



Human Resource Development and Sustainable Economy: Ebonyi State Ministry of Economic Development in Perspective

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Abstract

The study Human Resource Development and Sustainable Economy: Ebonyi state Ministry of Economic Development was designed to establish the relationship between human resource development and sustainable economic viability in Ebonyi state. The study adopted descriptive survey method. The sample size of 104 was used for the study. A purposive/ judgmental sampling technique was employed, and data were analyzed using percentage, frequency tables, and Spearman Moment Correlation Coefficient. From the analysis, the study revealed that; bureaucratic Corruption, inadequate funding, lack of clear-cut policy as the major challenges of human resource development in Ebonyi State Ministry of Economic Development., The study further conclude that the policies of the state have not significantly contributed in developing human resource in the ministry, thereby injecting quacks that have no input to make in attaining sustainable economic viability in Ebonyi State. The study recommended as follows: Government should develop and improve service delivery on health and education in order to produce skilled personnel that will fit the public service capable of achieving sustainable economic viability in Ebonyi State. Government should continue to provide enabling environment through macro-economic stability capable of increasing investment in human resource development by individuals, private and public sectors. The development of human resource should be a joint responsibility of the government at all levels, professional organizations, communities, individuals and the educational institutions through their various managerial skills etc.

Keywords: Repositioning, Human resources, Development, Sustainability, viability, economy

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Introduction

The creation of Ebonyi state on 1st October, 1996, marked her thrive for economic viability. Ebonyi State economic viability could be chronicled from three civilian governments that have ruled the young state with multiple ministries, agencies and parastatals created so far. It was the expansion of these work environments that orchestrated the demand for human resource development in Ebonyi state. Ibiam (2009) averred that the rate of school enrolment growth exceeded the rate of growth population which translates into significant improvement in the state literacy and outturn of highly skilled and professional manpower. The above contend that human capital could only be developed through educational training in order to make human capitals more skillful. The idea of managing or developing human resources originated with the emergence of the concept of family whereby parents train and development their children into different life endeavors capable of sustaining them economically in future (Ezeuzor, 2019). This is done by sending their wards into school from nursery to tertiary level where the children obtains the required basic academic qualification as a requisite to join labour market in order to satisfy their economic needs and in turn contribute his/her quota in economic viability of the society. A country's potential for economic robust is greatly influenced by its continuous endowment in terms of physical and human resources. In the realm of human resources, the physical size of its population and its level of national income per capita are important determinants of its economic potential. The physical resources include land, mineral deposits, climate, etc (Ogunleye 2010).

Kaizenlog (2006) has it that Human resource development came in the form of industrial welfare in 1830, in 1833 the factories act stated that there should be male factory inspectors following 1878 legislation to regulate the hours of work for children and women by having a 60 hour work. Human resource development is the combination of multi-dimensional efforts and activities that sustain and improve man's effort on current levels of economic performance and social welfare. The term human resource development envisages that the child once is able to express and comprehend communication, needs to be helped or enabled to understand socio - economic environment at varying stages. Human resource Development requires that those



actually in search of productive employment are made to be aware of the possibilities, the requirements for effective performance on the rank and file of workers employed. It would be recalled that the need to engage human capital at the barest (minimum) cost led the colonial administration to begin to groom Nigerians under the leadership of the Europeans through Departmental Training Programmes (Fafunwa, in Abdulkareem, 2012). Human Resource Development gained recognition when the colonial masters came with the fundamental objective of dominating and exploiting both human and material resources of the colony (Ogunleye, 2010). Nigeria commission was appointed with the specific tasks of speeding up the trained indigenous manpower to the colonial service. With the publication of the final report of the parliamentary committee on Nigerianisation of the public service in 1980, the standing committee on government's central authorities is charged with the responsibilities of training and development of civil service matters. These two bodies were inter-alia provided with general supervision, control and various training systems as may be possible. This made the petit bourgeoisie to develop indigenous personnel in all sectors of the economy to implement the various programmes of the government.

