of the people, the productivity of the physical capital will be reduced.

**2.** Underdeveloped countries like Nigeria are faced with two divergent problems; the lack of capital skills and have the surplus labor force. These diverse problems are interrolated Human capital formation aims at solving these problems by creating the necessary skills in man as a productive resource and proving him gainful employment.

**3.** Despite the massive imports of physical capital they have not been able to increase their growth rates because of the existence of underdeveloped human resources, of course, some growth is possible from the increase in the physical capital even though the available labor force is lacking in skills and knowledge out eh growth rate will be seriously limited without the latter. Human resources is, therefore, essential to staff and expedite government services, to introduce new means of communication to carry forward industrialization needed to build educational system in other words, innovation or traditional society requires very large does of strategic human capital.

**4.** Physical capital can only be more productive if the underdeveloped countries like Nigeria are committed to the development programme of constructing roads, power houses, factories pertaining to light and heavy industries, hospitals, schools, colleges, and a host of other activities associated with development planning. For the, they need engineers, technicians, supervisors, managerial and administrative personnel, doctors etc. if there is a death of this varied type of human capital, physical capital cannot be productively utilized. As a result, machines break down and wear out soon materials and components are wasted and the quality of production falls, as pointed out by Jeff Bens.

**5.** Nigeria imports physical capital for development but are unable to utilize it fully due to the lack of the critical skills required for its operation. Though technical know- how and skill usually come with foreign capital, vet, it is insufficient to meet the diverse and varied requirements of such economics.

Thus, the failure of human capital in our country has been responsible for how absorptive capacity of the latter in underdeveloped countries. Hence , the need for human capital becomes of paramount importance.

**6.** The underdeveloped country is characterized by economic backwardness which reflects itself in how efficiency, factor, immobility, and limited specialization in occupations and in trade, a deficiency supply of entrepreneurship and customary values and traditional social institution that minimize the incentives for economic change. The slow growth in knowledge is an especially severe restraint on progress. To remove economic backwardness and instill the capacities and motivations to progress, it is necessary to increase the knowledge and skill of people (Jhingan, 1982 in Ebomuche, 2006).

This gives us a picture of how the development of the quality of human resources in a country serves as a bold step to the development of that country. 2.3 the concept of human resource development (ARD) with the knowledge of the fact that the quality of human resources brings about quality output, it is therefore, necessary to develop and improve the human resources.

Human resource development is the structure allows for individual development potentially satisfying the organization’s goal. It encompasses building people and developing them intellectually, vocational and physically in order to benefit the individual, organization and the nation at large. H.R.D is a framework for the expansion of human capital within an organization. It is the combination of training and education that ensures the continual, improvement and growth of both the individual and of the organization. Adams Smith states “the capacities of individuals depend on their access to education” (Kelly 2001).

This was supported by Ebomuche (2005), when he asserted that human resource development embraces all the diverse processes aimed at transforming people so that they can contribute more effectively to socio- economic development.

He began by defining Human Resources development “as the conscious effort made to develop the necessary human capacity both intellectually physically to ensure requisite result on continuing basis (Ebomuche 2005) with this definition, it should be noted that the development of human resources is a continuous process and that it does not just occur at one stage of life.

Another definition by Kelly (2001) implies that human resources development simply means developing the most important section of any business- its human resources, by attaining or upgrading the skills attitudes of employees at all levels in order to maximize the effectiveness of the enterprise. It is important to note that labor has the highest percentage input in production.

Human resource development is a framework that focuses on the organization’s competencies at the first stage, training and then developing the employee, through education to satisfy the organization long- term needs and the individuals’ career goals and employee value to their present and future employers.

This framework views the employee as an asset to the enterprise whose value will be enhanced by development, “its primary focus is an growth and employee development, it emphasize developing individual potentials and skills (Ekwood etal, 1996).

From a business perspective, Human Resource development is not entirely focused on the individual’s growth and development “development occurs to enhance the organization value, not solely of individual improvement. Individual education and development is a tool and a means to an end not the end goal itself (Elwood etal 1996), while the previous paragraph increased the motivation of the employees with their confidence in the enterprise the business views prioritized the business object before the individual benefits.

Not withstanding, the more skilled and healthier the people are the better their chances of being self- sufficient and the higher their productivity, (Saraki 2010).

