**THE IMPACT OF TRAINING AND MANPOWER DEVELOPMENT ON WORKERS PERFORMANCE (A CASE STUDY OF MINISTRY OF YOUTH AND SPORTS)**

**CHAPTER ONE**

**GENERAL INTRODUCTION**

1. **THE BACKGROUND OF THE STUDY**

The supply and retention of capable hands experienced, talented and quality personnel rest on adequate manpower training and development.

According to Ibanga (2012) manpower development is they process of determining the right number and quality of staff an organization would need over a given period of time and setting in motion the machinery for obtaining such staff without recourse to panic measures. From the definitions manpower development entails defining the present need and estimating the future needs of manpower in an organization to meet and manage changes in terms of technical known how.

Chandler and Plano (2010) define manpower development as the process by which an organization ensures that it has the right number of people and the right kind of people in the right places, at the right time, doing the right thing to serve the purpose of the organization. It is therefore a strategy for procurement, development. Allocation, utilization and maintenance of human resources of an enterprise on organization

This study is upon to determine the concept of training and manpower development on workers performance with particular reference, productivity as well as identifying the various obstacles and problems of training and manpower development in ministry of youth and sport and organization at large.

Viewing training and development from other angle, Udo Udo-Aka (2013), defined training as the development of specific and attitudes needed at job to maximize the productivity of the individual and improve the overall organizational efficiency

One obvious fact to note in Udo Udo Aka’s definition is that training and manpower development is an organized procedure by which people acquire knowledge and skill for a define purpose. The objective of training and manpower development therefore is to effect a change in behavior (position) of organizational goals-increase productivity.

Although the researcher agrees with Udo Aka’s definition, many organization regard training and manpower development as an extra activity to be supported only if there are surplus money to embark on it. The normal situation should have been, the regard for training and manpower development should be necessary tool that must be accomplished each year according to a given budget provision specially made for it. This abnormality actually informed the researcher the need to embark on this project to create awareness and regards for training and manpower development.

Also along the same line of thought, Mc and Thayer (2011) defines manpower development as the formal procedures which an organization uses to facilitate employees learning so that their resultant behavior contributes to the attainment of the company’s goals and objectives.

Dr. Sunday Ibanga in his book “Human Capital Management also contribute that employee training and manpower development, aim at improving and enhancing the output of organizations both quantitatively, qualitatively. Through systematic training and manpower development, organizations employees are equipped with appropriate knowledge, skills, abilities and attitudes relevant to the cost-effective performances on the job.

Findings revealed that officers at ministries are strictly reliance on rules and regulation, and also the head of department partake to a very large extent to the performance appraisal of employee in the ministry. Furthermore, the findings revealed that some of the appraisers were influence by the reaction of employees to the result of their performance.

Consequently, the work recommends that ministries should provide adequate training and manpower development programmes to enable them perform their duties objectively and successfully. And also heads of department should partake in training and manpower development of employees for the goals and objective of the organization. And they should try “years of experience at work” as part of criteria for their appraisals.

Finally, the research work concluded that the ministry of youth and sport Akwa Ibom State should endeavour to design good policies and programme development of employee in such a way that the basic aims and objectives at the ministry will be achieved.

**1.1 THE STATEMENT OF THE PROBLEM**

 Training and manpower development is very important for the success of any organization. Any organizations that fail to embark on this programme is bound to fail.

 In the ministry, they also embark on training and development, However, there are complains about the issue of training and manpower development in civil service. This is the problems. What could be responsible to this?

 What are the training and development programmes in the ministry?

How relevant are these training important or relevant to human resources need of the ministry?

What are the problems faced by the ministry in the cause of training?

To what extent are the environmental factors affecting the capacity of the ministry in its, training and development programme?

These and many more questions are what work will seek to provide answers to.

**1.2 OBJECTIVES OF THE STUDY**

 The main objective of this work is to access the impact of training and manpower development on workers performance specific objectives are:

1. To identify training and manpower development programmes of the ministry
2. To investigate the problems faced by the ministry in the cause of training and manpower development
3. To identify the relevance progrmame of the training and manpower development programme to the human resources needs of the ministry
4. To examine the extent to which environmental factors affect the capacity of the ministry in it training and development programme.
5. To access the impact of the ministry training and development programme on workers performance
6. to proffer solution to the identify problems.

**1.3 THE SIGNIFICANCE OF THE STUDY**

 On completion of this study, it would act as effective guidelines for ministry and civil service in exploiting and utilizing areas of specialization concern. It would further serve as a reliable source of information of reference to other researcher on the same related field(s).

**1.4 THE RESEARCH QUESTIONS**

1. Does the training and manpower development programme of the ministry have any impact on workers performance?

2. Does the environmental factors affect the ministry in its training and development programmes?

3. Is there any problem faced by the ministry in the cause of training and manpower development?

4. What function (role) does training and developmental programme play on workers performance?

5. Does training and manpower programme improve workers productivity?

**1.5 THE RESEARCH HYPOTHESES**

**Ho**: There is no significance relationship between training and development programmes and workers performance.

**Hi:** There is a significance relationship between training and development programmes and workers performance.

**Ho:** Effective application of training and development programmes does not enhance workers performance

**Hi:** Effective application of training and development programmes enhance workers performance.

**1.6 THE SCOPE /LIMITATION OF THE STUDY**

 The study focus on the impact of training and manpower development on workers performance with a specific concentration in the Akwa Ibom State ministry of youth and sport as a case study.

This study is limited by information released by the ministry of youth and sport Akwa Ibom State since some information documents where restricted and most of our respondent refused giving out information verbally to avoid leaking and exposing the secrete of the ministry.

However, the study is limited interms of materials since some of the materials concerning this topic was scare as a result of this the researcher had to sacrifice his effort in order to gather up materials for the completion of this work.

**1.7 THE DEFINITION OF THE TERMS**

**Training**: Is a learning aimed at enabling a person or a group of persons to acquire a particular areas of competence that can immediately be part to use at work. (Iboma, 2010).

 **Development**: Anything used to mean as a long-term education or by branch managerial personnel learnt conventional intellectual knowledge for general purpose (Nwachukwu, 2007).

 **Manpower:** This refers to all the potential or maximum with economic, social or political consideration (Skill, 2011).

 **Performance:** The accomplishment of execution on anything ordered or undertaken, the doing of any action or work. Oxford English Dictionary.

 **Organization**: The term refers to a group of people striving together to reach a common and bound together by a set of understanding authority, responsibility and relationship.

 **Promotion**: This is the advancement of an employee to a position in which he or she has more authority and responsibility and a usual increase in pay and result in more prestige and privilege (Udo Udo Aka 2003).

 **Motivation**: This is referred to the drives and effort to satisfy a want or goals (Asebayo 1982).

 **Effectiveness**: This is defined as the acts of doing whatever needs to be done by achieving objectives (Meysinson 1999).

 **Learning**: This has been defined as being concern with bringing about relatively permanent change as a result of experience.

**Productivity**: (McGraw 2001) defines productivity as the volume of goods and services produced per unit on labour input.

**Knowledge:** This is the fundamental information needed to understand the job adequately. It describes what is to be done, under what condition with which resources.