

Nigeria's Local Government System's Use of Natural Resource Management and Manpower Development: an Analysis of Ijumu Local Government Area, Kogi State

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Abstraction: The study looks at "Natural Resource Management Utilization and Manpower Development in Nigeria's Local Government System: An Analysis of Ijumu Local Government Area, Kogi State." It is intended to Examining the development and use of manpower, whether or not personnel are chosen for training on the basis of merit, and how well the trained personnel contribute to improving the organizational performance of the Nigerian Local Government System in comparison to the Ijumu Local Government. Since the study is quantitative, a descriptive survey research style was chosen, and four hypotheses were developed to direct the questions and goals of the investigation. The basic percentage data analysis method was applied to a Likert scale structured questionnaire. The chi-square statistical method was used to examine the hypotheses. The local government council has manpower development programs, according to the findings, but the selection of personnel for training does not accurately reflect the council's actual manpower training needs -that personnel are not chosen for training on the basis of merit, and -that the trained personnel are not appropriately positioned in fields that will improve their learned skills. Above all, the research suggested that the "Manpower Utilizations Evaluation Board, MUEB" be established in order to assist restrain the abuses of politicians and reduce instances of corruption within the system.



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1.0 OVERVIEW

Any organization's profits and losses are determined by the human resources that run its operations. They are an organization's greatest assets and determine how it prospers at its whims and caprices. The availability of professional, technical, and labor skills all essential for efficient and they alone are in charge of the effective planning and execution of development policies, programs, projects, and day-to-day operations. According to Abalaka (2023), human resource administration instructively relates to the organization's overall planning process, which aims to guarantee that it has the appropriate number and type of people, at the appropriate time and location, performing functions that are economically useful and that satisfy the needs of the organization and the individuals involved.

Given the premise at hand, the unsettling necessity for human resource management and development emerges as a prerequisite for enhanced performance, which guarantees maximum output and the creation of a society that is almost ideal. Notwithstanding the human resources at its disposal, Nigeria's public service has not only neither the available human resources nor their adequate management and administration. According to Nwanolue (2019), this unsightly trend has damaged the service's reputation over time. Staff development is typically disregarded or ignored completely. This is typically the result of service corruption. There are numerous instances when people and organizations have embezzled millions or billions of naira intended for staff development without taking significant action to stop it (Sulaiman, 2019). However, there have been instances where employees have been denied the chance to receive any training at all for years. It is now widely acknowledged that employee training in the public sphere has devolved into a "face-looking" exercise (Ajiteru, 2023).

1.1 Outlining the problem.

It is often known that one level of governance in Nigeria that has been severely tainted by incompetence is the local government system. Others attribute it to the institution's employees' weakness, lack of preparation, and unwillingness to do their duties, while others blame it on political meddling, poor leadership, corruption, etc. But regardless of how these views are articulated, the fundamental and indisputable truth is that there is a problem with the system that has led us to where we are now (Abalaka, 2023).

According to Ekpo (2019), the government and organized private sector in Nigeria have not placed enough attention on developing human capital as a tool for growth in a post-colonial Nigerian state where colonialism distorted the process of developing human resources for national growth and injected political leadership with a negative orientation, it was not implausible that there would be a lack of understanding of the concept and methods of applying manpower development. According to Sulaiman (2023), there are numerous obstacles to the development of human capital in Nigeria's local government system in comparison to Kogi State. They list these difficulties as follows:

1. Experience of colonization,
2. Leadership orientation,
3. Ineffective planning for human capital corruption.

To emphasize that there are too many square pegs in round holes, they went one step farther. They believe that the major causes of problems are the general dysfunction of public companies and institutions, as well as the defenseless and perplexed structural inconsistencies are not going smoothly in the public sphere; they felt that meritocracy had been overthrown in the country's public institutions; issues like recruitment, promotion, and staff welfare are now handled on a

preferential basis. According to Ajiteru (2023), there has been a persistent lack of success in achieving the goals for which Nigeria's public sectors were established because some senior public servants lack professional depth and frequently fail to provide any chain of continuity in government over the longer term (Abalaka, 2023).

A comparative institutional reforms analysis by Sulaiman (2023) revealed that the Nigerian Local Government System has experienced more reforms than any other tiers of government in Nigeria's history, but the system is still tainted by incompetence. For example, the politically appointed minister is expected to be the parent of the permanent secretary, a career professional, in the ministries. This tradition also extends to the local government system, where the head of service is in charge. However, in exchange, the majority of these civil officers at the local government level are illiterate and somehow ended up in the system without the necessary credentials. Therefore, the relevant topic is how we can develop and improve our local government system in the face of these issues by using enough manpower.

1.2 The study's objectives.

This study's main goal is to evaluate manpower development and its uses of the Ijumu Local Government Area as a case study for Nigeria's local government system. Among the particular goals are:

1. To determine whether Ijumu Local Government authority is pursuing manpower development.
2. To ascertain whether the council's training requirements are taken into consideration when the management of Ijumu Local Government chooses which employees to train.
3. To ascertain whether training selection is merit-based.
4. To determine whether employees are being used efficiently following training in order to increase output.