**2.4 objective of Human Resources development**

Below are the reasons why human resources are developed

● To facilitate proper development of productive labor force through proper training education and recreation

● To improve the skills, knowledge, experience and capacity of the labor force to enable them to be employable and transform the surplus labor force into skilled labor force in order to achieve the production of quality goods in the country.

● To raise the morale of the labor through proper incentives.

● To ensure that labor force is continuously adapted for and upgraded to meet its total environmental new challenges.

● To move the labor force literally and vertically in the economic and social environment.

● To face the complex challenges of a dynamic world.

**2.5** Avenues for developing human resources.

According to Schuttz, there are five ways of developing human resources which include.

1. Health facilities and services, broadly conceived to include all expenditure that affect the life expectantly, strength and stamina and the vigor and vitality of people. This is I agreement with the opinion of Saraki (2010), that the more skilled and healthier the people are….the higher their productivity.

2. On- the –Job training including old type apprenticeship organized by firms. The trainee is placed on the job and give instructions on what to do. He is then made to work initially under an intensive supervisor until he is able to acquire enough skills to work satisfactory under normal supervision.

This method is most widely used because most of the jobs in industries are learned within a relatively short period. This method is acclaimed for its capability for motivating trainees to learn because it is not held in conventional class room.

**3.** Formally organized education at the elementary, secondary and higher levels. The principal institutional mechanism for developing human skills and knowledge is the formal education system. Most third world nations have been led to believe or have wanted to believe that it is the rapid quantitative expansion of educational opportunities which hold the basic key to national development. All countries of the world have committed themselves, therefore, ot the goal of universal primary education in the shortest possible time.

**4.** Study program for adults that are organized by firms including extension program notable in agriculture. Insufficient attention has been paid ot agricultural education helps in changing the outlook of the farmers, sharpen their decision- making skills and provide them with necessary information with regard to modern agricultural practices for better results, the whole program of adult education should be attached to the agricultural research center and experiment stations.

**5.** Migration of individual families to change in job opportunities in agricultural oriented economics education service a double purpose. It prepares children for migration to wins for non- agricultural jobs secondly, it infuses skills and knowledge (Ebomuche 2006:14).

**2.6** The concept of Economic development.

Economic development is the increase in the standard of living in a nation’s population, growth with sustained growth form a simple low- income economy. If the local quality of life could be improved, economic development can be enhanced.

Its scope includes the process and policies by which a nation improves the economic political and social well being of its people.

Economic development typically involved improvements in a variety of indicators such as: literacy rates, life especially and poverty rates, Gross domestic product (GDP) does not take into account other aspects such as leisure time, environmental quality, freedom or social justice.

It should be noted that Economic growth is a prerequisite of economic Development.

**2.7** The Relationship between Economic Development and Human Resource Development.

Economic development cannot be attained without the impact of human development.

A countries economic development is related to its human development which encompasses among other things, health and education. These factors however, are determinants of economic development.

Ranis etal (2000), view economic growth and human development as two way relationship. Moreover, they suggested that the first Chain consists of economic growth benefiting human development with GNP Namely GNP increases human development by expenditure from families, government and organizations such as Ngos, with the increase in economic growth families and individuals will likely increase expenditure with the increase incomes with heads to increase in human development.

Further with the increased expenditure health and education tend to increase in the country and later will contribute to economic growth.

In addition to increasing private incomes, economic growth also generates additional resources that can be used to improve social services (such as health care, safe drinking water e.t.c). By generating additional resources for social services unequal income distribution will be limited as such social services are equally distributed across each community: benefiting each individual thus, increasing living standards for the public.

**2.8 Current issue in Nigeria:**

Nigeria is blessed with numerous natural resources which includes gas, petroleum, tin, iron-ore, coal, lime stone Niobium, lead and zinc

Her major source of income has been petroleum however, in order to change this, government has continued to pursue economic reforms in different sectors with emphasis on infrastructural development through public- private partnerships, deals largely on increased oil export and high global order prices GDP holds strongly in 2007 and 2008. Her export and import in the year 2008 were $3.09b and $46.366 respectively. GDP per capital income is estimated to be $ 2, 200 and growth rate 6.2%.

Nigerian industry include crude oil, coal, lead, wood rubber, hides and skin, steel, palm oil, chemicals, telecoms, banking and insurance, chemicals, cement and other construction martial (facts and figures Nigeria, 2011).

