



Importance of Nigerian Ports Manpower Development to Enhance Efficiency

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ABSTRACT

A challenge facing the Nigerian maritime sector is development of manpower, which is required for the effective performance of their functions. This is important as the development of the maritime sector is dependent on the availability of manpower. This study investigated the importance of Nigerian ports manpower development to enhance efficiency alongside three objectives. Questionnaire was adopted for data collected. The study studied was 150 Nigerian Port workers. Using mean score, the result of this study revealed that manpower development is paramount in enhancing efficiency in the Nigerian Ports. Based on this result, the study recommended manpower training as prerequisite to Nigerian Ports and the contents should be planned in line with organizational needs and objectives.

Keywords: Importance, Nigerian ports, manpower development, enhanced efficiency.

Introduction

Maritime trade is an essential service to the survival and sustenance of a nation, which means that seafarers are essential workers. It is however ironical to find cargoes receiving more attention than the workers who gets the cargoes delivered. Despite the workers being the invisible force that propels the industry, they are mostly overlooked and their welfare trivialised. Often time, these results to inefficiencies and loss of revenue in the ports, which negatively impacts on the port users and the government. A challenge facing the Nigerian maritime sector is development of manpower, which is required for the effective performance of their functions. This is important as the development of the maritime sector is dependent on the availability of manpower (Onifade, Afolabi&Oroye, 2020).

Onifade et al. (2020) described manpower development as an economic resource, constituting skills and attitude which is derived from education and training that provides labour with the ability to organize and carryout an economic process when apportioned. The focus of manpower development for improvement is on employees and organizations, in order to enhance their competencies and boost their values so as to positively impact on their productivity (Obi-Anike, Ozioma, Ofobruku&Okafor, 2017). Thus integrating manpower planning with corporate planning tends to achieve a high level of effectiveness. In developing the manpower of an organization, it is important to pinpoint the basic needs required in the organization as well the processes that will enable the achievement of the requirements for effective performance. To this end, the survival of an organization is dependent on the level of satisfactory services it provides its customers.

Given the essential services rendered by the Nigerian ports, it is important that they provide a high level of satisfactory service to customers in the sector. Their performance is subject to the collective effort of the organizations' workers, which is enhanced by manpower development. Manpower development is a continuous exercise and the rationale behind its implementation goes beyond salary increment to encompass effective performance which will aid in the achievement of an organization' aims and objectives. To this end, this paper assesses the importance of Nigerian ports manpower development in enhancing efficiency.

Statement of problem

The maritime sector employs a lot of skilled and unskilled workers regardless of their academic discipline or professional competence. Furthermore, the socio economic situation of the county makes it impossible for organizations to fully train their staff due to the high cost attached to quality training (Obi-Anike, et al, 2017). The maritime sector is a large employer of both skilled and unskilled labour and as such their level of efficiency or inefficiency can affect both import and export activities. The objective behind development of manpower in the maritime sector is the production of qualified personnel to serve the maritime community, as well as improve maritime safety, enable a better environment and make shipping more efficient. Efficient manpower development in a developing country such as influences and sustains economic growth in the maritime sector, thus enabling positive development. However, despite consistent effort at manpower development in the maritime sector, there is still the challenge of shortage in

skilled manpower, environmental pollution and inadequate infrastructure which makes them ill equipped to compete internationally. The shipping business is competitive and requires skillful maritime personnel, however with the inadequacy and poor standard of training facilities, the proper development of manpower in the ports seems to be a more abstract idea. Therefore this study is undertaken to assess the importance of Nigerian ports manpower development to enhance efficiency.

Research objectives

Specifically, the study seeks to

1. Assess the need for manpower development in Nigerian ports.
2. Identify the challenges confronting manpower development in Nigerian ports.
3. Determine the impact of manpower development on effective performance in Nigerian ports.

Research Questions

1. What is the need for manpower development in Nigerian ports?
2. What are the challenges confronting manpower development in Nigerian ports?
3. What is the impact of manpower development on effective performance in Nigerian ports?

Research hypothesis

HO¹: Manpower development does not significantly enhance efficiency in Nigerian ports

HO²: Manpower development significantly enhances efficiency in Nigerian ports

Literature review

Manpower development is also known as human resource development and can be defined as a process that seeks to make the best use of an organization's management of its human resources. It is a continuing process that evaluates, estimates and projects an organization's future manpower requirements by focusing on issues such as if employees are adequately equipped to implement organizational change and whether the organization is ready to compensate for the loss of experience from retiring employees (Srinivasan, 2018). There is need for manpower development in the maritime sector as it is critical to the growth of the industry. Manpower development intensifies workers' productivity in order to make it possible for a business to obtain the higher value of organizations' performance. The accomplishment of business goals involves the investment on human capital in order to ensure that workers have the needed skills and abilities required to operate efficiently in a competitive and complex environment (Ofobruku, 2015). Manpower development is very important since the formal educational system does not sufficiently provide specific job skills for a role in an organization. Few people may have the skills, abilities, knowledge, and competencies required to fit into a specific job function while some may need extensive training to obtain them.