1.3 Questions for Research.

To direct the investigation, the following research questions were posed.

1. Does Ijumu Local Government management engage in worker development?
2. Did the Local Government's management choose the employees for training based on the training requirements of the company?
3. Are employees chosen for training on the basis of merit?
4. Is the skilled workforce being used efficiently to increase output?

1.4 Hypotheses for Research.

To support the study's goals and research questions, the following theories were put forth.

H₀: Ijumu Local Government management starts staff training.

H₁: Staff development is not a priority for Ijumu Local Government management.

H₀: The Local Government's administration chooses which employees to train based on the organization's training requirements.

H₁: The Local Government's administration does not choose employees for training based on the organization's training requirements.

H₀: Ijumu Local Government Council personnel are chosen for training depending on based on merit.

H₁: Ijumu Local Government Council employees are not chosen for training on the basis of their qualifications.

H₀: The skilled workforce is used efficiently.

H₁: The skilled workforce is not being used efficiently.

2.0 REVIEW OF LITERATURE

2.1 Developing and Utilizing Human Resources

Indeed, with the increasing complexity of the workplace, the quick changes in organizations, and the development of technology, the significance of human capital development and its corresponding utilization particularly at local governments—has become more apparent. These factors further necessitate the need for personnel training and development in order to meet the challenges of the modern workforce. Making ensuring that employees have the knowledge and abilities necessary to carry out their duties well, take on new tasks, and adjust to changing circumstances is made easier with the aid of manpower development. It is crucial to remember that when used appropriately, i.e., making sure that acquired skills are applied precisely in areas of expertise, they will subsequently aid in enhancing work performance quality, customer satisfaction, productivity, morale, management succession, business expansion, and profitability. Abalaka (2023).

However, manpower/human resource training is the process of teaching people how to become more capable of handling their own tasks. According to Beach (2023), training is the systematic process by which individuals acquire knowledge for a certain goal. According to Beach, the goal of training is to influence the behavior of those being trained. One essential component of organizational demands is training. Staff members that receive regular, appropriate training are better able to solve problems, learn new skills, techniques, and job knowledge, and are equipped with organizational values, goals, and standards. Consequently, the degree of worker performance is raised. Most importantly, training helps employees stay up to date with the needs of a rapidly evolving society. According to Sulaiman (2023), if the goal of manpower development is to be fulfilled, the issue of using created workforce is appropriately and unavoidably significant. According to him, firms, whether private or public, must make the best use of their skilled workforce for the benefit of all parties involved, including the employees and the overall economy. According to Ubeku (2019), training is an ongoing process in all organizations. According to his writing, spending money on training and development is a smart move. No organization surpasses the technical proficiency of its employees, as stated by Osiyi (2019); thus, any organization, including the Ijumu Local Government Area must be in for some issues if it does not take seriously the training and development of its employees.

Gibertson et al. (2021) define manpower as all individuals currently employed by an organization. An organization's level and scope of development are determined by its manpower, which encompasses all of its human resources. It is crucial to remember that the individuals who comprise an organization are the ones that initiate and decide on all of its actions. In other words, except from human effort and guidance, offices, computer technology, and everything else used by the business are ineffective and pointless. Ajiteru (2023). The actions listed above align with Nwachukwu's (2018) perspective, which considered manpower

In order to meet the demands of different sectors of the economy, development and utilization relate to the forecast of future needs for a specified number of individuals with particular talents. Stated differently, the author aimed to highlight the need of aligning a company's personnel development program with its overarching goals. In the majority of organizations, creating a human resources strategy turns into a hunt for applicants who can help the firm achieve its goals. Ajiteru (2023).

According to Peter Druker, all of these viewpoints and perspectives are objective for every organization. Druker asserts that companies should be able to double the caliber of work they produce in five to ten years without single individual payroll. In this view, in ten years from now, an organization should be able to have double efficiency of human resources. This will be made possible by working on the development of people and their organization. In other words, at any given point in the life of the organization, there must be the right number of people or employees with the right level of skills, in the right jobs, at the right time performing the right activities to achieve the objectives of the organization Abalaka, (2023).

2.2 Characteristics of Natural Resources and Common Natural Resources In Nigeria

2.2.1 Characteristics of Natural Resources

The main characteristics of natural resources are their exhaustibility, unequal distribution across nations, negative externalities in other areas, and dominance within national borders. According to this perspective, an organization should be able to have double efficiency of human resources in ten years by working on the development of people and their organization price volatility and economies (World Trade Report, 2023).

2.2.2 Nigeria's Common Natural Resources

Every state in Nigeria has abundant resources that are being exploited to varied degrees. The states and their endowment in natural resources are listed below.

