

HUMAN RESOURCES DEVELOPMENT AND LEGISLATURE FOR REVAMPING NIGERIA'S ECONOMY

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Abstract

Human resources constitute the basis for the wealth of a nation. This study is on human resource development and legislative input in the development of the state economy. Despite decades of pervasive mismanagement, widespread corruption and prevailing informal economy system, Nigeria still survives. However, one of the puzzling questions that have preoccupied the minds of most observers of the Nigerian economy and politics is how has Nigeria found itself in its present economic mess given her human and economic potential? The study seeks to determine the impact of human resources development on the Nigerian economy via the legislative process. The study used content analysis on secondary data. The study revealed that there is lack of adequate skills and knowledge which are acquired through training and educational development. The study recommends that government enforce human resource development via providing educational training to the working labour.

Keywords: Human Resources, Human Resource Development, Legislature, Nigeria Economy

Introduction

Human resources are the manpower of an organization that utilizes material resources to achieve stated goals. According to Barney (1995), human resources include all the experience, skills, judgment, abilities, knowledge, contacts, risk-taking and wisdom of individuals and associates within an organization. Easily recognized as the most important of the resources required for the production of goods and services, human resources are the key to rapid socio-economic development and efficient service delivery. They combine all other factors of production to produce goods and (or) services which are of benefit to mankind. Perhaps, the role of human resources is fundamental to any

productive organization or service organization.

Devoid of an adequate skilled and well-motivated workforce operating within a sound human resource development programme, production is not possible. An administrator, whether in the public or private sector, who underrates the crucial role and underplays, the importance of people in goal achievement, can neither be effective nor efficient. This is purely because the efficiency with which an organization operates depends on how effective its human resources are developed and utilized. Human resources – not capital, not income or material resources, constitute the basis for the wealth of a nation.

Capital and material resources are passive factors of production; human beings are the active agents, who accumulate wealth, exploit material resources, build social, economic and political organizations, and carry forward national development (Harbison, 1967). An organization may have employees, equipment and managerial support yet its productivity falls below expected standards. The missing factor in many cases, according to Nwachukwu (1988), is the lack of adequate skills and knowledge which are acquired through training and development. Human resource development simply put is conceived as organized learning activities, arranged within an organization to improve performance and /or personal growth to improve the job, the individual and or the organization. It thus becomes glaringly clear that the realization of the objectives of any given organization is possible when and only if human resources are empowered through training and development so that they can be more strategic, creative and innovative in service delivery. This exactly is lacking in the Nigerian labour force. Nigeria is a nation blessed with abundant natural and human resources but unfortunately, her level of development has not been commensurate with the expected outcomes of the effective utilization of the abundant resources. This is captured more succinctly by Obisi (2003) who submitted that Nigeria is endowed with huge natural and human resources but not much of the human resources has been channelled towards positive contributions. Therefore, call for the need for the legislation to focus on policies that would boost the economy virtually in every sector.

The Nigerian labour force remains the greatest asset of the state in its quest for socio-economic and political transformation. For a successful implementation of government projects, policies and programmes, there is the need for a meaningful, well articulated and responsive labour force. Flippo (1980) believes that the effectiveness of organizations, whether manufacturing, service-oriented, public or private is measured by certain objective criteria - the quality of its services or products. Since human resources are critical to the effective functioning of an organization and in consideration of the fact that the effectiveness of human resources has a substantial impact on the bottom line performance of organizations, the study seeks to establish nexus between human resources development and legislation that revamps the economy of the state.

Conceptual Clarification

Human Resources

Ndiomu (1992), defined the human resources or human capital of any organization as composing men and women, young and old engaged in the production of goods and services and who equally are the greatest assets of that organization.

Sharma (2007) sees human resources as a general term used to represent the 'people' element within organizations. To him, it implies human potential - potential with infinite capabilities and capacity with the possibility of beneficial engagement. Potential, however, it must be noted does not have to be productive and that an opportunity has to be seized to translate potential into real value. Ihunda (2005) sees human resources as

the manpower of an organization that utilizes material resources to deliver stated goals. They combine all other factors of production to produce goods and or services which are of benefit to mankind. The concept refers to a set of individuals who make up the workforce of an organization, business sector or economy.

It is the same as the workforce or employees, but the human resource is more descriptive of the role of employees since they are true, resources with all their skills, competencies and potential. Thus, it entails the total knowledge, skills, creative abilities, talents and aptitudes of an organization's workforce, as well as the values, attitudes, approaches and beliefs of the individuals involved in the affairs of the organization. It is the total or aggregate of inherent abilities, acquired knowledge and skills represented by the talents and aptitude of the persons employed in the organization.