Importance of manpower development

Development will be slow in the maritime industry will be slow without adequate manpower. To achieve organizational goals, developing the workforce is important and this can be achieved through training, which offers a way of developing the skills of the workforce, enhancing productivity and work quality, and building their loyalty to the organization (Akanbi&Adetunji, 2016). Training workers helps them to perform better compared to their colleagues without training, increase their job performance which ultimately enhances organizational efficiency. Manpower development leads to a reduction of turnover rate, high self-esteem of employees, possibility of increased pay and promotion for employees, improvement in workforce availability and quality and enhanced responsibility (Nwaeke&Obiekwe, 2017).

Factors such as technological advancement, lack of positive reinforcement, non-alignment of developmental training with business needs, lack of feedback which should help employees ascertain their success levels in the training and development programmes (Nwaeke&Obiekwe, 2017).

Empirical review

Shodeinde (2015) carried out a study on personnel training and development as a tool for organisational efficiency in MTN Nigeria. Questionnaires were used as instrument to collect data from 217 employees of the organization's corporate head office in Lagos state. The degree of response was illustrated using bar charts and findings showed that training and development had a significant impact on employee commitment, morale, motivation, corporate behaviour and organisational efficiency. Also, an organisation with an operational policy and practical strategy on training would retain workers, increase market share and customers. Based on the findings, the study recommended engaging in training of employees, to rectify professional errors, enhance commitment and corporate behaviour as well as ensure organisational efficiency.

Wabara, Chijindu and Emerole (2017) examined how manpower development affects organisational efficiency in Enugu Electricity Distribution Company (EEDC) in Umuahia, Abia State, Nigeria; from the period of 2014 to 2016. A survey research design was adopted using primary and secondary data. Findings revealed that orientation, case study method, internship training, workshop/seminar and classroom method are the main training and developmental programmes used by the organization in developing their manpower which impacts on the performance of the workers. Training programmes were recommended to familiarize individual participants with specific knowledge and skills needed to improve their efficiency in the organisation.

Mustapha (2019) assessed the impact of manpower development on organizational efficiency in National Inland Waterways Authority of Nigeria (NIWA). Data were collected through questionnaire, using the survey method and analyzed using Chi Square and Pearson Product Moment Correlation Coefficient statistics. Findings showed a significant relationship between lack of skills and inefficiency and poor productivity among the staff; and poor correlation between resources dedicated to staff development and staff productivity. It recommended a system for appropriate assessment of employee performance after training and that such performance be attached to their subsequent advancement on the job.

Theoretical framework: Human capital theory

This study is based on Human Capital Theory which was devised by Becker (1962) and Rosen (1976) and it maintains that different workforces have a set of skills or abilities which they can enhance or amass through training and education and that an individual's formal education decides his or her earning power. It holds that the workforce's key competences, knowledge, skills and abilities contribute to the competitive advantage of organisations. It concentrates attention on human resource development, resourcing and reward strategies and practices (Wabara, Chijindu&Emerole, 2017). Education is an investment according to Human Capital Theory and it correlates with earning power, meaning that more education means more earning, and the skills, abilities and knowledge provided by education can be transferred into the work in terms of productivity. The emphasis of this theory is that if human resources are developed and utilized effectively, organizational performance is enhanced. If Nigerian ports invest in manpower development, efficiency will be enhanced and there will be more effectiveness in their services.

Methodology

The study adopted a descriptive research survey. The Nigerian ports authority located in marina, Lagos Island was purposively selected. Random sampling method was used in the selection of 150 employees of the organization. Questionnaire was adopted as the primary source of instrument, which was distributed to the respondents. The questionnaire was structured using a four point likert scale format and comprised of two sections. Section A focused on the demographic data, while section B. focused on the questions formulated to guide the study. The data derived was subjected to descriptive analysis using mean and standard deviation.

Data presentation and analysis

150 questionnaires were distributed and same were duly answered and returned which constitutes the actual sample size used in the study.