2.2.3 Table 1: Natural Resource Distribution in Nigeria's States

S/N	State	Natural Resources
1	Abia	Gold, Lead/Zinc, Limestone, Oil/Gas & Salt
2	Abuja	Cassiterite, Clay, Dolomite, Gold, Lead/Zinc, Marble & Tantalite
3	Adamawa	Bentonite, Gypsum, Kaolin & Magnesite
4	Akwa Ibom	Clay, Lead/Zinc, Lignite, Limestone, Oil/Gas, Salt & Uranium
5	Anambra	Clay, Glass-Sand, Gypsum, Iron-ore, Lead/Zinc, Lignite, Limestone, Phosphate & Salt
6	Bauchi	Gold, Cassiterite (tine ore), Columbite, Gypsum, Wolfram, Coal, Limestone, Lignite, Iron-ore & Clay
7	Bayelsa	Glau, Gypsum, Lead/Zinc, Lignite, Limestone, Manganese, Oil/Gas & Uranium
8	Benue	Barite, Clay, Coal, Gemstone, Gypsum, Iron-Ore, Lead/Zinc, Limestone, Marble & Salt
9	Borno	Bentonite, Clay, Diatomite, Gypsum, Hydro-carbon, Kaolin & Limestone
10	Delta	Clay, Glass-sand, Gypsum, Iron-ore, Kaolin, Lignite, Marble & Oil/Gas
11	Ebonyi	Gold, Lead/Zinc & Salt
12	Edo	Bitumen, Clay Dolomite, Phosphate, Glass-sand, Gold, Gypsum, Iron-ore, Lignite, Limestone, Marble & Oil/Gas
13	Ekiti	Feldspar, Granite, Kaolin, Syenite & Tatum
14	Enugu	Coal, Lead/Zinc & Limestone
15	Gombe	Gemstone & Gypsum
16	Imo	Gypsum, Lead/Zinc, Lignite, Limestone, Marcasite, Oil/Gas, Phosphate & Salt
17	Cross River	Barite, Lead/Zinc, Lignite, Limestone, Manganese, Oil/Gas, Salt & Uranium

18	Jigawa	Butyles
19	Kaduna	Amethyst, Aqua Marine, Asbestos, Clay, Flossper, Gemstone, Gold, Graphite, Kaolin, Hyanite, Mica, Rock Crystal, Ruby, Sapphire, Sihnite, Superntinite, Tentallime, Topaz & Tourmaline
20	Kano	Gassiterite, Copper, Gemstone, Glass-sand, Lead/Zinc, Pyrochinre & Tantalite
21	Katsina	Kaolin, Marble & Salt
22	Kebbi	Gold
23	Kogi	Cole, Dolomite, Feldspar, Gypsum, Iron-ore, Kaolin, Marble, Talc & Tantalite
24	Kwara	Cassiterite, Columbite, Feldspar, Gold, Iron-ore, Marble, Mica & Tantalite
25	Lagos	Bitumen, Clay & Glass-sand
26	Nasarawa	Amethyst (Topaz Garnet), Barytex, Barite, Cassirite, Chalcopyrite, Clay, Columbite, Coking Coal, Dolomite/Marble, Feldspar, Galena, Iron-ore, Limestone, Mica, Salt, Sapphire, Talc, Tantalite, Tourmaline Quartz & Zircon
27	Niger	Gold, Lead/Zinc & Talc
28	Ogun	Bitumen, Clay, Feldspar, Gemstone, Kaolin, Limestone & Phosphate
29	Ondo	Bitumen, Clay, Coal, Dimension Stones, Feldspar, Gemstone, Glass-Sand, Granite, Gypsum, Kaolin, Limestone & Oil/Gas
30	Osun	Columbite, Gold, Granite, Talc, Tantalite & Tourmaline
31	Oyo	Aqua Marine, Cassiterite, Clay, Dolomite, Gemstone, Gold, Kaolin, Marble, Silimonite, Talc & Tantalite
32	Plateau	Barite, Bauxite, Betonite, Bismuth, Cassiterite, Clay, Coal, Emeral, Fluoride, Gemstone, Granite, Iron-ore, Kaolin, Lead/Zinc, Marble, Molybdenite, Phrochlore, Salt, Tantalite/Columbite, Tin & Wolfram
33	Rivers	Clay, Glass-Sand, Lignite, Marble & Oil/Gas
34	Sokoto	Clay, Flakes, Gold, Granite, Gypsum, Kaolin, Laterite, Limestone, Phosphate, Potash, Silica Sand & Salt
35	Taraba	Lead/Zinc, Kaolin
36	Yobe	Soda Ash & Tintomite
37	Zamfara	Coal, Cotton & Gold

2.3 Resource Issues Curse and remedies for Nigeria's natural resource issues

For many years, economists, political scientists, development experts, and policymakers have been debating the connection between natural resources and economic development. Studies regularly demonstrate a negative relationship between the quantity of natural resources and long-term economic growth. Sachs and Warner (2019) discovered, for example, that between 1971 and 1989, the ratio of natural resource exports to GDP in 97 developing nations was negatively correlated with GDP growth. States are increasingly acting to apply lessons learned and implement policies that guarantee the conversion of natural resources into sustainable growth and enhance social well-being (Abalaka, 2023).