Bur (1992) the government's white paper on the Wolle's report is the first formal definitive guidelines on manpower or human resource development in the Federal Civil Service of Nigeria. However, during this time, trade unions started which led to the formation of first trade union in 1868 and the number of industrial welfare workers had also increased in Europe. Nigerian Development Forum (NDF) founded in September 2003, is Nigerian Development laboratory where Nigerians from the public and private sectors, meet annually to make input into Nigerian development programme (Ajimobi, in Ogundipe 2006). This was a national project initiated by the African Centre for Resource Studies, aimed at stimulating discussion of the more compelling challenges confronting Nigeria and its development today from the international perspective. Opute (2019) Nigeria woke up in the 21st century to a debt burden, underutilized human resources, a deformed public sector, vast unemployment, concentration of our commonwealth in the hands of few and massive inequality. Despite the significant progress in macro- economic policy reforms, still the economy severely lacks the fundamentals for sustainable development,



social progress and poverty reduction framework and now worsened by the current global economic downturn.

The essence of developing human resource potentials is to contribute his or her quota towards the actualization of organizational goal and as well acquire some skills, knowledge and competency to improve their living standard. This auspicious achievement seems to have been thwarted in the Ebonyi state Ministry of economic development due to bureaucratic corruption among the officials of the commission. This is one of the most serious obstacles towards sustainable economic viability in Ebonyi State. This reflects on the fact that high-ranked officials of government for their selfish end divert most of the resources allocated for economic development of the state without any moral justifications. Inadequate fund is inimical to the actualization of economic development of the state, that there is no adequate fund to provide necessary infrastructural facilities such public transportation, roads, public health, information communication and technology equipment and other training facilities to the public servants (Ogundipe, 2006).

A good policy vision and mission is a touch light in the darkest path in achieving any goal. The commission has not been able to develop a comprehensive clear-cut policy that would apply to all persons employed in the public sector in Ebonyi State so as to unify principles of personnel management – how and what staff to select, how to assess their work and determine salaries, how to stimulate them in other ways to maintain good quality of work in the state towards attaining sustainable economic development goals. Lack of clear-cut budgetary provision for human resource development is also a problem in Nigeria and in Ebonyi State Public Service. The 1999 constitution of Nigeria as amended in 2019 has not made any specific provision in Budget section of the constitution for the funding of workers training, development and acquisition of additional skills and provision of infrastructural facilities to the Public Service through ministry of labour and productivity. The constitution failed to provide a systematic collection of information and data so that the finances needed to support human resource development into public service can be projected. In human resource development, data is needed to create a new budget to include the number of employees projected for next year, benefits cost increases, projected turn-over rate, actual cost incurred in the current year, new



benefits/programmes planned and other changes in policy, business strategy, law or regulation that may impact costs. Finally, need assessment of organizations in Ebonyi State is very vital since it will project a balance in the assessing employees' priority thereby conforming to their demands. There is no systematic process for determining and addressing needs or gap between current condition and desire conditions or wants of Ebonyi State Public servants thereby understanding their priority issues. The economic development is undermined because the governments were unable to identify performance requirements and the knowledge, skills and abilities needed by organization such as ministries, parastatals, agencies etc workforce to achieve the economic goal of the state. The need assessment will address resources need to fulfill organizational mission, improve productivity and provide quality product and service delivery in the state. The broad objective of this study is to establish the relationship between Human Resource Development and sustainable economic viability in Ebonyi State. The researcher also concerned with the following specific objectives:

1. To examine how bureaucratic corruption has affected Human Resource Development towards achieving sustainable economic viability in Ebonyi State.
2. To ascertain the effect of inadequate funding on Human Resource Development on the sustainable economic viability in Ebonyi State.
3. To determine the extent lack of clear-cut policy on Human Resource Development has affected sustainable economic viability in Ebonyi State.

