

Assesment of Manpower Literacy Level in Bokkos Local Government Council of Plateau State Nigeria

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Abstract: *This study assesses the level of literacy of manpower in Bokkos Local Government Council of Plateau State-Nigeria. Manpower data was collected from seven Departments of the Local Government Council. The level of manpower parameters/indices includes formal educational attainment, formal and informal educational trainings and working experiences were used to assess their effectiveness and productivity in the Local Government Council. These indices were subjected to both descriptive and inferential statistical techniques including the chi- square. Results reveal that formal educational attainment was about 86% of the manpower had above primary education, proving the adequacy for their jobs. It shows a significant difference between the departments with respect to the level of formal educational attainment with $X^2=14.943$, $df = 12$ and $p - value = 0.2031$ as found to be rejected with a significant difference between the departments while the informal educational training reveals 83% had benefited from the training in virtually all the departments with $X^2=57.776$, $df = 12$, $P - value = <0.0001$ found to be accepted. Appropriate recommendations were proffered for effective productivity in the council.*

Key Words: - *Manpower, Formal and Informal, Assessment, Bokkos*

I. Introduction

The amount and quality of manpower an organization possesses is the most important among the factors of its Development as equally the amount of natural resources and capital it possesses. There is large amount of natural resources and fairly enough capital for economic development but there is no enough manpower, making the reformed economic development of the country not at the expected rate. The required quality supply of manpower to the nation's economy is therefore considered now most vital.

Studies revealed the importance of manpower in development. (Harbison and Myers, 1964) while stressing the importance of manpower in economic development stated that, the under-developed countries need high level manpower just as urgently as they need capital. Arguing on the same issue (Cassel, 1976) observed that "a nations greatness is usually discussed in terms of the state of arts, literature, antiquities, architecture, scientific achievements, raw material or even land space and scenic splendors while there is a new measure – manpower- which leads, even eclipses, all others". (Okoye, 1979), manpower in its economic context refers to managerial, scientific, engineering technical, craftsmen and skits which are employed in designing and developing organization and managing productive and service enterprise and economic institutions, but more importantly, the knowledge, skills and energies of people. (Mabry, 1973) in his definition, refers to the concept of the capabilities of human to perform task – a resource and collectively constitute the human resource of a society.

Formal education is the conventional classroom system of education which normally includes Primary, Secondary and Post-secondary Education (Okunrotifa, 1978) observed that the essential functions of formal education is to prepare people for training rather than train them for particular occupation. (Mcmamara, 1974) observed that a sound economic growth demands a high level of education. (Mueller, 1977) observed that the quality of a manpower/labour-force is determined by its level of educational attainment. It clearly indicates that the level of education that a labour force has attained helped it in learning how to do its job better than it partially determines its efficiency in the jobs. That is the reason; employers of labour usually stipulate a certain level of education as a requirement for employment for any job. Formal educational training refers to the conventional school educational training which the manpower (staff) attended on the sponsorship of their employers after their employment in which the employee usually stipulate posses at least the minimum educational requirement for his job. (Croft, 1964) observed that no employer can avoid training as attracting trained employees from other establishments or organization is a costly practice which suggest the need for training includes, bottle necks to increasing misunderstandings, complaints and bad attitude to work, declining accuracy and, or declining quality of production. He said, (Croft) these needs or situations requires staff training to impart knowledge, change bad attitudes to work and improve the working skills of the employees.

Informal educational training refers to the on-the- job in -plant training at seminars, consultant courses and other training given to the manpower on the sponsorship of their employers. It plays an important role in determining the quality and quantity of labour in the organization or departments. Working experience refers to the number of years for which the employee/ manpower worked in the present organization or employment in all employment types, it is usually accepted that the longer an employee serves in a job, the more his experience on it and more efficient and effective.

Indeed, that is why over the years, there has been increasing expenditure allocation to education yet no more than one-third of primary school age population are enrolled in various schools, and drop-outs may be as high as 40%. By 1960, barely 5% of the 993 secondary schools in the country were the northern states, while Oyo, Ogun, Ondo and Bendel states together had 700 secondary schools were estimated 300000 annually, as only 8% could hope for placement in the university. Recent data shows enrolment at all levels of education increased tremendously over the years.

II. Materials and Methods

The Local Government (Bokkos) is located within the northern tropical region of about latitude 15⁰ - 30⁰ North and South, East of the equator. Bokkos Local Government Area is one of the seventeen local Government Areas in Plateau State, Nigeria. There about eight districts that made up Bokkos: Bokkos, Daffo, Sha, Toff, Kamwai, Richa, Mushere and Manguna. The study employed the use of questionnaire to assess the level of manpower literacy; these questionnaires were administered to seven departments of the Local Government Council to serve as source of data for study. Secondary data were collected from the seven departments of the council which include; formal educational attainment, formal training, informal training and working experiences of the employees. Indices were assessed have to do with educational levels (Primary, Secondary and Post secondary), number of trainees and years. The computation was based on simple percentage analysis.

