

MANPOWER TRAINING AND SIMULTANEITY OF UNIVERSITIES IN RIVERS STATE, NIGERIA

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ABSTRACT

This study investigated the relationship between manpower training and simultaneity of universities in Rivers State. Participants for the study comprised 179 senior staff of three tertiary institutions – University of Port Harcourt, Rivers State University and Ignatius Ajuru University of Education. The research design for the study was the cross-sectional survey and the methodology was the triangulation methodology. The Spearman's rank order correlation coefficient was used in the test for the bivariate hypotheses of the study while the partial correlation was used in the test for the multivariate hypotheses. Results revealed that manpower training significantly impact on all three measures of goal simultaneity. Hence, all bivariate hypothetical statements were rejected. The study therefore concluded that manpower training can help organizations to effectively build up their human resource competencies and thus strengthen the capacity for institutions to pursue goals simultaneously. It was therefore recommended that the human resources development of universities should begin with identifying the actual challenges and experience of each context and the required skills, functions and behaviour required for effectively addressing these challenges.

Keywords: Manpower Training, Simultaneity, Human Resource Development

INTRODUCTION

In a bid to position the nation within the threshold of cutting-edge civilization, the Nigerian authorities has ploughed reasonable portions of its budgets into education, provided scholarships and presents to deserving citizens; but notwithstanding large authorities funding in education and the continual upward thrust in school expenses, Nigerian universities nonetheless go through so many setbacks. Evidence of those problems are manifested in the styles of decay, dilapidation of few current centers, and infrastructure, bad implementation of technologies and superficial exchange-oriented procedures (Ukpai, 2013). That is as classrooms are cited as being sub-preferred and grossly insufficient, traditional procedures to teaching and mastering persist even as the twenty first century techniques to coaching and gaining knowledge of, such as using net, computer systems, projectors, simulators and so on. Are conspicuously unavailable, and additionally the shortage of equipment specially for facts verbal exchange technology (ICT). Apparent from the stated troubles is the truth that during their pursuit for innovativeness and improvements to current systems and functions, maximum universities have been not able to effectively balance their desires and as such were tardy of their movements and behaviour with finances mismanaged and tactics acting to be overbearing. That is as new evolving generation creates turbulent adjustments within the global, which ends up in unpredictable commercial enterprise environments, in which alternate is as a substitute a rule than an exception (Kotter, 2007). The software of recent technology permits new emerging markets, that are extra international, fast paced and competitive. This leads to internal organizational techniques becoming extra complicated and one-of-a-kind needs clash (Lewis, 2000). Christensen (1997) argued that such demanding

situations aren't peculiar as there are numerous main companies that have didn't adapt to the turbulent market, as they haven't been able to alter themselves to rising disruptive technologies. Successful establishments often grow to be in a "success trap", in which wrong decisions are made and needs are not met, which cause eventual failure. Successful establishments often attempt to keep a consistent boom mainly through operational performance and a constant glide of improvements.

Even thru numerous efforts, most leaders or administrators regularly have a outstanding venture creating the required margins, in almost-none-existing-markets, that is frequently the case with rising generation. This leads to most companies focusing more on operational efficiency than on innovation (Christensen, 1997). Universities nowadays are predicted to maintain flexibility and ability to innovate, as different business groups do, and additionally to develop and end up extra worthwhile thru operational efficiency (Gavetti & Levinthal, 2000; Miles & Snow, 1978). March (1991) argued that organizational adaption is rooted in balancing exploratory and exploitative sports. Despite the fact that retaining a balance among exploration and exploitation is regularly mentioned in commercial enterprise literature because it creates paradoxical challenges for companies, it is but a surprisingly sensible and applicable concept to universities as properly. So that you can keep stability among exploitation and exploration, universities want to gain a nation of ambidexterity, a term this is used for managing paradoxical challenges in organizations (March, 1991).