The nation is about to commence on a multi- million naira Tele medicine project, but still in limbo. Nigerian telemedicine project is championed by the federal ministries of Health as an option for Nigerians to remedy the human resources from health crisis failing health system etc

The new Democratic (ND) research results clearly sow that Haanks to the wealth of oil and human resource Nigeria has the potential ot become one of African leading economies. But years of mismanagement and social division have paralyzed the giant of Africa.

**2.9 Summary of Literature Review**

To summarize we can view the relationship between human resource development and economic development in three different explanations.

**First,** Increase in average income leading ot improvement in health and nutrition (known as capability expansion through economic Growth).

**Second,** It is believed that social outcomes can only be improved by reducing income poverty (known as capability expansion through poverty Reduction).

**Thirdly,** (Known as capability expansion through social services) defines the improvement of social outcome with essential services as education health care and clean drinking water.

**CHAPTER THREE**

**RESEARCH METHODS/ METHODOLOGY**

**3.1 Research Design**

In the study, survey design will be used where by information will be acquired through data from samples of various sources, both primary and secondary and then conclusions will be made and enforced on the population.

**3.2 Area of the Study**

Umuna is an autonomous community in Orlu local Government area of Imo State. it has an area of 44km2 and a population of 50, 798 at the 2006 census.

There are seven villages in Umuna autonomous community which comprises Umuma- Isiaku, Ugbelle, Obohia, Umuobom, Umuehsi, Umu chima, Umulewe.

The people of this town are recognized for their hard- working in agriculture, crafts, workmanship. Greater than the past decades the population density has led to intensified strain on land, forests and other natural resources, leading to escalating postural scaraty which is an attribute if thickly inhabited pastoral areas.

**3.3 Population of the Study**

The population of this research work will include corporate workers, civil servants, private, company workers industry and firm workers as well as the self employed which make up the working population of Nigeria.

**3.4 Sample and Sampling Techniques**

The researcher will make use of hundred (100) workers represented by 100 questionnaires to be administered to the respondents selected at random from various work of life. Maximum co- operation will be expected from the selected respondents. This is to make the population size manageable as a result a limited time and other resources

**3.5 Instrument for data collection**

To instrument to be used will mostly be based on questionnaires. They will be designed in such a way that 20 questions will be provided with options for the respondent to choose form in order to obtain the necessary data.

**3.6 Validity of the Instrument**

The questionnaire item designed by the researcher were presented to the project supervisor for necessary corrections

**3.7 Reliability of the Instrument**

The instrument used for the data collected was questionnaires, which comprises of three sections, four (4) points scale of strongly agreed (SA) strongly disagreed (SD) disagreed (D)

**3.8 Method of Data Collection**

The researcher personally administered the questionnaire to the respondent. The researcher collected back the questionnaire from each respondent to ensure proper completion and to attain high percentage return of the completed questionnaire.

**3.9 Method of Data Analysis**

Having collected the administered questionnaires, a data sheet shall be prepared with the data converted to percentages, to represent each question.

To establish a significant relationship between human resource development and economic development correlation analysis will be used.

**CHAPTER FOUR**

**DATA PRESENTATION ANALYSIS AND RESULTS**

**4.1 Data Presentation and analysis**

The data collection form this study were analyzed and presented using frequency table for explanation and analysis.

The presentation and analysis of data based on the responses obtained from the questionnaire are as follows:

**Section A:** Personal Date of Respondents.

The following are detailed characteristics the respondents for the research study.

**Table 1: Sex Distribution**

|  |  |  |
| --- | --- | --- |
| **Sex** | **Frequency** | **Percentage** |
| Female | 45.0 | 45.0 |
| Male | 55.0 | 45.0 |
| Total | 100.0 | 100.0 |

The table indicates that forty five (45) in number which represent 45% were female workers and the remaining fifty- five (55) in number which represents 55% were male workers. This implies that the gender of the working population is evenly distributed.