The reasons behind the resource curse are not well understood, despite the possibility that multiple factors could work together to produce unfavorable economic outcomes from resource development. Numerous potential consequences of the availability and exploitation of natural resources are cited as explanations for the resource curse, including:

1. Corruption and rent-seeking,
2. Underinvestment in human capital and the displacement of manufacturing
3. The underperformance of other industries as a result of rising exchange rates (Dutch Disease),
4. The depletion of natural capital due to the extraction of non-renewable resources is not sustainable.
5. Cycles of boom and bust

The availability of natural resources makes it easy for elites and governments to engage in corruption and rent-seeking, which hinders economic progress and development. The correlation between resource availability and rent-seeking may be explained by the fact that concessions for the extraction of natural resources are typically granted by governments that own or control the land and resources, and that concessions are typically granted to big businesses, both public and private.

Unfortunately, the abundance of money generated by natural resources frequently makes it difficult to establish and sustain the very institutions that would prevent the resource curse from taking hold.

Both intense debate (Ajiteru, 2023) and interventions by international institutions, particularly the World Bank, are focused on efforts to implement policies that enable nations to break free from the resource curse. In order to prevent Nigeria's natural resources from becoming a resource curse for us, appropriate measures must be adopted. These activities ought to consist of:

The cornerstones of policy recommendations to lift the curse are accountability and transparency. Therefore, government policy is quite important when it comes to the sustainable development of natural resources:

1. Promoting the growth of markets and property rights;
2. Eliminating subsidies that impede the sustainable use of resources;
3. Decreasing the deterioration of resources and improving the delivery of environmental services;
4. Enhancing the way natural resources held by the government are managed.
5. Lowering pollution from industries that rely on natural resources;
6. Addressing the lack of information; and
7. Addressing the effects of natural resource management practices on distribution.

Natural resource availability has the potential to make a nation wealthy, but if it is not used effectively, it may become a resource curse. For this reason, it is crucial to manage and use natural resources. Natural resource features and the distribution of Nigeria's diverse natural resources have been the main topics of this unit addressed the resource curse and how to address Nigeria's natural resource issues in the country's several states (Sulaiman, 2019).

2.4 Six State and Political Zone Grouping

You should have a general understanding of this unit's purpose and how it relates to the course because you have read the course guide. You will gain a fundamental understanding of Nigeria's

environment and state components through this subject. Before we get started, let's take a look at the learning objectives for this unit, which are listed below.

2.5.0 Nigeria's geopolitical zones

One significant constitutional divide in Nigeria is the Six Geopolitical Zones, which were established under the rule of Ibrahim Babangida, President of the Military. The zones frequently share Nigerian political, economic, and educational resources.

2.5.1 The Zones' Justification

There are over 400 ethnic groupings and 450 languages in Nigeria. In order to allocate resources effectively, the government had to combine comparable groupings.

2.5.2 Zones

Table 2 Maape of Nigeria for the Zones.



1. <u>Abia</u>	13. <u>Ekiti</u>	25. <u>Nasarawa</u>
2. <u>Adamawa</u>	14. <u>Enugu</u>	26. <u>Niger</u>
3. <u>Akwa Ibom</u>	15. <u>Gombe</u>	27. <u>Ogun</u>
4. <u>Anambra</u>	16. <u>Imo</u>	28. <u>Ondo</u>
5. <u>Bauchi</u>	17. <u>Jigawa</u>	29. <u>Osun</u>
6. <u>Bayelsa</u>	18. <u>Kaduna</u>	30. <u>Oyo</u>
	19. <u>Kano</u>	31. <u>Plateau</u>
7. <u>Benue</u>		
8. <u>Borno</u>	20. <u>Katsina</u>	32. <u>Rivers</u>

<u>9. Cross River</u>	<u>21. Kebbi</u>	<u>33. Sokoto</u>
<u>10. Delta</u>	<u>22. Kogi</u>	<u>34. Taraba</u>
<u>11. Ebonyi</u>	<u>23. Kwara</u>	<u>35. Yobe</u>
<u>12. Edo</u>	<u>24. Lagos</u>	<u>36. Zamfara</u>

- 1 **South South (Nigeria):** loosely known as Niger Delta; includes Edo State, Delta State, Rivers State, Cross-River State, Akwa-Ibom State and Bayelsa State.
- 2 **South West (Nigeria):** includes Lagos State, Osun State, Oyo State, Ogun State, Ekiti State and Ondo State
- 3 **South East (Nigeria):** includes Abia State, Anambra State, Imo State, Enugu State and Ebonyi State
- 4 **North Central (Nigeria):** loosely known as Middle Belt; includes Benue State, Kogi State, Kwara State, Nasarawa State, Niger State and Plateau State
- 5 **North East (Nigeria):** Adamawa State, Bauchi State, Borno State, Gombe State, Taraba State and Yobe State
- 6 **North West (Nigeria):** Jigawa State, Kaduna State, Kano State, Katsina State, Kebbi State, Sokoto State and Zamfara State.