Which will acquire sustained performance, universities ought to recognition on growing efficiency inside the each day work and management as well as innovative studies and development for the destiny (Smith & Tushman, 2005). The problem with preserving stability between exploration and exploitation is in particular due to the fact they require extraordinary capabilities and most often contradicts every different. Too much exploitation creates dynamical unimaginative environments, which prevents exploration (Sull, 1999; Benner & Tushman, 2002). In addition, an excessive amount of focus on exploration prevents agencies from being as efficient as feasible, which ends up in no longer completely capitalizing on current capabilities and strategies (He & Wong, 2004). Creating innovative services might also cannibalize on already existing functions and capabilities (D'aveni, 1994). Exploration and exploitation are also regularly competing with one and another for internal assets (March, 1991) as well as requiring unique organizational capabilities (Flynn & Chatman, 2001).

Purpose of the Study

The aim of this research is to investigate the relationship among human resource development and ambidexterity in universities in rivers country; that is to be executed on the basis of the subsequent goals:

- i. To decide the quantity at which manpower training influences goal simultaneity in universities in Rivers Kingdom

Research Question

- i. To what extent does manpower schooling have an effect on simultaneity in universities in Rivers nation?

Statement of the Hypothesis

The null hypothetical statements of the take a look at are presented as follows:

- Ho1: there may be no sizeable relationship among manpower schooling and aim simultaneity in universities in rivers state

Manpower Training

the second dimension of human useful resource adapted on this take a look at is manpower education. Education within the context of human assets development, commutes offering an worker with the skills he requires to allow him maintain and enhance on the contemporary task performance. This contrasts with improvement which alternatively means coaching or offering an worker with the talents he will require for destiny activity. Whilst academics are exposed to workshop, conferences, seminars which can be designed to equip them in present day trend within the teaching methodology in their diverse disciplines, it is known as schooling. Schooling is a kind of pastime that's planned, systematic and it consequences in enhanced stage of talent, understanding and competency that are necessary to carry out the paintings successfully (Gordon 1992). In step with Mathis and Jackson (2008), education is the method wherein human beings gather competencies to perform their jobs. The focal point of schooling is the activity or task as an example, the want to have performance and safety in the operation of particular machines or gadget, or the want for an powerful sales force to mention but some. Schooling is a scientific manner of altering the conduct, know-how, and or motivation of personnel in a course to growth organizational intention achievements (Glueck, 1982). Schooling has emerged as formal corporate function, crucial element of corporate approach, and is diagnosed as profession with wonderful theories and methodologies as agencies increasingly more well known the essential importance of employee increase and development, as well as the need of a highly professional staff, with the intention to improve the fulfillment and performance in their agencies (Bernatek, 2010).

To be able to obtain the desires and goals of tutorial structures, specially those in the context of growing nationalities such as nigeria, there may be need for group of workers expert education. Peretomode (2001) explains that personnel might also emerge as obsolete and rustic in the event that they do no longer update themselves with new paintings, strategies, competencies and information approximately their work, company and environment. The whole corporation may additionally grow to be rustic and out of date if it lacks a scientific method of usually developing and reviewing business enterprise skills. Schooling is as dynamic because the surroundings itself. This fact has an implication for the staff in service, the need to develop at the process and hold abreast with the chronic modifications within the activity which can be conditioned with the aid of adjustments within the environment in terms of clinical, technological and socio-cultural and monetary development. The deficiency in the training programme of maximum human sources desires to be remedied via a machine of team of workers training (Whawo 2013).

Peretomode (2011) highlighted the determinants of education as acquiring greater conceptual expertise, capabilities and abilities both in teaching regions and non-coaching areas, gain a high instructional or expert qualifications in college / company hierarchy, to satisfy up with the new adjustments in the instructional gadget, the brand new techniques, techniques and technological tendencies, to preserve the workforce inside the gadget, procure process safety. The authorities comes with unique regulations at distinct times. People who progressed themselves at the job have extra probabilities at the task, and additionally the presence of growing older team of workers and explosion of expertise has been mentioned that with age, humans suffer from faded validity, creativity and flexibility, body of workers may be assisted to remain or yet again end up colourful, essential, efficient and pertinent through personnel renewal interest, the declining price of mobility and high tenure density coupled with much less hiring new blood, the growing heterogeneity of body of workers within the machine.