**Table 2: Age bracket Distribution**

|  |  |  |
| --- | --- | --- |
| **Age Bracket (years)** | **Frequency** | **Percentage** |
| 16-20 | 5 | 5.0 |
| 21-50 | 95 | 95.0 |
| Total | 100 | 100 |

The table shows that five (5) in numbers which represent 5% respondents were between the age of 16-20 years and ninety five (95) in number which represent 95% were between the ages of 21-50 years. This implies that the organization has a productive work force

**Table 3: Marital Status Distribution**

|  |  |  |
| --- | --- | --- |
| **Marital status** | **Frequency** | **percentage** |
| Single | 68 | 68.0 |
| Married | 32 | 32.o |
| **Total** | **100** | **100.0** |

The table indicates that sixty- eight (68) in number which represents 68% respondents were single and thirty two (32) in number which represents 32% respondents were married. This implied that the work force has reduced matrimonial distraction and will concentrate more on their jobs

**Table 4: Cadre Distribution**

|  |  |  |
| --- | --- | --- |
| **Cadre** | **Frequency** | **percentage** |
| Junior staff | 58 | 58.0 |
| Senior staff | 42 | 42.0 |
| **Total** | **100** | **100** |

The table shows that fifty- eight (58) in number which represent 58% were in junior staff level and forty- two (42) in number which represents 42% were in senior level. This implies that more of the junior staff opinion and views would be used for the study.

**Table 5: Work/ Membership experience Distribution**

|  |  |  |
| --- | --- | --- |
| **Work experience** | **Frequency** | **percentage** |
| 1-5 years | 57 | 57. 0 |
| 6-10 years | 32 | 320 |
| 11 years and above | 11 | 11.0 |
| **Total** | **100** | **100** |

The table indicates that fifty- seven (57) in number which represents 57% respondents have between 1-5 years experience, thirty- two (32) in number which represent 32% had between 5 and 10 years, eleven (11) in number which represent 11% had 11 years and above work experience.

This implies that the work force have proper and adequate knowledge of the operations of their various

**Organizations Table 6: Qualification Distribution**

|  |  |  |
| --- | --- | --- |
| **Educational** | **Frequency** | **percentage** |
| Bsc/ HND/BED | 58 | 58.0 |
| MSC/ MBA/MED | 14 | 14.0 |
| ND/NCE | 27 | 27.0 |
| WASSSCE/ GCE | 1 | 1.0 |
| **Total** | **100** |  |

The table indicates that fifty- eight (58) number which represents 58% respondents were BSC/ HND holders, fourteen (14) in number which represents 14% MSC/ MBA twenty – seven (27) represents 27% ND/ NCE holder, one (1) number had WASSCE/ GCE qualification which makes the organizational corporation objective achievable.

**Section B: Question 1:**

There is a positive relationship between human resource development and economic development.

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strongly Agree | 70 | 70 |
| A greed | 15 | 15 |
| Strongly disagreed | 5 | 5 |
| Disagreed | 10 | 10 |
| Total | 100 | 100 |

From the above table eighty- five (85) representing 85% of respondents agree to that there is a positive relationship between human resource development and economic development, while fifteen (15) in number representing 15% of respondents disagreed. This implies that human resource development is indispensable to economic development.

**Research Question 2**

Those who undergo professional training or apprenticeship increase their rate of productivity.

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strongly Agreed | 58 | 58 |
| Agree | 12 | 12 |
| Strongly Disagree | 7 | 7 |
| Disagreed | 23 | 23 |
| **Total** | **100** | **100** |

The table shows that seventy (70) in number representing 70% agreed to the fact that professional training or apprenticeship increases the rate of productivity, while 30% disagreed. This implies that these are a high positive relationship between professional training and productivity.

**Question 3:**

The cross Domestic products increases as a result of increase in human resource development through training craftsmanship and knowledge

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strong agree | 55 | 55 |
| Agreed | 25 | 25 |
| Strong disagreed | 6 | 6 |
| Disagreed | 14 | 14 |
| **Total** | **100** | **100** |

The table shows that eight (80) in number representing 80% agreed that development through training, craftsmanship and knowledge increases a country’s GDP while 20% disagreed.

**Question 4:**

The development of human resources results into increase in effectiveness and efficiency of the work force.

**Question 5:**

Educational attainment has a positive relationship with income level.

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strong agree | 42 | 42 |
| Agreed | 27 | 27 |
| Strong disagreed | 13 | 13 |
| Disagreed | 18 | 18 |
| **Total** | **100** | **100** |

The table shows that seventy- nine (79) in number representing 79% of respondents agree that educational attainment has a positive relationship with income level, while 33% agreed. This implies that the statement is true.

**Question 6:**

Investment in education by government and individual results into greater returns on human resource development.