Literature Review

The development of human resources has been the focus of concern towards the sustainable economic viability of a state. This is owing to the fact that the economic growth or development of a nation depends on a degree of human capital development. If there is no adequate investment in developing the human capital which is the process of increasing knowledge, skills and the capacities of people in the country, the possibility of developing the nation's economy might be defeated. The term human resource development constitutes the totality of consumers for whom the economic bell tolls and whose welfare is the object of the pursuit of economic development (Yesufu 2020). Ndiomi in Ezeani (2003) summarized that the human resources of nation comprises of men and women, young and old who engage in the production of goods and



services and who are the greatest assets of the organization. Udo-Aka (1992) pointed that Human resource development focuses on training which emphasized on unfolding process and carries an implication of growth and maturation through the lowest formal education level to tertiary level and development of leadership skills and knowledge in commerce industry and public services. Ezeani in Ezeuzo (2019) supported this when he posits that: the people are the human resources and it constitute the source of supply for technical and professional skilled men who are germane for effective and efficient planning and implementation of development policies, programmes, projects and daily activities.

Harrison in Olusegun (2019) human resource constitutes the ultimate basis for the wealth of a nation's capital. Resources are passive factor of production, human beings are the active agent who accumulate capital, exploit natural resources, and build social economic and political organization. Clearly, a country which is unable to develop the skills and knowledge of its people and to utilize them effectively in the national economy will be unable to develop anything else. Human Resource Development at the macro level as observed by Anyanwu, Oyefusi, Dimowo and Oaikhenan in Ikeanyi (2018) is the process of determining the policies and programmes that will develop, distribute and utilize human resource with a view to attaining nation's broader goals of socio-economic development. Olusegun (2019) further posit that Human Resource Development is the process of developing the skill, knowledge and the capabilities of all the people of the society which are needed in the labour market for the production of goods and services. Ezeuzo (2019) has it that Human Resource Development is used to underscore a concerted effort to improve the talents, skills, endowments and capabilities of the people and how these are used to actualize the development aspirations of the society. The above assertion will help the enterprise meet its legal obligation and its social responsibilities towards its employees with regards to the conditions of work and quality of life provided for them. There is a strong correlation between the development of human resources and overall transformation of the society towards sustainable economic development. Ojo (1986) has eloquently shown that human resource development is a crucial ingredient in the process of actualizing the developmental aspirations. Ezeuzo (2019) averred that human beings are the active agents who accumulate capital, exploit natural resources, build social, economic and



political organization as well as carry forward natural development. Harbbison in Ndiomu, (1992) concluded that a country that is unable to develop the skill and knowledge of its people effectively in the national economy will continue to remain underdeveloped. Romer (1990) Human Capital is the key input to the research sector which generates the new product or ideas that underline technical progress. Education is the great engine of personal development. This was supported by Gyang (2019) when he averred that Assessment of the Labour Force and the market situations will also help to determine the strategic plans necessary for the development of human resources to develop the nation. He further state that Nigeria effort towards attaining the desired vision 20:2020 depends on the magnitude of its manpower planning and the level of economy of the nation. Economic development in Nigeria dated back to 1960. After the civil war, Nigeria government moved to resurrect the six year development plan inaugurated in 1962 (Adekinly 2018).

First National Development Plan chartered Nigeria's transition from an essentially agricultural economy to mixed economy based on agricultural expansion and limited industrial growth. New development plans were instituted in 1970 and 1975, by this oil economy has dominated agriculture. Series of national plan has been had in the country but the Nigeria Development Forum (NDF) founded in September 2003 is Nigeria Development laboratory where Nigerians from the public and private sector meet annually to make input into Nigeria development programme (Ajimobi in Okafor 2007). This was a national project initiated by the African centre for resource studies, aimed at stimulating discussion of the more compelling challenges confronting Nigeria and its development today from the international perspective. Opute (2019) "Nigeria woke up in the 21st century to a debt burden underutilized human resources, a deformed public sector, vast unemployment, concentration of our commonwealth in the hands of few and massive inequality. Despite the significant progress in macro -economic policy reforms, still severely lacks the fundamentals for sustained growth, social progress and poverty reduction framework, now worsened by the current global economic downturn.