Goal Simultaneity

The primary dimension of ambidexterity adapted in this look at is purpose simultaneity (Sanchez et al., 1996; Lewin & Volberda, 1999). That is as to stay possible ultimately, Nigerian universities should successfully manipulate the effectiveness of competence constructing and revolutionary research (Sanchez et al., 1996). Intention simultaneity within the context of this research refers to the purchase and development of human belongings and competency leveraging, even as at the same time increasing its studies horizon. A firm engages in competences leveraging whilst making use of its current competences to marketplace possibilities in ways that do not require qualitative modifications in the company's assets or competencies. Competence leveraging, in impact, the workout of one or more of a company's present alternatives for action created by way of its prior competence constructing (Sanchez et al., 1996). Heterogeneity of actions among companies in changing industries arises from route structured developmental paths of competences and differences within the ability of maintaining a mix of competence leveraging and innovation sports.

Those variations are decided through every firm's set of desires, by using its strategic common sense for attaining goals, and by using the way in which every company coordinates the deployment of sources in pursuit of established goals (Sanchez & Heene, 1997). Despite the fact that various studies on exploration and exploitation in addition to associated streams of studies have argued that corporations need to balance exploration and exploitation, few have empirically tested overall performance implications of aim simultaneity as a measurement of ambidexterity. Instead, previous studies has carried out the exploration-exploitation framework to contexts including strategic control, organizational trade, and innovation, and has tested dynamics among exploration and exploitation over time thru linking and de-linking era and consumer competences (Danneels, 2002), via organising exploration and exploitation alliances (Holmqvist, 2004; Koza & Lewin, 1998; Rothaermel & Deeds, 2004) or through business enterprise-environment coevolution (Lewin, Lengthy, & Carroll, 1999; Lewin & Volberda, 1999; Van Den Bosch et al., 1999).

Studies on organizational learning and trade have also generated a model of organizational model that link firm-stage exploration and exploitation to changes in the population of companies (Lewin, Long, & Carroll, 1999; Van Den Bosch et al., 1999). Lewin et al. (1999) outlined a model of employer surroundings co-evolution that links firm-stage exploration and exploitation to modifications inside the population of businesses. They taken into consideration companies, their populations, and their environments because the interdependent final results of managerial moves, institutional affects, and extra-institutional modifications. Furthermore, they argued that agencies growth, use up, or enhance their legacy thru the cumulative effect of their exploration and exploitation activities as mediated by means of their potential to carry out unrelated activities concurrently. Van Den Bosch et al. (1999) addressed this characteristic of simultaneity in organizational version and argued that a firm's such movements or objectives of goal simultaneity influences expectation formation and the exploration/exploitation course of corporations.

assets development. As human useful resource improvement is accountable for spotting the competitive benefits in organizational tradition, an business enterprise also can differentiate itself from its competition by means of attracting many awesome applicants and by means of selling itself as the nice corporation (Earl, 2002). 2. 6. 1 human useful resource improvement, ambidexterity and adaptive lifestyle

METHODOLOGY

Research design

Population

This look at adopted the census method which considers every member of the study given the size of the populace. Therefore this examine addressed the complete 193 key essential officials, deans and heads of departments from the 3 government owned degree-awarding universities in rivers state.

Data Tool

This examine applied both primary and secondary statistics. Given the selection of semi-based questionnaire, this take a look at adopted a qualitative sampling benchmark of fifty respondents close to saturation.

Data Analyses Techniques

the analysis of the quantitative data for this have a look at constituted of both descriptive and inferential statistical analysis, and as such the strategies to be adopted are stated as follows: frequencies and percent statistical techniques.

Spearman's rank order correlation coefficient: this device turned into utilized in testing the bivariate relationships between the scale of human resource development and the measures of ambidexterity at a 0.05 stage of significance.

the second set of hypotheses examined on this section is that which addresses the relationship among manpower education and ambidexterity. The analysis in this segment tested the extent to which manpower education – the second dimension of human aid development, affects on measures such as intention simultaneity, competence exploitation and innovation exploration. The result from the evaluation also serves to answer the associated research questions of the equal nature. The hypotheses are as follows

ho1: there's no huge relationship among manpower schooling and intention simultaneity in universities in rivers kingdom