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strong agree | 10 | 10 |
| Agreed | 23 | 23 |
| Strong disagreed | 20 | 20 |
| Disagreed | 46 | 46 |
| **Total** | **100** | **100** |

The table shows that eight three (83) in number representing 33% of respondents agreed to the assertion while 69% disagree. This implies that there are other avenues for human development.

**Question 8:**

Reduction in income poverty enhances socio- economic development

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Agreed | 39 | 39 |
| Strongly disagreed | 18 | 18 |
| Disagreed | 11 | 11 |
| Strongly agreed | 32 | 32 |
| **Total** | **100** | **100** |

The table shows that seventy one (71) in number representing 71% of respondents agreed that reduction of income poverty enhances socio- economic development while 29% disagreed. This implies that poverty reduction increases socio- economic development.

**Question 9:**

Human resource development has been the machinery through which both the economy and its citizens earn their living

**Question 10:**

Factors like corruption unemployment poor and inadequate infrastructure low standard of living and education dilapidated value system etc. limit human resource development as well as economic development.

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strongly agreed | 53 | 53 |
| Agree | 37 | 37 |
| Strongly disagree | 1 | 1 |
| Disagreed | 9 | 9 |
| **Total** | **100** | **100** |

The table shows that (90) ninety in representing 90% of respondents agreed to the fact that the on listed factors are detrimental to economic development while 10% disagreed.

**Question 11:**

If the above factors are abolished and characteristics like employment improved living standard, low cost of living, stable power supply good health facilities, sector balancing affordable access to educations and favorable balance of payment are introduce. It will enhance human resource development as well as economic development

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strongly agreed | 72 | 72 |
| Agree | 23 | 23 |
| Strongly disagree | 1 | 1 |
| Disagreed | 4 | 4 |
| **Total** | **100** | **100** |

The table shows that ninety five (95) number representing 95% of respondents agreed that the replacement of elements question (10) with than question (11) will enhance human resource development as well as economic development, while 5% disagree.

**Question 12:**  The development of the human factor of production is synonymous to improving the quality and quantity of its output.

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strongly agreed | 31 | 31 |
| Strongly disagree | 15 | 15 |
| Agreed | 30 | 30 |
| Disagreed | 24 | 24 |
| **Total** | **100** | **100** |

The table shows that sixty one (61) in number representing 61% of respondents agreed that the development of the human factor of production is synonymous to improving to quality and quantity of its output while 39 disagreed this implies that the human factors is important for increase quality and quantity of output as well as some other factors.

**Question 13:**

The increase in the quantity of oil extracts in Nigeria has been due to the uniform increase in the level of qualification and quantity or ail workers.

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strongly agreed | 23 | 23 |
| Agree | 32 | 32 |
| Strongly disagree | 14 | 14 |
| Disagreed | 31 | 31 |
| **Total** | **100** | **100** |

The table shows that fifty- five (55) in number representing 55% of respondents agreed while 45% disagreed. This implies that both natural and human resources are responsible for the increased quantity of oil extracts.

**Question 14:**

Without the effects of human resource3s which act upon the natural resources development cannot take place.

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strongly agreed | 72 | 72 |
| Agree | 23 | 23 |
| Strongly disagree | 1 | 1 |
| Disagreed | 4 | 4 |
| **Total** | **100** | **100** |

From the table able ninety five (95) in number which represents 95% of respondents agree while 5% disagreed. This implies that the statement is true.

**Question 15:**

Lack of human resources has been responsible for the show growth of growth of Nigeria and still making it under development.

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strongly agreed | 15 | 15 |
| Agree | 10 | 10 |
| Strongly disagree | 35 | 35 |
| Disagreed | 40 | 40 |
| **Total** | **100** | **100** |

The table above shows that twenty- five (25) in number representing 25% of respondents agreed while 75% disagreed that lack of human resources has been responsible for the slow growth of Nigeria. This is in cognizance with the result of new Democrats (ND) research which shows that thanks to the wealth of oil and human resources, Nigeria can be one of African’s leading economics but years of mismanagement and social division have paralyzed the giant of Africa.

**Question 16:**

Favorable working conditions and incentives are likely to increase output and productivity.

**Question 17:**

Agricultural development i.e the use of advanced and mechanized farming techniques, application of pesticides and fertilizers in farming will lead to economic development.

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strongly agreed | 11 | 11 |
| Agree | 47 | 47 |
| Strongly disagree | 20 | 20 |
| Disagreed | 22 | 22 |
| **Total** | **100** | **100** |

The table above shows that while fifty- eight (58) in number agree, forty- two (42) disagreed, representing 58% and 42% of the respondents respectively.