Nigeria was divided into the six (6) geographical zones mentioned above as a result of the persistent agitation by minority groups and their demand for a fair allocation of the country's resources. The definition of the geopolitical zone and the circumstances that caused the Nigerian region to further divide have been the main topics of this unit (Ajiteru, 2023). The advantages of resource distribution and equitable participation in governance are shared by the six (6) geopolitical zones. Natural resources in states throughout the geopolitical zones will be covered in the following seven (7) units.

2.6 The agricultural sector both before and during the period of independence

2.6.1 Prior to Independence: The Agricultural Sector

Nigeria's rural areas were organized in a quite complicated way prior to colonization. Peasant groups made up the majority of the social organizations, resulting in a range of commodities to meet their necessities primarily, with little surpluses to trade with neighboring groups. In general, barter terms were used for trade between the several villages, and agriculture involved growing foods for subsistence. A money economy was introduced to the peasant populations by the colonialists. The peasant farmers were encouraged to grow more cash crops for sale and potential export to Western Europe as a result. The distinct physical environments of the many Nigerian communities were reflected in the variety of crops they produced. Cash crops include oil palm (from the east), cocoa (from the west), cotton, and groundnuts (from the north), while food crops like yam, cocoyam, and cassava are primarily farmed in the south. Abalaka (2021) claims that export output was responsible for roughly 57% of the 1929 GDP (gross domestic product) of Nigeria. Over the same time period, between 85% and 90% of exports were made up of oil palm products alone. However, Nigeria's agricultural sector did not grow smoothly. The export industry had a challenging time from 1929 to 1945. Changes in global commodity prices, particularly those of key commodities, were a defining feature of the 1930s Great Depression. These disruptions persisted until the war's conclusion. Nigeria's export commodity volume rose throughout this period, but the value did not rise in line with the amount.

Nigeria experienced another export boom from 1945 to 1954. The repercussions of World War II were still being felt by the global economy, and in order to restore the advanced nations' industries that had been damaged during the war, there was also a greater need for primary products. Primary product prices increased to greater levels. With the start of the Korean War in 1950, the possibility of another world war was another significant element that contributed to the sharp rise in commodity prices, particularly after 1945. These disruptions were extremely beneficial to Nigeria's export industry. But after 1954, a new phase of price volatility replaced the export boom. Because of the economy's reliance on agricultural products, as well as the volatility of cash crop prices and agricultural revenues, monopolistic Marketing Boards were established to purchase these crops from farmers and resell them abroad. The Marketing Boards' function was extremely crucial, particularly for maintaining agricultural income stability and raising money to carry out national development programs. With the hoe and cutlass serving as the primary tools, production techniques are still archaic despite the significance of these crops and agriculture in general (Ajiteru, 2023). The colonial masters' actions, which did not try to change the sector's production technology as long as agricultural products were accessible, are responsible for the existence of these techniques.

2.7 The Agriculture Industry in the Years Following Independence

2.7.1 The overall performance of Nigeria's agricultural sector following independence

Nigeria's economy still relies heavily on agricultural production. For the majority of people, it serves as their primary food source. More than 70% of the population depends on it for their living, and it is a significant supply of raw materials for agro-allied industries and a powerful source of much-needed foreign exchange (Sulaiman, 2023). Nigeria's economy was supported by agriculture at the time of independence, and it had the potential to become a thriving agrarian economy (Akande 2018). In the years immediately after independence, the agricultural sector did a commendable job of fulfilling the aforementioned functions, to the point where the sector was directly responsible for the regional development that took place during these times. However, the sector's contribution to national development has drastically decreased over time. In fact, development experts have blamed Nigeria's current economic woes on the agriculture sector's subpar performance.

The impending eclipse of the sector during the oil boom era (2017–2019), inconsistent and unfocused government policies have been characterized as the fatal perturbations that rocked Nigeria's industrial growth, food security, and food self-sufficiency, with the resulting rise in poverty (Ajiteru, 2023). It must be said that, despite the fact that the nation has seen a significant increase in food production volumes over the past three decades due to notable advancements in the production of fisheries, poultry, and arable staple foods, these increases have not kept pace with the country's rising food demand, which is a result of its rapid population growth. Consequently, there are high rates of protein/energy malnutrition, vitamin deficiencies, associated illnesses, growing food import costs, and an overall decline in productivity of labor (FAO, 2007). Nigeria's growth experience demonstrates a slow and steady performance in the early post-independence period, with cash crop exports contributing to a good balance of payments situation. In order to fund basic infrastructure, surpluses from the agriculture sector were extracted using marketing boards. Over the course of the economy's development since 1960, agriculture's share of the GDP has decreased. The comparatively greater growth rates in mining and manufacturing can be attributed to some of this fall, which is in keeping with the features of developing nations' development patterns. Before 1973, agricultural exports drove economic expansion and provided a large portion of the funds utilized by the government to build a rudimentary infrastructure system. Additionally, agricultural exports funded the industrialization program for import substitution.