Horkerts (2002) sees sustainable economic development as a development that meets the needs of the present without compromising the ability of future generations to meet their own needs. Human Resource Management and sustainable economic development, both aimed at balancing



economic prosperity, social equality and environment integrity. Babajide (2010) in his work “Influence of human resource development programmes on worker’s job security in industrial organization in Nigeria”, Observed that human resource development programmes is an alternative approach to human capital formation to job security among industrial workers. In the study, he adopted descriptive survey method. The objective of the study is to investigate the influence of human resource development programmes on workers’ job security in work organizations in Nigeria. The finding revealed that human resource development programmes have significantly influenced job security. He concluded that human resource development programmes are worthy of huge investment especially on the side of employer and the employer needs to shoulder the cost of human resource development programmes to ensure that training facilities are modernized and maintained so as to enhance competitive advantages on the side of the organization itself. He recommended that human resource development programmes will be given priority attention by all organizations in order to forestall job security for all levels of workers.

Daisi (2001) in his work entitled ‘the impact of human resource development on economic growth in Nigeria’: An empirical investigation, presented at Lagos State University, discovered that there is need to use co-integration and error correction mechanisms to determine the relationship between human capital formation and economic growth. Unit root tests conducted on key variables showed that they are stationary in their first difference, and are also co-integrated... the result further indicated that human resource development, measured by investment in physical capital is good predictor of economic development. The researcher used descriptive survey method. His major finding is that the growth of real per capital GDP is positively related to initial human capital proxies by 1960 school enrolment ratio. This was noted by Romer in Diasi (2001) human capital is the key input to the research sector which generates the new product or ideas that underlie technological progress. He concluded that human resource development evaluates the development net on economic growth and the rationale for development plan in most developing economies and ways of attaining Millennium Development Goals (MDGs) by 2020 in the host country. He recommended that government should be aware of crucial need to develop human resources in order to achieve economic and



social development. Adelina and Castro (2018) in their work “Sustainable resource use and sustainable Development”, carried out at Zentrum fur Entwicklungsforschung (ZEF), observed that the issue of development can be presented as improvement of State regulations through indirect pressure, better coordination between government and business sector and state conservation programme, research and implementation programmes for the use of appropriate human resource development that is effective towards addressing human needs. They adopted descriptive survey method in debunking their analysis. Their findings include: there is issues of renewable resource conservation for sustainable benefits to the human in the society, and large participation and national leadership are necessary for the successful strategic development plan. In this paper, they concluded that the need of the present without compromising the ability of future generations to meet their own needs was the first worldwide step towards recognizing that humanity has the ability in numbers and technology to improve their economic development.

They recommended that community members should be the driving force for sustainable quality of life for all members, now and for future generations and policy makers should be flexible and willing to modify their approaches according to changes in the environment, human needs and desires or technological advances. They further contend that what seems to emerge as supreme truth from this development vision would be synthesized as: technical development→ social development →human resource development. Economic development refers to the sustained, concerted actions of policy makers and communities that promote the standard of living and economic health of a specific area. It is also a quantitative and qualitative change in the economy. Mayor (2007) described sustainable economic development as efforts that seek to improve the economic well-being and quality of life for a community by creating and or retaining jobs and supporting or growing incomes and the tax base. He further states that for an economy to be sustaining, it must encompass the following;

1. Policies that governments undertake to meet broad economic objectives such as price stability, high employment expand tax base and sustainable growth, such effort includes; monetary and fiscal polices, regulation of financial institutions, trade and fax policies.
2. Policies and programmes to provide infrastructure and service such as high ways, parks, affordable housing, crime prevention, and educational programme and projects.