**Question 18:**

Health is wealth, therefore the health or people are makes them more productive and self- sufficient.

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strongly agreed | 42 | 42 |
| Agree | 29 | 29 |
| Strongly disagree | 6 | 6 |
| Disagreed | 23 | 23 |
| **Total** | **100** | **100** |

From the table, seventy- one (71) in number, representing 71% of respondents agree while 29% disagreed that one’s health state affects productivity.

**Question 19:**

Business wise, organization derive higher profit from output as a result of on- the job training of their staff.

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strongly agreed | 55 | 55 |
| Agree | 25 | 25 |
| Strongly disagree | 6 | 6 |
| Disagreed | 14 | 14 |
| **Total** | **100** | **100** |

The table shows that eight (80) in number, representing 80% of respondents and twenty (20) in number representing 20% of respondents disagreed to the fact that organizations derive profit maximization as a result of on the- job training of staff.

**Question 20:**

Human resource development and economic development are interrelated in as much as they work hand- in hand to influence each other.

|  |  |  |
| --- | --- | --- |
|  | **Frequency** | **percentage** |
| Strongly agreed | 68 | 68 |
| Agree | 16 | 16 |
| Strongly disagree | 4 | 4 |
| Disagreed | 12 | 12 |
| **Total** | **100** | **100** |

The table shows that eighty- four (84) in number which represents 84% agreed while 16% disagreed that human resource development and economic development interrelate and influence each other.

**4.2 Summary of Findings**

It is a well- known fact that every one is entitled to his own opinion.

However from the findings of this research work, a higher percentage or the respondents agreed that Nigeria has got human resource and that human resource development heads to economic development.

**CHAPTER FIVE**

**DISCUSSIONS, IMPLICATIONS, RECOMMENDATIONS, CONCLUSIONS AND SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS**

**5.1 Discussion of Findings**

From the findings in the preceding chapter, it is obvious and notable that as human resource development positively relates to economic development, other factors are also required for development to be achievable. It is a tribe statement that human resource development is a bold step towards achieving economic development in UMUNA.

It is quite interesting to be a wore of the fact that Umuna does not lack human resources but the issue is that the abundant human resources must be developed to achieve the stated aim.

The availability of the right skill at the right field is important to achieve sector balancing.

**5.2 Conclusion**

Based on the findings, the study concludes that for human resources to be developed in Umuna, two divergent needs must be met- health care and education. Thus is because people who are willing to contribute their wealth of knowledge and skills or the betterment of themselves and society but lack the ability to do so due to health failure would be frustrated. Also people with good health, vigor and vitality who lack the required skills and knowledge would be limited.

**5.3 Educational implication**

The implication of this study is that Umuna economy will become more improved compared to what it used to be, thereby increasing the interest of people in education as the government makes it affordable to all the development of Umuna economy will help to raise funds for the educational improvement of the society.

And also, will the increased skills of personnel in various innovations in the curriculum to improve the standard of education.

**5.4 Recommendation**

Based on the conclusion the study recommends that in order to achieve economic development the following must be attained

**1. Stable power supply:** In Umuna, there is no economic activity of which electric power is not needed. Therefore, the federal Government should commission power Holding to meet up the standard by supplying uninterrupted power at how cost or this can go a long way to reducing cost of living and production.

**2. Affordable Education for all:** Education is a means of acquiring the emphasized skilled and knowledge required for human development, therefore it should be made affordable with the required facilities provided.

**3. Health care services:** Medical care and consultancy should be made few and accessible for people to enable them solve their health problems.

**4. Favorable Balance of payment:** The expert from Nigeria should be higher than imports this and be achieved by promoting locally- made goods and reduce excise duty on them in order to encourage local manufacturer. Also establishment of refineries should be included in the budget the enable Nigeria transform crude oil to useable products.

**5.5 Limitation of the Study**

The study has successfully carried out even though there are some bottle nocks along the line.

The researcher had problems with sourcing of find also time was not in favor. Distances to places to collect data were however a hindrance. But despite all these, the researcher was able to come out with something.

**5.6 Suggestions for Further Study**

For further investigation into the problems and solutions to human resource development, the researcher wishes that more study should be carried out on the Nigeria telemedicine project championed by the federal ministry of Health as an often for Nigerian, to remedy the human resources for health crisis, faulting health system which as at the date or the research was still in Limbo. Therefore, it requires further study.