Demographic information

Table 1: Demographic information

Characteristics	Frequencies	Percentages
Gender		
Male	109	72.6
female	41	27.4
Educational qualifications		
OND/NCE	72	
B.Sc./ HND	36	47.9
M. Sc./MBA	18	24.2
Others	24	11.9
		16.0
Length of employment		
1-5 Years	45	30.0
6-10 Years	69	46.0
10-20 years	30	20.0
Others	6	4.0

Field survey 2021

The table above presents the demographic information of the respondents. As indicated in the table, majority of the respondents (72.6%) are males; while the remaining 27.4% are female. The respondents have some degree of formal education ranging from OND/NCE (47.9%); BSc/HND (24.2%); Msc/MBA (11.9%) and 16% selected others. In same vein, the respondents have difference years of working experience in their various companies.

RQ1: What is the need for manpower development in Nigerian ports?

Table 2: Respondents opinions on the need for manpower development in Nigerian ports

Items	SA 4	A 3	D 2	SD 1	Total (SA*4) + (A*3)	Means \bar{x}	Decision To accept ≥ 2.5
To update knowledge of advanced technology	101	29	17	3	491	3.27	Accepted
To identify staff needs in Nigerian Ports	109	40	1	0	556	3.71	Accepted
To improve various facet of jobs performance such as quality and quantity of output	113	30	6	1	542	3.61	Accepted
To teach new employees how to perform their job and orient them into the industry	125	22	1	3	566	3.77	Accepted
To overcome deficiencies in job performance	117	30	1	2	567	3.78	Accepted

Field survey 2021

All the items in the table 2 above were accepted. The acceptance was based on the fact that each of the items in the table exceeded the proposed benchmark of the mean which are all above ≥ 2.5 respectively. As a result the study revealed that manpower development is needed in the Nigerian ports to update knowledge of advanced technology ($\bar{x} = 3.27$); to identify staff needs in Nigerian Ports ($\bar{x} = 3.71$); to improve various facet of jobs performance such as quality and quantity of output ($\bar{x} = 3.61$); to teach new employees how to perform their job and orient them into the industry ($\bar{x} = 3.77$); and to overcome deficiencies in job performance ($\bar{x} = 3.78$).

RQ2: What are the challenges confronting manpower development in Nigerian ports?**Table 2: The opinion of the respondents on the challenges confronting manpower development in Nigerian ports**

Items	SA 4	A 3	D 2	SD 1	Total (SA*4) + (A*3)	Means \bar{x}	Decision To accept ≥ 2.5
Underutilization of human resources	90	55	2	3	525	3.5	Accepted
Lack of information on manpower	125	23	1	1	569	3.8	Accepted
Lack of training	75	66	7	2	498	3.3	Accepted
Unpredictability	125	23	1	1	569	3.8	Accepted
lack of effective communication	110	40	0	0	560	3.7	Accepted

Field survey 2021

Table 3 presents the opinion of the respondents on the challenges confronting manpower development in Nigerian ports. The result of this study revealed that all the items in the table exceeded $\bar{x} \geq 2.5$ which is the benchmark proposed for this study. Based on this result, the study revealed the following challenges confronting manpower development in Nigerian ports: Underutilization of human resources ($\bar{x} = 3.5$); Lack of information on manpower ($\bar{x} = 3.8$); Lack of training ($\bar{x} = 3.3$); Unpredictability ($\bar{x} = 3.8$); and lack of effective communication ($\bar{x} = 3.7$).

RQ3: What is the impact of manpower development on effective performance in Nigerian ports?**Table 4: The respondents' opinions on the impact of manpower development on effective performance in Nigerian ports**

Items	SA 4	A 3	D 2	SD 1	Total (SA*4) + (A*3)	Means \bar{x}	Decision To accept ≥ 2.5
Improves skills and develop capacity of workforce for greater productivity	106	41	2	1	547	3.6	Accepted
To ensure that resources are well served by human personnel hence, the resultant effect is high productivity	125	20	1	4	560	3.7	Accepted
To develop relevant skills to better place employees in the changing business world	120	23	1	6	549	3.7	Accepted
It helps in driving an organization towards its expected goal	67	83	3	1	517	3.4	Accepted
It enables integration of industrial and individual goals when employees are being developed	67	71	9	3	481	3.2	Accepted

Field survey 2021

Table 4 above presents the respondents' opinions on the impact of manpower development on effective performance in Nigerian ports. Based on the result of this study, the following are the impact of manpower development on effective performance in Nigerian ports: Improves skills and develop capacity of workforce for greater productivity ($\bar{x} = 3.6$); To ensure that resources are well served by human personnel hence, the resultant effect is high

productivity ($\bar{x} = 3.7$); To develop relevant skills to better place employees in the changing business world ($\bar{x} = 3.7$); It helps in driving an organization towards its expected goal ($\bar{x} = 3.4$); and It enables integration of industrial and individual goals when employees are being developed ($\bar{x} = 3.2$).