3. Policies and programmes explicitly directed at job creation and retention through specific efforts in business finances, marketing, and neighborhood develop, small business start - up and development, business retention and expansion, technology transfer, workforce training and real estate development. And this is the primary goals of economic development professionals. Akinleye (2012) Economic Development refers to adoption of new technologies, transition from agriculture – based to industry-based economy, and general improvement in living standards. Dudley (2012) the reduction and elimination of poverty, inequality and unemployment within a growing economy. Amartya (2013) averred that it concerned with improving freedoms and capabilities of the disadvantaged, thereby enhancing the overall quality of life. Moynihan and Allen in Ikeanyibe (2018) posits that the MDGs represents an ambitions set of Economic development targets established in 2020 and designed to meet as fully as possible by the end of 2015 is to eradicate extreme poverty and larger, achieve universal primary education, promote gender equality and empower women, reduce child mortality, improve maternal health, combat HIV/AIDs, malaria and other diseases, ensure environmental sustainability, and Develop a global partnership for development.

Loveridge and Morse (2012) as a sustained community effort to improve both the local economy and the quality of life by building the area's capacity to adapt to economic change. Ikeanyibe, (2018) posit that Economic Development involves sustainable increase in the productivity of individuals, business and resources to increase the overall wellbeing of residents and maintaining or even enhancing the quality of life. Ikeanyibe, (2018) contends that high quality of qualified global managers, as their knowledge and competencies are regarded essential for the attainment of sustainability in economic development of a nation. In the literature linking human resource development and sustainable economic development, how could the human resource executives manage future supply with qualified and motivated human resource? Romer (1990) pointed that human capital is a very important resource category for building a sustained economic development. Human resource development deals with two dimensional approaches: one important task is the exploitation or deployment of the personnel for organization competitive



advantage, but Gary (2019) explicitly pointed out that another vital task government should carryout is to identify resource gaps and to develop a firms' resource base.

Theoretical Framework

The theory considered suitable for this research work is Human Capital Theory. The theory was propounded by Gary Becker in 1969. The theory posits that human beings are the means to increase income and wealth of a nation. Human beings are inputs to increasing production. The theory reveals that the Higher the human capital formation due to good standard of health and education, higher is the per capita income of the nation. The theory further states that the process of human development is the strong foundation of a continuous process of economic development of the nation for a long period of time and was supported by Mohroum (2007) says that the macro-level, Human Capital Management is about three keys capacities via the capacity to develop talent, the capacity to deploy talent, and the capacity to draw talent from elsewhere. These form the backbone of any country's human capital competitiveness.

The theory has it that human resource development can be attained through health, education and standard of living. Since human Development Index (HDI) has life expectancy index, education index and income index as a component that are directly related to economic development of a nation. Human Capital Index is indicator of positive correlation between human capital formation and economic development. Human capital theory contend that there should be a stock of competencies, knowledge, habit, social and personality attributes including creativity, cognitive abilities, embodied in the ability to perform labour so as to produce economic value. The theory is summarized that human resource development can be transformed into human capital with effective inputs of education, health and moral values, thus achieving sustainable economic development of a nation. The relevance of this theory to this work is that if public servants are humanly developed in Ebonyi State by providing them with health facilities, education and good moral values, they will in turn contribute their inputs in achieving sustainable economic viability of the State.



Methodology

The researcher used descriptive survey design. The relationships between the variables (dependent and independent) were analyzed using regression analysis, correlation analysis and factor analysis. The dependent variables, 'Y' has one factor represented by 'A' with Economic viability (EV_1) in Ebonyi State. The independent variables (B) which is a proxy of Human Resource Development have factors represented by 'B' with component as bureaucratic Corruption (BCp_1), Inadequate Funding (IF_2) and Lack of Clear-cut Policy (LCP_3).