In the view of Onah (2003), human resources, easily recognized as the most important of the resources required for the production of goods and services, are the key to rapid socio-economic development and efficient service delivery. Perhaps, all the activities of any enterprise are initiated and determined by the persons who make up that institution. Plants, offices, computers, automated equipment, and all other resources that a modern organization uses are unproductive except for human effort and direction.

Human Resource Development

Enhancing the quality of an organization's human resources involves many activities. After the employee has been employed, selected and inducted, the employee must be

developed to better fit the job and the organization. The reason has been that no one is a perfect fit at the time of hiring; they must be trained to perform their jobs. Current employees must regularly have their skills updated and must learn new skills. According to Nwachukwu (1988), human resource development deals with the activities undertaken to expose an employee to perform additional duties and assume a position of importance in the organizational hierarchy. It involves the long-term systematic educational or organizational process and procedure by which employees gain more conception and practical knowledge about their workplace.

Accordingly, human resource development can be conceptualized as organized learning activities arranged within an organization to improve performance and/or personal growth to improve the job, the individual and/or the organization (Nwachukwu, 2007). This implies that the achievement of the objectives of any organization is possible when and only if human resources are empowered through training and development so that they can be more strategic, creative and innovative. In the same tune, Loken (1969) asserts that human resource development in any sector of the economy has one purpose or goal which is that of improving the effectiveness of those manning the machinery. Adamolekun (2011), believes that human resource development refers to both the training and the education of an organization's staff as well as the overall career development of each staff member.

According to Flippo (1984), human resource development would include both training to increase skills in performing a specific job

and education to increase general knowledge and understanding of the total environment. Human resource development (Manpower development) explicitly involves staff training and development.

According to Aimiwu (2004), development of the human resource is the basis of consistent national development, and the development of such resources ensures the removal of redundancy and obsolescence in human progress. As countries like Japan and others with minimal material resources have proved, the quality of the stock of a country's workforce is its primary resource. Human capital is an important factor in the wealth of a nation due to its influence on the overall production of the country.

Legislature

The legislature performs a representational function. Principally, the people's representatives for the singular fact that they are elected by the people, especially under a democratic regime, hold the mandate of their constituencies within the polity (Davies, 2004). Sodaro (2007), put it thus: 'the essence of representative democracy lies in the delegation of governmental power and responsibility to a small number of people by the citizenry as a whole.

Consequently, the legislature is expected to pursue good public policies for national development. The legislature is important, in governance generally. Its traditional function is, however, to make laws. Any functioning legislature, as Bone (1972) had estimated, spends fifty per cent time on the passage of legislation, ten per cent on appropriations, and forty per cent on policy formation and control.

However, Legislature is a general term which incorporates several other particular terms like parliament, congress, national assembly and country-specific names. There can be found a legislative system both in representative democracies and under dictatorial regimes (Gandhi, Noble & Svolik 2020; Gerrit, 2020). Political theorist Hari Hara Das (2003) explained some functions of the Legislature as follows:

- Primary and the first function of the legislature is lawmaking. The legislature makes laws for the advancement of the entire nation.
- It exercises control over national finance. All proposals for taxation must bear the concurrence of the legislature to be effective. All appropriations too must be authorized by the legislature.
- The power to amend the constitution.
- Exercise some form of Judicial Power. Parliament is empowered to impeach the President.
- The legislature exercises control over the executive. The legislature debates public questions, ventilates grievances, obtains information and criticizes the government whenever there is any mistake.

The powers, duties and functions of the Nigerian legislature are well spelt out in the 1999 constitution where the Nigerian legislature is bound to make policies that are directed to the growing economy of the state.

Theoretical Framework (Human Capital Theory)

This study is anchored on human capital. According to Davenport (1999), the economic prosperity and functioning of a nation depend on its physical and human

capital stock. Whereas the former has traditionally been the focus of economic research, factors affecting the enhancement of human skills and talent are increasingly featuring in the research of social and behavioural sciences. In general terms, human capital represents the investments made to people that enhance their economic productivity.

The human capital theory rests on the assumption that formal education and training are highly instrumental and even necessary to improve the production capacity of a nation. The theory emphasizes how education and training increase the productivity and efficiency of people by increasing the level of cognitive stock of economically productive human capability which is a product of innate abilities and investment in human beings. The provision of formal education and establishment of complementing institutions that train

professionals is seen as a productive investment in human capital, which proponents of the theory have considered as equally or even more worthwhile than that of physical capital (Coleman, 1988).

Conclusion

This work acknowledges the potential of the legislature as a veritable instrument of national development. It argues that the fundamental purpose for which the legislature was created is to promote national development which encompasses every sector of the economy.

Recommendation

The review recommends that government enforce human resource development via providing educational training to the working labour, this would enhance the revamping of the economy.

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