Hypothesis for manpower training and intention simultaneity

	educateaim	make the most	discover	
spearman's rho	teach	correlation coefficient	1.000	.677** .432** .412**
	sig. (2-tailed)	.000	.000	.000
	n	179	179	179
goal	correlation coefficient	.677**	1.000	.379** .492**
	sig. (2-tailed)	.000	.000	.000
	n	179	179	179
exploit	correlation coefficient	.432**	.379**	1.000 .720**
	sig. (2-tailed)	.000	.000	.000
	n	179	179	179
discover	correlation coefficient	.412**	.492**	.720** 1.000
	sig. (2-tailed)	.000	.000	.N 179 179 179 179

source: survey results, 2019

The above illustrates the relationship between manpower schooling and simultaneity. The evidence from the check suggests that manpower education does considerably contribute towards goal simultaneity inside the universities of the look at (in which $r = 0.677$ and $p = 0.000$).

i. There is a sizable relationship among manpower training and aim simultaneity of universities in rivers state

Discussion of Findings

Manpower Education contributes significantly toward Simultaneity of Universities in Rivers Country

The evidence on the connection between manpower education and simultaneity exhibits the relationship amongs the variable to be giant, as a result all stated null hypothetical statement was therefore rejected. This is as manpower schooling is considered as the technique of enhancing the existing skills, information, publicity, and competencies in an character. Consistent with Saleem and Mehwish (2011) schooling is an prepared growth from the knowledge skills and sensations wished for staff contributors to execute correctly within the offered procedure, in addition to, to operate in underling state of affairs. Moreover, it additionally enhances the abilities of panel of personnel in very effective manner through motivating them and remodeling them in to well prepare and properly-mannered, that ultimately impacts the behaviour and innovativeness of agency.

Laing (2009) identifies manpower education as a trademark to decorate advanced capabilities, expertise, talents and outlook of the personnel that results in powerful performance of the employees. But, he adds one issue greater that it (education) extends the production of the agency. This corroborates the placement of Massod (2010) and Khanfar (2011) who argued that education is an energetic approach to allow person to utilize his capability and his capacity functionality. Schooling is most effective considered while people of an corporation seeking out advertising of rank. A few personnel prefer education to enhance expert competencies that assist them to paintings greater effectively. Expert training complements knowledge then otherwise (Kennedy, 2009).

Teacher education in universities is very essential for improvement of pupil's understanding and studying. Schooling is the backbone of any society, in particular that of growing contexts consisting of nigeria. Institutions invests within the training of their teachers or lecturers by developing the teachers' prospective in education methodologies and ways of make sure maximum outcomes through the machine. Those establishments are constantly including to broaden the instructor's abilities at essential degree (Shah and Rehana, 2011). Absolutely true first-class people connected with education may be without delay related to the development of the institution's potential for innovative research and stepped forward capability of the organization (Shah and Rehana, 2011).

CONCLUSIONS

This study specified that Manpower improvement is essential and contributes drastically closer to simultaneity of universities in Rivers State. The location of this study gives an expertise of the consequences of adopting and engaging in human manpower education, employee education the significance of those practices for effects together with aim simultaneity.

i. The practice of manpower training can help businesses to efficiently increase their human aid skills and for that reason beef up the capacity for establishments to pursue various dreams simultaneously, exploit present competency degrees within the organization, and also power the exploration of innovation and different possibilities through the establishments

RECOMMENDATIONS

The observe identifies manpower training as a sizable predictor of simultaneity of universities in Rivers nation. As such the following recommendations are stated consistent with addressing the human resources improvement functions of these establishments in view enhancing the purpose simultaneity, competency exploitation and innovation exploration of the colleges:

- i. The education of manpower within the universities should begin with identifying the actual challenges and experience of every context and the specified abilities, capabilities and behavior required for efficaciously addressing these demanding situations. Corporations have to consequently specify the approaches and forms wherein their workers may be advanced to satisfy with the necessities of purpose simultaneity, competence exploitation and innovation exploration
- ii. The schooling of the employee inside the universities ought to be based at the improvement of content material which gives current and applicable know-how to the ambidexterity desires of the corporation. On this way, worker education should consequently serve to bridge the space among information or learning and the utility of such inside unique context given the designated specification of what is required and tenable in the training of the personnel of the institutions

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