**5.7 Summary**

Human resource is indispensable in all economic activities ranging from extraction to distinction. It is peculiar in all its characteristics involved in developing the economic political and social aspect of the country in comparison with other resources, as they initiate co-ordinate and execute the activities involved. This proves he statement that human resource. Development is a bold step towards achieving economic development in Umuna.

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**APPENDIX**

Institute of Ecumenical Education

Thinker’s corner

Enugu

Dear Respondent,

I am a final year NCE Students of the above institution, researching on the Human Resource development and Nigeria economy. A case study in Umuna in Orlu Local Government Area in Imo State

Your sincere response to the questionnaire items will be highly appreciative for this study all information given will be confidential and for academic purpose

Thanks for your co- operations

Yours faithfully,

**Onwusonye Kingsley Onyekachi**

**Section A: Bio data**

To help in the interpretation of data please provide the following information

45

55

1. Sex: Female male

5

95

2. Age: 16-20 21-50

32\

68

3. Marital status: single

42

58

4. Cadre Junior

5. Work experience (tick as appropriate)

11

32

57

(A) 1-5 years (B) 6-10 years (C) 11 years and above

27

14

58

(a) BSC/AND/BED (b) MSC/ MBA/ MED (c) ND/NCE

0

(D) WASSCE /GCE (E) None

1

**SECTION B: KEYS**

**SA-** Strongly Agree (4)

**A-** Agree (3)

**SD-** Strongly Disagree (2)

**D-** Disagree (1)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **S/N** |  | **SA** | **A** | **SD** | **D** |
| **1** | There is positive relationship between Human resource development and economic development | 70 | 15 | 5 | 10 |
| **2** | Those who undergo professional training or apprenticeship increases their rate of productivity | 58 | 12 | 7 | 23 |
| **3** | GDP increases as a results into increase in human resource development through training craftsmanship and knowledge | 55 | 23 | 6 | 14 |
| **4** | Human resource development results into increase in effectiveness and efficiency of the work fore | 60 | 34 | 2 | 4 |
| **5** | Educational attainment has a positive relationship with level of income | 42 | 27 | 13 | 18 |
| **6** | Investment in education results into a higher profit form output as a result of an- the job training of their staff | 22 | 56 | 6 | 6 |
| **7** | Those who stopped forma education at the secondary school level are not likely ot attain human development | 10 | 23 | 20 | 46 |
| **8** | Reduction of economic poverty can enhance socio- economic development | 32 | 39 | 18 | 11 |
| **9** | Human resource development has been the machinery through which both the economy and its citizens earn their living. | 21 | 13 | 20 | 46 |
| **10** | Factors like corruption, unemployment, poor and inadequate infrastructure, low standard of education and living dilapidate value system etc limit human resource development as well as economic development | 53 | 37 | 1 | 9 |
| **11** | If the above factors are abolished and replaced will employment, improved standard of living, low cost of living stable power supply, good health facilities, sector balancing, affordable balance of payment, it will enhance human resource development. | 72 | 23 | 1 | 4 |
| **12** | The development of the human factor of production is synonymous to improving the quality and quantity of its out put | 31 | 30 | 15 | 24 |
| **13** | The increase in the quantity of oil extracts in Nigeria has been due to the uniform increase in the level of qualification and quantify of oil workers. | 23 | 32 | 14 | 31 |
| **14** | Without the efforts of human resources which all upon the natural resources development cannot take plan | 72 | 23 | 1 | 4 |
| **15** | Lack of human resources has been responsible for the show growth of Nigeria and skill making it undeveloped | 15 | 10 | 35 | 40 |
| **16** | Favorable working conditions and incentives are likely to increase output and productivity | 37 | 42 | 21 |  |
| **17** | Agriculture development i.e the use of advanced and mechanized farming techniques etc will lead the economic development | 11 | 47 | 20 | 22 |
| **18** | Health is wealth, therefore the healthier people are makes them more productive and self – sufficient | 42 | 29 | 6 | 23 |
| **19** | Business wise, organization derive higher profit from output as result of on- the job training of their staff. | 55 | 25 | 6 | 14 |
| **20** | Human resource development and Economic Development are interrelated in as much as they work hand –in hand to influence | 68 | 16 | 4 | 12 |