
MANPOWER TRAINING AND DEVELOPMENT FOR SUSTAINABLE JOB PERFORMANCE IN PUBLIC ORGANISATION

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ABSTRACT

The training and development of human resources in any organization be it public or private is widely acknowledged as a realistic step toward enhancing job performance. Manpower training is therefore, a field that needs special attention at all times in human history. Human resources are active agents that accumulate wealth for the nation, exploit material resources, build social, economics and political organisations and assist in national development of a country. That is, if the public service has sufficient and effective personnel, with suitable and relevant skill and knowledge, there is every possibility for achieving its aim and objectives. Lack of provision of accommodation and working facilities have a great effect on manpower efficiency and effectiveness in public organistaion in Nigeria. It could be said that manpower development for sustainable job performance is designed to improve the overall effectiveness of managers in their present position and to prepare them for greater responsibility when they are promoted. Infact the mere acceptance of the idea of training and development of manpower for sustainable job performance by policy makers and planners does not make things happen, organization can not succeeds without the great inputs of its human resources. The public organisation secure the confidence of their employees by motivation, good salary structure working materials, organizing seminar, workshop, inductive raining for sustainable job performance in the country.

Keywords: *Manpower, Training, Development, Performance*

INTRODUCTION

Human resources constitute the ultimate basic for the wealth of a nation. Whatever a nation plans for depend on a man as a factor for development. Man's personal effort will always influence the condition of life of people in society. Manpower training is therefore, a field that needs special attention at all times in human history. It is an idea that individual should specialized on job performance which are available within the society's need and aspirations. Human resources are active agents that accumulate wealth for the state, exploit material resources, build social, economics and political organizations and assist in national development of a country. A country which is unenabled to develop the skills and knowledge of its people and utilize them effectively in the promotion of national economy will be unable to develop anything else.

Babalola D. Yekken (2005) suggested that, the centrality of manpower training and development for sustainable job performance, in any organization be it public or private is widely acknowledged as a realistic step for enhancing job performance and effectiveness. That is, if the public service has sufficient and effective personnel, with suitable and relevant skill and knowledge, there is every possibility for achieving it's aim and objectives. For the government in Nigeria, it seems to agree with the fact that if public service has sufficient personnel, it would improve the operations of system, and the

systems will have the ability to respond adequately to societal needs. The realization and the rhetoric's often accorded to manpower training and development for sustainable job performance, by policy makers in the country, could generally be observed in many areas of the public service, in which words are hardly matched with action, at least not at the level that could help achieve desired results. Dubin R (1977) In his words, at virtually all levels of public service in Nigeria (National, State and local Government) gaps are often dedicated in the provision and implementation of policies and programmes that are directed at Manpower development

Implementing Training Programmes

Inn successful implementation in training, his method should be clear and straightforward without any ambiguity. The instructor must have an up- to date area of the content of the subject. He should be able to organize materials for training very well and should be experienced in the training technique. He should be interested in helping people to learn. He should listen and have patience with the students.

Evaluation of training programmes

If one wants to evaluate the training, he can use a questionnaire to see the reaction of the trainees. You can also observe whether the employees can provide what is taught. The control method is used to observe how successful the training is.

Manpower Training and Development

Training and development for sustainable job performance can be provided into two ways within organization. The organization can select the best people available and secondly those within the firm can be trained and developed to bring out their full potential. Since once an individual is selected, he must undergo some training regardless of his qualification. To them therefore, the basic objectives of training and development for sustainable job performance are to alter the thinking and behaviour of the employee, in the direction desired by the management. Training that does not accomplished this goals may be worse than useless. It may actually damage the organization. A training programme must as a result be tailored to the needs of specific company for specific position. According to Dubin 1977 Training is a process of transmitting the securing information related problems solving. He further maintain that training implies a formal commitment of time between minutes or six (6) months set aside to learn specific and directly applicable information to implore problem solving abilities. He therefore, separated training into two major categories, traditional training and human relation training. While traditional is concerned with learning the oriental concept that can be applied to performing the mechanic of the job, human relation training passes on skill dealing with the attitude and assumptions that people have about their jobs, about themselves and other people.

Abel, K. K. (1975) which recommended that Nigeria should establish at once, appropriate organizational arrangement to assess continuously the manpower needs of the formulate programmes for effective manpower development through the federation. One of the commission recommendations was the establishment of a manpower agency to co-ordinate all manpower development efforts in Nigeria. This lead to the creation of the national manpower board and State manpower Committees. Manpower influences the

efficiency and effectiveness of an organization. It is people (manpower) that design and produces the goods and services, control quality, market the products, allocate financial resources and set overall strategies and objectives for the organization.