Slightly less than 70 million cubic meters of round wood were removed, while an estimated 2 million cubic meters of sawn wood were produced. Due to its reliance on outdated techniques, the agriculture industry has very low production. Per capita productivity increased by just 8.5 percent in the 1990s, despite a 28 percent increase in overall agricultural production. Nigeria, which formerly exported food, now depends on imports to survive since agriculture has not been able to keep up with the country's rapid population increase. Less than half of Nigeria's 98.3 million hectares of land are being explored, of which 74 million hectares are suitable for agricultural. Although 60–70% of the population works as farmers, there is a risk of 70% of people live on less than N100 (US \$0.7) a day due to hunger and poverty, according to Abalaka (2023).

2.8 Economic Contribution and Development of Nigeria's Agriculture Sector and Subsectors

In absolute terms, agriculture contributed almost N1.6 billion to the nation's GDP, as indicated by Table 2.2.1's real GDP contribution. This amounts to around 64.3% of the GDP. The agricultural sector's relative proportion of the GDP has continued to fall, from 55.4 percent in 1955 to roughly 48 percent in 1975, despite the fact that the sector's absolute contribution to GDP is still rising. The negative impact of the oil industry's hegemony in the 1970s led to a low share value of 20.6% by 1980. Between 1985 and 1995, the agriculture sector's percentage share varied from 30 to 37 percent. From 2000 to 2010, the agriculture sector's proportion of the overall GDP improved to just over 40% as a result of additional remedial actions.

There are significant trends in the contributions of various agricultural subsectors to GDP (Table 2.2.1 and Table 2.2.2). With contributions ranging from 30 to 40 percent of Agric GDP, the agricultural subsector makes the largest contribution to GDP. The subsector of livestock comes next. Olomola et al. (2021) claim that because Nigerian agriculture is subsistence oriented, the crop subsector is the most significant, targeted, and pertinent subsector of agriculture. From the Overall, the performance of agriculture has improved in the last few years (2000-2010). However, in order to boost its GDP contribution, other subsectors—particularly forestry and fisheries—need to be improved.

Table 3: GDP Contribution from the Agricultural Sector (1960-2020) (Nmillion)

	1995	2000	2005	2010	2015	2020
Agriculture	1, 599.8	1,742.2	1, 887.7	7,639.4	6,501.8	65,748.4
Crop	1, 284.4	1, 366.2	1,437.0	4,942.8	3,944.7	52,750.9
Livestock	139.6	158.0	143.8	973.1	1,557.1	8,856.2
Forestry	131.8	143.4	129.2	320.5	270.7	2,310.9
Fisheries	44.0	74.6	177.7	1, 403.1	729.4	1,830.4
Total GDP	2,489.0	3,146.8	4,219.0	27172.0	31546.8	201036.8
% Share Agric	64.3	55.4	44.7	48.0	20.6	32.7
	1990	1995	2000	2005	2008	2010
Agriculture	83,344.6	96,220.7	117,945.1	233,463.6	283,175.4	316,728.7
Crop	68,416.7	80,702.8	98,392.6	206,178.4	252469.7	282,049.7
Livestock	9,562.0	10,051.3	11,449.9	14,643.9	17,877.6	20,264.1
Forestry	2,149.1	2,421.9	2,855.5	3,005.4	3,587.5	4,019.3
Fisheries						

	4,216.8	3,044.6	5,547.1	7,636.0	9,240.5	10,395.6
Total GDP	267550.0	281407.4	329,178.7	561,931.4	672,202.6	775,525.7
% Share Agric	31.2	34.2	35.8	41.6	42.1	40.8

Source: Computed from CBN (2018), Statistical Buletin, Golden Jubilee Edition; National Bureau of Statistics (2020), Statistical Buletin, Compilled Edition

