

Human resource development in Nigeria; A case of DR. Yusufu Bala Usman College Daura, Katsina state, Nigeria

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Abstract: The need to promote effective development and management of human resources in organizations in Nigeria is highly necessary, this is relative to the contributions of such resources towards realization of the set organizational objectives. This paper intends to look at the contributions of DR Yusufu Bala Usman College Daura in Human resources development. The research is a survey type; both academic and non-academic staff of the college were interviewed. Data was obtained from journals and interview. It was realized that the College is running varying number of courses that serves the Human resources needs of public and private organizations in Katsina state and Nigeria at large. Similarly, the College employed and maintained 143 and 99 non-academic and academic staff respectively. It is recommended that the College should motivate its employees, working condition of staff be improved. capital base be ensured to Staff. The College should also engage in the relevant community relations programs which will go a long way in creating an avenue for the immediate communities to adopt functional researches conducted by the College. Katsina State Government should provide adequate financial support for the proper functioning of the Institution.

Keywords: Human Resources, Development, Training, Tertiary institutions..

Introduction

In both public and private organizations there are men and women who work towards realization of organizational objectives, they are collectively called staff, personnel or human resources. The need for development and good management of human resources in organizations in Nigeria is highly necessary, this is relative to the contributions of such resources towards realization of organizational objectives. Beside the teaming workforce who usually conduct the routine organizational tasks there are also members of management who stratifies and implement the modalities geared towards realization of organizational objectives. The management ensures good recruitment and selection of workforce, feasible training and development of staff, good compensation scheme, adequate provision of welfare and safety, and provision of an enabling environment for effective industrial relations to mention a few. Human Resources Management play a crucial and integral role in the realization of organizational objectives (Sharma, 2013, Odionye, 2014, Al dakeel, 2015).

Human resources in public institution or organized private sector is supposed to be well trained, informed and groomed. The process of training, educating and grooming of human resources connotes human resource development. It is important to note that Human resource management is different from human resources development. Odionye, further highlighted that while the former

deals with recruiting, posting, staffing, directing and general personnel administration, the latter deals with developing and improving the potentialities, abilities and capabilities of human beings for maximum benefits of the organizations, institutions and societies where these individuals are to operate.

This paper intends to specifically look at the contributions of DR Yusufu Bala Usman College Daura in Human resources development, particularly on maintenance and generation of Knowledge through teaching and learning, building of knowledge bases through research and knowledge development, dissemination and use of knowledge (primarily through interactions with knowledge users; and maintenance of knowledge (intergenerational storage and transmission of knowledge). Similarly, the paper will highlight on the contributions of the College to Human Resource Development in Katsina State in particular and Nigeria in general.

Tertiary Institutions and Human Resources Development in Nigeria

In the classification of levels of education in Nigeria, tertiary education comprises of institutions regarded as post-secondary education including universities, polytechnics and colleges of education, monotechnics and similar institutions offering corresponding courses. According to Arnal, (2008) the term tertiary education is a relatively recent one. Previously the more common term was higher education, but tertiary education was adopted by the review in order to reflect the growing diversity of institutions and programs. Post-secondary education is another term used to describe the full range of programs and institutions available after the completion of upper secondary education. The role of Tertiary education policy in the development of human resources goes a long way in bringing about human capital formation, building knowledge bases and development of various capacities and capabilities of workforce through different training and development programs. Arnal, further highlighted that tertiary education policy is increasingly important on national agenda. The widespread recognition that tertiary education is a major driver of economic competitiveness in an increasing knowledge-driven Nigerian economy has made high quality tertiary education more important than ever before. According to Arnal, tertiary education contributes to human resource development through four main major missions:

- The formation of human capital (primarily through teaching);
- The building of knowledge bases (primarily through research and knowledge development);
- The dissemination and use of knowledge (primarily through interactions with knowledge users; and
- The maintenance of knowledge (intergenerational storage and transmission of knowledge)

In the task of human resource development, tertiary education in Nigeria is very vital. The essence of establishing tertiary institutions in the country is among other things, to provide manpower needs of the society by training of professionals in various fields of endeavors, all for the overall development of the nation. Although, Tertiary Institutions in Nigeria provides wider range of professional middle level manpower, much is yet to be achieved in terms of their expected contributions towards human resource development and nation building, this is partly due to lack of government proper attention to such institutions; there is the problem of inadequate financial resources and poor infrastructure in the institutions which renders the environment unconducive for effective teaching and learning to take place.