Samya, S. A. B. (1999) who works on the vital contribution to an organization efficiency and productivity, only manpower is a unique resources in comparison to land and capital, because manpower can demand fairness and equality, civil rights and labour laws, as well as minimum wage and pension regulations reflecting government attempts to ensure fair treatment of employees. As a result of the importance of manpower in an organization's overall existence, it informed the need for adequate manpower training, even before they are engaged and thereafter in the job. Manpower development on the other hand, usually suggests a boards view of knowledge and skills acquisition than training, its less job oriented than career oriented. Development is concerned more with employee potentials than with immediate skill and sees employees as adaptable resources. Both non-managers are much likely to be trained in the technical skills required or their current jobs. It could be said that manpower development for sustainable job performance is designed to improve the overall effectiveness of managers in their present position, and to prepare them for greater responsibility when they are promoted. Every management activities were programmed. The programmes are designed and administered to managers regardless of their individual difference. However, it is being increasingly recognized that managers differ from abilities, experience and personality.

Thus, management development are becoming more manager centered, tailored to fit the unique development requirements of the managers. The manpower needs of every set-up whether private or public can be categorized into two namely; the Labour force and the Entrepreneur.

The Labour Force

Labour force means efforts whether mental or physical directed to the product of wealth. The entrepreneur on the other hand though a part of labour is seen as the organizer responsible for organizing the factor of production. This may comprise both personnel management and top management of the organization. In the public service, for instance, the labour refers to the workers like teachers, lecturers, doctors, accountants and other levels of workers in the ministry.

Entrepreneur

Entrepreneur refers to the government, both the executive and the legislature, which formulate the policies and use the other levels of workers to execute and achieve the set goals. Manpower influences the efficiency and effectiveness of an organization. It is people (manpower) that design and produces the good and services, control quality, market the products, allocate financial resources and set overall strategies and objectives for the organization. Apart from their vital contribution to an organisation efficiency and productivity, only manpower is a unique resource in comparison to land and capital, because manpower can demand fairness and equity, civil rights and labour laws, as well as minimum wage and pension regulations reflecting government attempts to ensure fair treatment of employees. As result of the importance of manpower in an organization

overall existence, it informed the need for adequate manpower training, even before they are engaged and thereafter in the job.

On the other hand, on issue of training and development of manpower, Dale Yolder (1970) says manpower training and development must also be incorporated in the planning for skilled manpower. The training involves the process of increasing the knowledge and skills of the employee in performing a particular job. The plan can be for on-the-job training (O.J.T), apprenticeship training, job relation, off the training and vestibule training. These plans must be in blue print before the manpower resources are engaged.

Manpower Training

According to Aminu A (1996) Manpower training and development go together because it described the manpower as an off-shot of training. Development most time comes from the type of training a particular manpower has been made to undergo. Manpower training focuses on the process of increasing the knowledge and skills of employees in performing a particular job. On the other side, Manpower Training Programmes are directed toward maintaining and improving current job performance.

Manpower Development

Manpower development is an aspect of manpower training. Development most came from the types of training a particular manpower has to undergo. Manpower development on the other hand, usually suggests a broader view of knowledge and skills acquisition than training. Its less job oriented than career oriented. Development is concerned more with employee potentials than with immediate skills and sees employee as adaptable resources.

Performance Evaluation

Performance evaluation is a systematic evaluation of an individual's performance and development in an organization. Performance evaluation has many names and these are employee evaluation, personnel evaluation, performance appraisal and annual performance evaluation report.

Motivation

Motivation could be seen as any direct or indirect, positive or negative inducement, influence, suggestion or other stimuli that can mobilize an direct the attitude and behaviour of an individual or group toward the accomplishment or abandonment of some specific goals, objectives of condition.

Manpower for Sustainable job performance

Manpower for sustainable job performance refers to the available workforce in an organization or institution. Manpower refers to the energies, skills, talent and knowledge of people which are used and applied to the production of goods and services. Manpower is the actual or potential capability of an individual to contribute to the production of goods and services in any given organization. Manpower for sustainable job performance refers to the hold-up, to bear, to support, to provide for, to maintain, to sanction, to keep up, to support the lives by providing sustainable job performance in the organisation

CONCLUSION

This Paper noted that the mere acceptance of the idea of training and development of manpower for sustainable job performance by policy makers and planners does not make things happen. In this regard, what make things happen is the provision and implementation of realistic policy plan and programmes for enhancing manpower training and development for sustainable job performance? Unfortunately, it is observed that generally, adequate attention is not given to the important question of manpower training and development for sustainable job performance in private and public organisation. This ministry has been aggravated by numerous problems and the most fundamental of it is the lack of expertise trainers, which has led the ministry to experience port training and capacity building and subsequently its results in poor implementation of plans toward manpower training and development for sustainable job performance.

Recommendation

The ministry of education should structure the department of training, research and statistics from the head of the least with a view to making the department more effective than it is presently. A complete removal of the functions of manpower training and development for sustainable job performance policy executions from the department of training, research and statistic to the department of personnel necessary because the researcher discovered the proper place for the training and capacity building as separate units under the directorate of personnel and if this is done, the anticipated training and development will be achieved. The motivation, increase in salary structure, facilitate in achieving the aim and objectives. Lastly more vocational course, workshops and seminars should be organized by the board for the teachers and administrators on a regular. More so, a policy should be put in place that will send one or two staff to some professional workshops and seminars at the expense of the board or the schools.

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