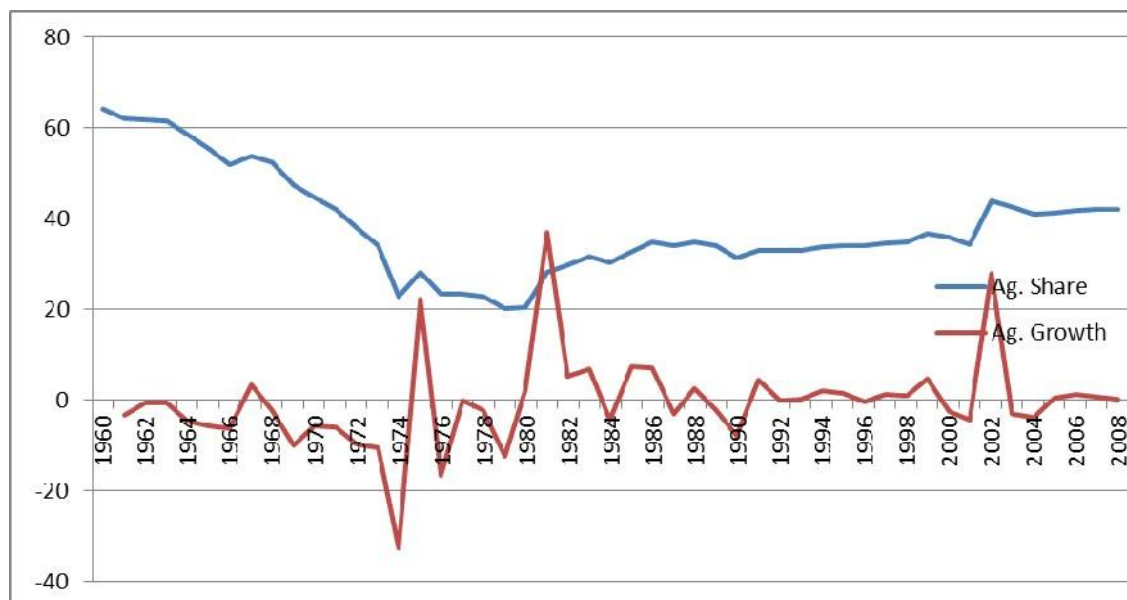
*Note that the GDP was compilled from 1960-2020 using 2012/2013 constant basic price, from 1984-1990 using 2017/2018 constant basic price and from 1991-2020 using 1990 constant basic price.

Table 4: Summary Contribution of Agriculture to GDP 1970 2010

Period	Crop	Livestock	Fishery	Forestry	Total Agric.
1979 – 1989	34.78	2.91	0.71	1.21	48.20
1989 – 1999	32.86	3.28	0.90	1.19	39.28
2000 – 2010	34.81	2.74	0.64	1.08	39.27
2010 –2020	37.15	2.67	0.56	1.39	41.76

Source: Central Bank of Nigeria, *Statistical Bulletin* (several issues)

Additionally, Figure 2.2.1 displays the agricultural sector's percentage of the overall GDP as well as its growth rate from 1960 to 2018. It was demonstrated that between 1960 and 2012, the growth rate did not deviate substantially from zero. With the exception of 2011–2018, the trend was static and not substantially different from zero between 1984 and 2018, despite a notable increase in agricultural growth during 2012–2014 and 2010–2020. This demonstrates how poorly Nigerian agriculture is performing. Although this function was carried out by other sectors in developed nations, the agricultural population in those nations is lower (about 2–5%) than in developing nations like Nigeria, where the industrial sector is highly established (Abalaka, 2023).



Source: Abalaka, (2023).

3.2.3 Evaluation of Nigeria's Agriculture Sector in the Years Following Independence

Four periods can be distinguished in the history of Nigeria's agricultural development since independence: pre-1970, 1971-1985, 1986-1994, and 1995 to the present (CBN 2017). The pre-1970 period, when private operators dominated production activities, was when the sector

performed reasonably well. However, the 1971–1985 period, when the Federal Government was directly involved in production, processing, and storage activities, was when the sector surprisingly saw significant public sector interventions.

In the last two stages, the Federal Government's direct involvement was lessened, allowing markets to operate and leading to the sector's later recovery. Since 2001, the agricultural industry has produced more than half of new positions with a sector growth rate of roughly 7.0 percent on average every year from 2018 to 2020. However, rather than productivity advances, the present expansion of agriculture has come from expanding cropped areas (Ajiteru, 2023).

2.9 Merit as A Critical Factor for the Development Of Manpower in the Local Government System

According to Adamolekun (2021), manpower development is centered on six main, interconnected policy areas:

- Change management
- Job design and organization
- Socialization, selection, and recruitment
- Training and development for appraisal
- system of rewards and
- Interaction.

The selection process for trainees should be free of fraudulent practices in order to fulfill the interconnectedness's main goal. This is due to the fact that if it is not fairly made, it might be equivalent to the well-known adage "as one bad apple in a basket," meaning that if any policy area is deemed to be without merit in the training selection process, it will surely render the others useless. The creation of incentive or reward systems, for instance, has an impact on an organization's capacity to adapt quickly. By creating and reiterating the proper corporate culture around the organizational mission, communication also guarantees that all other policy areas are connected to one another.

The practical significance of a merit system-driven approach to manpower development for public organizations is that it emphasizes the necessity of local government personnel departments changing from being primarily concerned with passive or even negative administrative roles (mostly based on out-of-date regulations) to Sulaiman (2023) states that policies for integrating the people function with proactive strategic management are being actively developed and pursued.

