



# University of Nigeria

## Research Publications

<b>Author</b>	<b>NWOBA, Martin E.</b>  <b>PG/ M.SC/03/34172</b>
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**HUMAN RESOURCE TRAINING AND DEVELOPMENT IN LOCAL  
GOVERNMENT ADMINISTRATION: A CASE STUDY OF THE  
STAFFING PROBLEMS' IN EZZA NORTH LOCAL  
GOVERNMENT AREA OF EBONYI STATE.**

**BY**

**NWOBA, MARTIN E.  
PG/MSC/03/34172**

***PRESENTED TO***

**SCHOOL OF POST GRADUATE STUDIES,  
UNIVERSITY OF NIGERIA, NSUKKA,**

**FACULTY OF THE SOCIAL SCIENCES,  
DEPARTMENT OF PUBLIC ADMINISTRATION  
AND LOCAL GOVERNMENT.**

**JUNE 2005**

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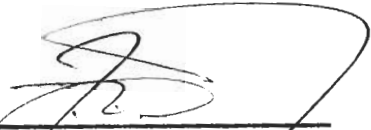
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**IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR  
THE AWARD OF MASTER OF SCIENCE (MSc) IN PUBLIC  
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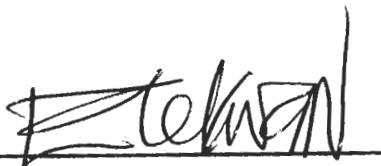
## CERTIFICATION

This research work has been approved for the School of Post-graduate Studies, University of Nigeria, Nsukka, Department of Public Administration and Local Government (PALG) and the Faculty of the Social Sciences.



**Prof. F.C. Okoli**  
(Project Supervisor & Dean,  
Faculty of the Social Sciences).

31/07/06  
**Date**



**Prof. N.N. Elekwa**  
(Head of the Department)

\_\_\_\_\_  
**Date**



\_\_\_\_\_  
(External Examiner)

29/08/06  
**Date**

## DEDICATION

This work is dedicated to the Eternal Glory of God; my parents, parents-in-law, and guardians, Hon. Sylvanus Egbere and Mrs. Agnes Agwu Egbere; Chief and Mrs. James Alaka; Mr. Innocent Nwoba and Hon. Nwke Ogbonnaya, for being God's wonderful gifts; and to my darling wife, Angela Onyema Nwoba, Hon. Raymond Okenwa Nnaji, Barrister Benjamin Nwokpoku, for being God's precious gifts.

## ACKNOWLEDGEMENTS

A long period of concentrated thinking, writing and re-writing, usually characterize a work of this nature. Such a period of intense intellectual activity could scarcely be possible without the enjoyment of good health. I want to publicly testify that God graciously granted His blessing in this respect.

To Him, therefore, I give the glory, honour and power forever and ever. Amen.

The completion of this work would have been impossible if not for the serious interest and commitment of my supervisor, Prof. F.C. Okoli; a man of vision, who has to look into this project line-by-line and page-by-page, making necessary corrections. It is largely due to his simple, yet serious disposition to life and work that this study was completed.

I say a big thanks to my Head of Department, Prof. N.N Elekwa, and also to the following, Dr. Nnadozue; Dr. Nwankwo, B.C; Dr. Onah, F.O; Dr. Ofuebe C.; Dr. Onah, R.C; and Dr. Oguonu, C; whose lectures and advice have aided me in this work.

I acknowledge, with immense gratitude, the professional services of Ngozi; Nneka and Abanni, all of Nnamdi Azikiwe Library, University of Nigeria, Nsukka, Library, and Enugu State University of Science and Technology Library, respectively. The quality of their services amply justified the confidence which the researcher reposed in them while writing this work.

Many thanks go to my typist, Miss Ani Ruth Ogcaghachukwu, of Cybermanic Computer Business Centre, 136 Agbani Road, Enugu State, for her good handwork.

Finally, I thank all the people who have contributed directly or indirectly towards the successful completion of the work. I am deeply grateful to them all.

## ABSTRACT

Human resources needs in Ezza North Local Government Area of Ebony State was investigated.

Various local government reforms, especially the 1976 reforms which recommended more responsibilities for local government councils and which formed section 7(1) and sub-section (2 (a & b) of the 1979 constitution, is analyzed. The increased responsibilities led to the need for skilled and competent workforce in the local government system. The question of training and development of local government human resources became an imperative action.

The methodology of this research was descriptive and exploratory. Data were generated through survey method and were influenced by three hypotheses. The data generated were analyzed and presented using percentages and chi-squares methods.

The major findings of the study showed that local governments have not fully satisfied their human resources needs.

The reasons for this deficiency were, namely, insufficient incentives for workers motivation, inadequate government funding, lack of technical competence and over politicization of the local government system.

The major conclusion of this study is that local government areas are having problems of human resources development in terms of skills, competence, motivation and dedication to study as a result of inadequate economic and materials resources for effective and efficient training of employees.

The study highlighted the need to motivate workers through various incentives, which would invariably boost their morale, and performance. There is the need for further studies on various tasks and responsibilities of local functionaries, with a view to designing training and development programmes to meet the present development needs of the Local Government.

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# CHAPTER ONE

## 1.0 INTRODUCTION

This research investigation focused on human resources management and the general administration of Ezza North Local Government as a unit of analysis. The study examined the staffing problems in view of the increased responsibilities posed by the 1976 Local Government reform. Human Resources Management deals with the problem of how to supply a specific organization with its human needs, hence Flippo (1976) defines Personnel Management as the planning, organizing, directing and controlling of the procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual and societal objectives are attained.

The research work was divided into five chapters. Chapter one deals with introduction; chapter two deals with literature review and methodology. Chapter three deals with Ezza North Local Government Area as an area of study. Chapter four deals with Data presentation and analysis, while chapter five is the summary of findings , conclusion and recommendations.

The data for descriptive analysis were based on empirical survey of Personnel Management activities in Ezza North Local Government Area.