Test of Hypotheses and Discussion

H0: Manpower development does not significantly enhance efficiency in Nigerian ports

H1: Manpower development significantly enhances efficiency in Nigerian ports

Table 6: Manpower development significantly enhances efficiency in Nigerian ports

Chi-Square Tests	Value	Df	Asymptotic significance (2-sided)
Pearson Chi-Square	11.788 ^a	4	.019
Likelihood Ratio	11.816	4	.019
Linear-by-linear association	11.915	8	.001
N of Valid cases	150		

- a. 0 cells (0.0%) have expected count less than 5.
The minimum expected count is 20.0

The result as presented above shows that the Pearson chi-square statistic has a value of 11.788 with a calculated p-value of 0.019. In similar vein, the likelihood chi-square statistic has a value of 11.816 with a corresponding p-value = 0.019. The Linear-by linear association shows a result of 11.915 and a p value of 0.001. All three results indicated that at 0.05 levels of significance, there is statistically significant association connecting manpower development and efficiency in Nigerian ports. The result of this study clearly confirms the essential position of manpower to every organization including the Nigerian ports. Manpower development generally focuses on employees and organizations with the sole purpose to improve their competencies and boost their values so as to positively impact on their productivity. The result of this study supports that carried out by Onifade *et al.* (2020) which sees manpower development as key to employees' efficiency. In same vein, the study supports Obi-Anike *et al.* (2017) who revealed that manpower development leads to higher level of effectiveness. Akanbe and Adetunji (2016) identified manpower as responsible for organizational productivity.

Conclusion and recommendations

The result of this study has shown that manpower development is paramount to organizational efficiency. This may be so give that through training, individual employee becomes more proficient in their responsibilities, change their attitudes and beliefs to be in tune with that of the organization and strive diligently to meet the organizational goal. Unlike machines, human can easily change to adapt to any future changes needed to make organization more effective. This makes human capital indispensable to every organization. In line with the result of this study, the present study recommended that training should be regarded as prerequisite to every business organization and the contents be planned in line with organizational objectives. To make training more effective, the program should be tailored to meet the needs of the organization. Training should be regular and there should be agreements on the nature and required skills that employees needs exactly for training to be effective. Training for effectiveness should be carried out systematically and well planned in order to meet its purpose.

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Appendix

**IMPORTANCE OF NIGERIAN PORTS MANPOWER DEVELOPMENT TO ENHANCE EFFICIENCY
REQUEST FOR INFORMATION**

Dear Respondent,

I am carrying out a study on "Importance of Nigerian ports manpower development to enhance efficiency", and you have been chosen to be part of the study. This questionnaire is only for academic purposes. Kindly select the response which applies to you and all information will be kept confidential

SECTION A

Gender: Male () Female ()

Education qualification

- a) OND/NCE ()
 b) B.Sc./ HND ()
 c) M. Sc./MBA ()
 d) Others () Specify.....

Length of employment

- a) 1-5 years ()
 b) 6-10 years ()
 c) 10-20 years ()
 d) Others () Specify.....

SECTION B:

Instructions: Please tick (√) as appropriate where

SA = Strongly Agree (SA), A = Agree, D = Disagree (D), SD = Strongly Disagree (SD)

Key: Strongly agree (4), Agree (3), Disagree (2), and strongly disagree (1).

S/N	ITEMS	SA	A	D	SD
RQ1	What is the need for manpower development in Nigerian ports?				
1	To update knowledge of advanced technology				
2	To identify staff needs in Nigerian Ports				
3	To improve various facet of jobs performance such as quality and quantity of output				
4	To teach new employees how to perform their job and orient them into the industry				
5	To overcome deficiencies in job performance				
RQ2	What are the challenges confronting manpower development in Nigerian ports?				
6	Underutilization of human resources				
7	Lack of information on manpower				
8	Lack of training				
9	Unpredictability				
10	lack of effective communication				
RQ3	What is the impact of manpower development on effective performance in Nigerian ports?				
11	Improves skills and develop capacity of workforce for greater productivity				
12	To ensure that resources are well served by human personnel hence, the resultant effect is high productivity				
13	To develop relevant skills to better place employees in the changing business world				
14	It helps in driving an organization towards its expected goal				
15	It enables integration of industrial and individual goals when employees are being developed				