Mean, Variance, Standard Deviation and Coefficients of Variation of Questionnaire

Responses

Questionnaire	Mean	Variance	Standard Deviation	Coefficient of Items Variation
1.	4.4	3.87	1.97	44.77
2.	16	51.2	7.16	44.75
3.	21.6	93.31	9.66	44.72
4.	20	80	8.94	44.70
5.	17.6	61.95	7.87	44.72
6.	8	12.8	3.58	44.75
7.	6.4	8.19	2.86	44.69
8.	8.8	15.49	3.94	44.77
9.	19.2	73.73	8.59	44.74
10.	13.6	36.99	6.08	44.71
11.	12.8	32.77	5.72	44.69
12.	15.2	46.21	6.80	44.74
13.	9.6	18.43	4.29	44.69
14.	10.4	32.6	5.76	44.71
15.	11.5	19.7	6.23	44.65
16.	7.56	13.3	4.12	44.73
17.	6.02	8.25	3.01	44.78



18.	5.5	4.86	2.01	44.79
19.	20.1	83.6	9.06	44.80
20.	17.6	63.6	8.53	44.76
21.	18.6	69.23	7.67	44.73

Author's Computation 2024.

In order to eliminate possible errors, data collected were edited, coded and tabulated base on their frequency distribution. Also the mean, variance, standard deviation and coefficient of variation of the distribution were determined. Using the 5-point likert scale of 5, 4, 3, 2 and 1 used in the questionnaire responses, means score of 3 and above were rated as positive while those below 3 mean score were rated as negative., the dependent variables which is Economic viability (EV) has a mean score of 0.804, standard deviation of 0.142 and variance of 0.020. Corruption (CP), Inadequate Funding (IF) and Lack of Clear-cut Policy (LCP) are the independent variables in the research. They are account for a mean score of 0.706, 0.823 and 0.799 respectively and standard deviation of 0.154, 0.169 and 0.159 respectively.

Data analysis

Descriptive Statistical Analysis

Variables	Mean	Standard Deviation	Variance
ED	0.804	0.142	0.020
CP	0.706	0.154	0.024
IF	0.823	0.169	0.029
LCP	0.799	0.159	0.026

Author's Computation 2024

Table above explains the descriptive statistical analysis between the dependent variable and the independent variables using mean, standard deviation and variance. The descriptive analysis shows above indicates strong positive relationships human resource development and sustainable economic viability in Ebonyi State. The independent variables (Human Resource Development) and the dependent variable (Sustainable Economic viability) are aggregated and tabulated in SPSS for hypothesis testing. The techniques used are as follows: The researcher incorporates



factor analysis as criteria for validity. Confirmatory factor analysis is used for the measurement criteria based on other studies related to human resource development. The same method of analysis is conducted to identify the strongest underlying factor of the dependent variable sustainable economic viability in Ebonyi State. The Eigenvalues and sum of squares loadings for the factors are displayed.

Total Variance Explained

Variables	Initial Eigenvalues			Extraction Sums of Squared Loading		
	Total	% of variance	Cumulative %	Total	% of variance	Cumulative %
ED	0.317	5.280	100			
CP	2.396	39.929	39.929	2.396	39.929	39.929
IF	1.112	18.526	58.455	1.112	18.526	58.455
LCP	0.931	15.513	73.968			

Sources: Principle Component Analysis 2024

The results of principal component analysis indicate that, there are two factors whose Eigen values exceed 1.0. The Eigen value of a factor represents the amount of the total variance explained by that factor. The two factors identified in this study explain 58.45% of the total variance. The first factor explained 39.92% of this variance. Similarly, the second factor explained 18.52% of the total variance. The percentage of variance combines for succeeding variables to make up 100 % variance. The researcher incorporates Kaiser's criterion and Cattell's scree test to extract the first two factors. According to Kaiser's criterion, factors with Eigenvalues of 1.0 and greater than 1.0 are extracted for further investigation. Two factors are identified for the factor analysis using the Eigenvalue criteria. ($r=0.177$). The variables hold a positive correlation at a significance level of 0.05. The value shows that Lack of Clear-cut Policy (LCP) cannot help in sustainable economic development in Ebonyi State.



Correlation between Factors of Human Resource Development and Sustainable Economic viability.