III. Statistical Analysis

The four indices of manpower were derived from the various departments were subjected to the inferential statistical techniques. The chi- square analysis was employed. (Hedges, 1977) suggested that, decision on sample size should be based on the need to look separately at the results of the total sample. For the purpose of this research, a sample size 30% (512) was adopted from the population of 1,709. The choice of chi-square statistical techniques is associated by the nature of the data set and the objectives of the study. It's a non-parametric statistical technique used to determine whether distribution of observed frequencies differ from the theoretical expected frequency. Chi- square use nominal and ordinal level data, thus, instead of using mean and variance, the test uses frequencies.

The Chi-square model is given as

$$X^2 = \frac{(O - E)^2}{E} \text{ where}$$

- X² = Chi – square
- O= observed frequencies
- E= Expected frequencies.

IV. Results and Discussions

Table 1 reveals that 14% of the manpower in the departments had only primary education, 29% had secondary. It shows that in all the departments, except Budgeting Planning Research and Statistic has the smallest number of manpower with primary school education but 80% for post secondary education with finance & supplies. Personnel Management Department fall into a category of 19%. The result of Chi- square analysis (table 2) was tested and found to be rejected or true at $\chi^2 = 14.943$, degree of freedom =12 and p-value = 0.2446. Since the formal educational requirements for employment in to all categories of manpower in the departments were the same, there should not be any significant difference between them in the level of formal educational attainment of their manpower.

Table 1: Observed Frequencies for Education Level, Formal Educational Attainment.

Educational level	Personal management	Works	Primary Health care	Finance & Supplies	social service	Agric	Budget	Total
Primary	14	7	25	4	6	5	1	62
Sec.	25	13	42	13	22	12	2	129
Post. Sec.	34	25	85	42	33	20	12	251
Totals.	73	45	152	59	61	37	15	442

Source: field Survey, 2014.

($\chi^2 = 14.943$; $P < 0.001$, $df = 12$)

Table 2: Shows that the manpower staff that had not benefited from any educational training sponsored by their employer was about 306, representing 69% of the workforce. It reveals that in each department; the trend of the distribution is similar to the general eastern. However, 136(30.7%) had benefited from the formal training in all the departments Chi-square analysis result (table 4) was tested and found to be rejected or true at $X^2=15.746$, degree of freedom = 12, P-value = 0.2031. Indeed, the local government council had been able to successfully undertake such manpower trainings.

Table 2: Observed Frequencies for number of trainee, Formal Educational Training

No. of Trainee	Personnel Management	Works	Primary Health care	Finance and Supplies	Social Services	Agric	Budget	Totals
0 – 10	48	33	109	41	45	20	10	306
11 – 20	12	8	23	11	13	7	1	75
>21	13	4	20	7	3	10	4	61
Totals	73	45	152	59	61	37	15	442

Source: Field survey 2014

($X^2=15.746$: $P<0.203$, $df=12$)

Table 3: Reveals 17% (74) of the employees had not received any informal educational training since they joined their present employers or the local council indicating purely those who had their professional training and either in schools or other organization and places of work to the present employers. It also shows that a reasonable percent of 83%(368) employees had benefited from informal training in virtually all the departments except budgeting , 67% had not received any form of informal educational training, possibly no much attention had been given or because of its recently created. However, tables 6 revealed the analysis tested and found to be accepted or false at $x^2=57.776$, degree of freedom= 12, p-valve= < 0.0001

Tables 4: Observed Frequencies for NO. of Trainees ,Informal Educational Training.

Number of trainees	Personal management	works	Primary health care	Finance and supplies	Social service	agric	budget	total
0-10	14	8	16	11	7	8	10	74
11-20	29	12	59	7	28	18	1	154
>21	30	25	77	41	26	11	4	214
Total	73	45	153	59	61	37	15	442

Source: Field survey, 2014

($X^2=57.776$: $P<0.001$, $df=12$)

Table 5: Observed Frequencies for Number of years, Working Experience.

NO. of years	Personal management	works	Primary health care	Financial and supplies	Social service	Agric	Budget	Total
0-5	9	3	10	4	6	3	7	42
6-10	20	5	27	10	18	11	2	93
11-15	28	20	51	25	23	9	2	158
>16	16	17	64	20	14	14	4	149
Total	73	45	152	59	61	37	15	442

Source: field survey, 2014

($X^2=47.751$: $P<0.002$, $df=18$)

Most of the manpower of the council had served their present organization or others for a period of 6 to 16 years as revealed in table 7. It shows also that primary health care had 64% of it is manpower who had served for 16 years and above, reason because it is one of the oldest and most staffed department unlike the budgeting unit which has 47% for a period less than 5 years. Table 8 reveals the result of Chi-square analysis tested and found to be accepted or false at $x^2=47.751$, $df=18$, p- value -0.0002. However it's believed that the departments were established at different times hence the years of working experience of their manpower should vary significantly from one another.

V. CONCLUSIONS

Based on the analysis and findings above it can be concluded that there is a significant difference between the departments with respect to the ends of formal education trainings. Since 69% of the employees had working experience, it shows that the working experiences of the manpower staff of the council are satisfactory for effective productivity.

Recommendation

The following recommendations have been made

- a. There is the need for constant training and retraining of staff based on formal and informal trainings.
- b. Employees should be employed based on their level of educational attainment and proper placement made according to their nature of work.
- c. Experience staff should be encouraged and department who had less training and experience manpower be given priority.

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