He went on to say that it is generally accepted that a merit-based selection process for personnel development training in any organization—including local government—is the hallmark of an effective administrative system. He depicted it as follows in the table:

Table 6: Essential components of a merit-based hiring procedure for workforce growth.

Salient Features	Rational
Recruitment and promotion based on merit.	Efficient administration.
Competitive pay	Attractive and retention of the best and brightest.
Mandatory training and retraining [after due and diligent training needs assessment].	Efficient administration and productivity.
Decent [training] environment	Ditto

Political neutrality [in training].	Fairness, Impartiality, Smooth leadership.
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Source: Adapted from C. Adamolokun, "A note on civil service personnel policy reform in sub-Saharan Africa", *International journal of public sector management* 6(3), and 38-46.

A closer examination of the above table provides a better understanding of what and how efficiency and effectiveness can be attained through merit-driven training selection for human resources development. It is actually expected that the local government councils, given their important roles and proximity to the people, will be more resolute and disciplined in conducting their training needs assessment based on meritocracy in order to achieve the core values of development and improve efficient and effective service delivery. This is because existing literature on human resources development has demonstrated that all that is done in the public sector was borrowed from the private sector, as indicated by Ajiteru (2023). In other words, those in the private sector, hiring decisions for employee training are made solely on the basis of merit, with the goal of securing the organization's long-term viability by actively involving its employees in new and competitive challenges. However, it is impossible to overstate the difficulties corruption or dishonest practices present in impeding a merit-based training selection process, especially in cases where thorough training requirements must have been met. Additionally, despite numerous revisions aimed at improving the system in the face of today's overwhelming technological hurdles, Anazodo et al. (2021) observed that Nigerian local government councils have been treated with egregious incompetence.

3.0 Approach

In essence, this study design is a descriptive survey. The secretariat of the Ijumu Local Government Area served as the site of the field inquiry at Lokoja's Kogi State Local Government Service Commission and Aiyegunle Gbede. The Kogi West Senatorial zone includes the local government of Ijumu. Edo State borders them to the north, Ekiti State East Local Government borders them to the south, Kogi State borders them to the center, and Yabga Local Government borders them to the west. Agriculture, albeit primarily at the subsistence level, serves as the local government's economic center.

3.1 The Study Population

The employees of the Ijumu Local Government Area and executive/political appointees of the state local government service commission were identified as the research's target audience. Having fair answers regarding what and how the local government develops manpower and uses it appropriately is crucial. Thus, the population is 347. The number that is representative of the study population was ascertained using the Taro Yamane sampling procedure. In accordance with the study's goals, the information gathered from the completed and returned questionnaires was compiled and displayed in tables.

4.0 Outcomes and Conversation

Numerous flaws in the Ijumu Local Government Council's manpower development and utilization issue have been revealed by the data analysis, which included surveys and tested hypotheses.

The first hypothesis, H_0 : The Ijumu Local Government Council's management places a strong emphasis on employee development and training. And

H_1 : The Ijumu Local Government Council's management does not engage in employee development or training. It was discovered through the reply that the council's management starts developing its workforce.

In a similar vein, hypothesis two demonstrated that the local government council's training requirements are not taken into consideration when choosing employees for training. Similar to hypothesis three, training selection is not made on the basis of merit. The examination of the respondents in hypothesis four made it clear that the skilled workforce is not being used efficiently. People use training to improve their personal needs and earn money. Thus, the researcher came to the conclusion that corruption is the main cause of the inefficiency of Nigeria's many systems out of all the topics brought up and covered here.

5.1 Results

The investigation has exposed every provides numerous conclusions and suggestions. Therefore, we humbly propose that the recommendations provided in this study be implemented. We acknowledge that these recommendations are not all-inclusive; but, they address the issues that have been identified. In light of the current situation, where corruption and self-serving interests have taken precedence over local council efficiency, and until the current debate or issue before the recently concluded National Conference on whether the Local Government should be abolished or reduced to a mere administrative arm of the state government due to instances of corruption or other corrupt related practices is resolved, we can only proceed in order to contribute to improving the system. In any event, the local government system will not improve if the status quo is maintained, with inadequate manpower development and underutilization of council personnel. It is essential, if not required, to implement a change for efficient personnel development and utilization that would guarantee rigorous adherence to the merit criterion for manpower development and usage.

5.2 Suggested actions

Following the results, the researcher suggests: that

- a) Despite the council's training and advancements, more work should be done to elevate its standing so that it can even involve involvement from overseas. Given the present global trends of rapidly increasing digitalization, the local to reorient them for the task at hand, government employees should be aware of these contemporary trends.
- b) On the other hand, the training choices ought to truly represent the council's training requirements, which the respondents claim do not.
- c) Employees should be chosen for training based on their qualifications. Training should be sent to those who have excelled in their current roles in order to motivate them. That alone would increase such staff members' dedication to their work.
- d) Regarding usage, we suggest the establishment of a body known as the "MANPOWER UTILIZATIONS EVALUATION BOARD" (MUEB).

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