Variables	Pearson Correlation (r)	Significance (2-tailed)
EV		0.013
CP	0.531	0.000
IF	0.604	0.000
LCP	0.177	0.031

R is Pearson Correlation Coefficient

Correlation is significant at the 0.05 level.

The empirical data associated with this regression results are as stated below;

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	0.232234	0.078055	1.376167	0.0000
CP	0.106182	0.056789	0.115231	0.0000
IF	0.284232	0.067426	0.342145	0.0000
LCP	0.373283	0.063214	0.444104	0.0000
R-squared	0.784647	Mean dependent var		12.22381
Adjusted R-squared	0.754352	S.D. dependent var		4.312310
S.E. of regression	3.528592	Akaike info criterion		5.563931
Sum squared resid	199.2153	Schwarz criterion		5.812627
Log likelihood	-53.42128	F-statistic		3.467704
Durbin-Watson stat	1.738021	Prob(F-statistic)		0.000000

Source: E-View 4.0

The estimation results reveals that the explanatory variables jointly account for approximately 78.46% change in mobile phone usage. The Durbin Waston statistic of 1.738 shows the absence of auto correlation. The estimation result shows that the variables- Corruption (CP), Inadequate Funding (IF) and Lack of Clear-cut Policy (LCP) are statistically significant in explaining the level of sustainable economic viability in Ebonyi State of Nigeria.



FINDINGS

1. Corruption, inadequate funding, lack of clear-cut policy is the major challenge of human resource development in Ebonyi State.
2. Human resource development has significant effect on sustainable economic viability of Ebonyi State.
3. Human Resource Development in the State ministry of economic development is a reliable channel for sustainable economic viability of the state.
4. There is no clear-cut policy on human resource development in Ebonyi state ministry of economic development
5. Sustainable Economic viability has not been fully achieved in Ebonyi State.

Discussion of findings

Analysis of the correlation matrix indicates that independent variables has a significant positive relationship with sustainable economic development ($r=0.203$). The positive result implies that human resource development has a significant effect on sustainable economic viability in Ebonyi State. The results also indicate that there is a strong, positive correlation between three variables: corruption, inadequate funding and economic viability in Ebonyi State ($r=0.531$ and 0.604). The result also shows that inadequate funding is found to have a high significant positive relationship with sustainable economic viability in ebony State ($r=0.604$). Furthermore, the results also show a relatively weak correlation between economic development and lack of clear-cut policy in Ebonyi State of Nigeria. Human resource development department was established by Ebonyi State Planning Commission as a reliable channel for sustainable economic development. In order to test the hypothesis, the study used linear regression analysis to find out the relationship and intensity for how each independent variable affect sustainable economic viability in Ebonyi State through human resource development. The dependent variable and the independent variables are aggregated for data analysis and are entered for regression analysis. The value of R squared (goodness of fit) is 0.785 or 0.79 approximately. The value of R squared shows the portion of dependent variable explained by the independent variables. The score for R squared is significant at 0.0001 level, which shows that the findings are statistically robust.



Conclusion

The high level of bureaucratic corruption in Ebonyi State ministry of economic development could not permit effective sustainable economic viability t in the State as a result of greed and poor avarices of the managers in the public sectors in Ebonyi State. Moreover, the policies of the state have not significantly contributed in developing human resource in the ministry, thereby injecting quacks that have no input to make in attaining sustainable economic viability of the State.

Recommendations

1. Government should develop and improve service delivery on health and education in order to produce skilled personnel that will fit the public service to attain sustainable economic viability in Ebonyi State.
2. The development of human resource should be a joint responsibility of the government at all levels, professional organizations, communities, individuals and the educational institutions through their various managerial skills.
3. There is need for a more egalitarian economic regression in the population growth in the aspect of fertility and mortality so as to promote the derived viable sustainable economy.
4. Government should discourage rural-urban migration by establishing relevant industries and essential amenities that aids life so that human resources hidden at localities will be effectively utilized.
5. Human resource development programmes should be given priority by the management of Ebonyi State Ministry of development in order to achieve sustainable economic viability of the state etc.



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