DR. Yusufu Bala Usman College Daura and Human resource development

The College established by the defunct Kaduna state with the primary objective of training judiciary staff, and later expanded to offer Diploma courses which prepare students for further academic and professional courses in Nigerian Universities and beyond, in fact some of the graduates of the college successfully graduated with degrees and higher degrees from various universities and are currently occupying important positions in both the academia and other professional endeavors. The college assumed a significant level of expansion with the establishment of Diploma and higher Diploma courses in development studies and Diploma in Computer science. Similarly, the college is running varying National Certificate in Education (NCE) courses in Business education, Islamic studies, Primary education studies, Computer with mathematics, and Languages. The graduates of the aforementioned programs were employed as civil servants in both levels of government in Nigeria. The college trains government workers on in-service basis. The Private sector and non-governmental organizations also engaged the services of the graduates of the college. This has gone a long way in enhancing effective development of human resources.

An interview with both the members of management and staff informed the study that the college engaged and maintained the services of 143 non-academic staff and 99 academic staff. It was further testified that the college had over time sponsored some of its staff for relevant fellowships and in-service trainings. While the academic staff were sponsored to attend higher degree courses and other organized conferences by sister institutions in Nigeria; non-academic staff are periodically sponsored to attend relevant professional trainings including workshops and seminars. The foregoing indicated that the college develops its human resources through training and development programs. Over the years, the college organized symposiums and conferences in essence to create an avenue where building of knowledge bases primarily through research and knowledge development is guaranteed, dissemination and use of knowledge primarily through interactions with knowledge users. Although the conferences develop the capacity of the college's human resource, initiation and financing of functional researches that will bring about improvement of the relative worth of the immediate communities and the nation in general is not popular. It was also realized that the college contribute less to the development of capital base for its Human resources, in fact, much has not been offered to staff in terms of soft loans and other financial assistance.

Conclusion

This paper examined the role of DR. Yusufu Bala Usman College Daura in Human resource development. Varying courses that serves the Human resources needs of public and private organizations of Katsina state and Nigeria in general are offered. Similarly, in-service diploma training courses have been organized for local government staff and state functionaries. The college engaged the services of 143 and 99 non-academic and academic staff respectively, this indicated that the college provided employment opportunities to some portion of the Nigerian population which eventually leads to Nation building. Accordingly, the college devised ways of developing its Human resources through sponsoring its staff for in-service training, conferences and seminars. The college is supposed to be conducting functional and applied research which will bring about improvement of the relative worth of human resources within its confines. However, it was realized that much has not been offered as far the conduct of such researches

Recommendations

Having concluded that DR Yusufu Bala Usman College is providing the needed manpower for Local Governments, the state and nation at large, Katsina State Government being the owner of the College is advised to ensure that a conducive atmosphere for teaching and learning is improved by way of building relevant infrastructure, providing adequate teaching materials and good welfare scheme for both academic and non-academic staff, and the students. A trained and motivated manpower is necessary for the development of any type of organization, there is therefore the need for employees' maintenance programs in Yusufu Bala Usman College. In view of this the college is advised to fully motivate its employees, both extrinsic and intrinsic types of motivation should be used in this regard. Working condition should be improved.

The college is advised to always maintain cooperative rapport with immediate communities, especially on student's enrolment and functional researches. Capital base is very important and of course among the trunks to the national economic development. Based on our conclusions it was realized that Yusufu Bala Usman College Daura contribute less to the development of capital base for its Human resources. In view of this it is recommended that the College should assist its staff to develop their capital base through provision of interest free loans and other financial assistance which will enable them engage in farming and other small scale commercial activities for sustenance.

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