

INSURGENCY AND HUMAN CAPITAL DEVELOPMENT IN NIGERIA: REFLECTIONS AND ARTICULATIONS

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ABSTRACT: This paper examines insurgency and human capital development in Nigeria. The population of this study was 2013 respondents with a sample size of 334 respondents obtained using Yamane formulation. Data was collected using structured questionnaires administered to the respondents. The data collected was analysed using simple linear regression analysis with the aid of statistical package for the social science (SPSS). The major finding of the study revealed that there is significant effect between insurgency and human capital development in Nigeria. The study concludes that Boko Haram insurgency affects the performance and manpower planning of the tertiary institutions which lead to the lower productivity because some of the employees had to leave for other safer places. Therefore, study recommended that Government should address incessant attack by Boko Haram insurgency to improve the conceptual skills of employees in selected tertiary institutions in state and government should provide enabling environment through the provision of insurgency risk allowance and excessive load allowance to prevent the employees from leaving the tertiary institutions in the state.

1. INTRODUCTION

It is generally accepted that human capital plays a significant role in the development of any nation and as most nations who are abundantly blessed with natural resources may not adequately enjoy or appropriate same without enlarged stock of quality human capital. However, the difference in socio-economic development across the nations is attributed not so much to natural resource endowment but the stock of physical capital so also quality and quantity of human capital. Human capital development tends to improve the quality and goal attainment of employees which in turn lead to economic growth. Thus, importance of human capital to development cannot be over-emphasised as actions or functions of the government or the governed that would negate the advancement of human capital could impact on socio-economic development (Anumedu, 2010). Human capital is difficult to measure and define just like the way organization manages jobs, products and technology. This is partly because if valued employees have the organization, they take their human capital with them and any involvement the organization has made in training and developing those employees is loss. It is one of the most important requirements to ensure the sustenance and improvement of a nation at micro or macro levels. In a nutshell, human capital development is a continuous process from childhood to old age, and must for any society or organization that wishes to survive under the complex, challenges of a dynamic world (Igbaokemen and Odion, 2014). For so many years, Nigeria has had her fair share of socio-economic interruption, Boko Haram insurgency in the North-East, kidnapping and vandalization of oil installations in the East and South-South. Each and every one of these anti-social vices has disrupted economic activities in Nigeria. The aforementioned anti-social variables that affect the North-East, seems to pose greater challenges in the study area (Tukur and Ahmed, 2014). Insurgency seems to be a serious threat to human capital. The current Boko Haram Insurgent in the North-East geographical zone of Nigeria which originally a sectarian religious violence, has escalated into the terrorist activities with international linkages and affiliations, that makes it a relatively difficult for the Nigerian Government to crack. (Gilbert 2013). According to Ighomereho and Akpor-Oboro (2013), results in dearth in skilled labour, limits of people's ability to work effectively and the employee become a victim of attack thereby leading to the resignation of employee competent and experienced employees and fresh people do not want to go there for employment. In effect, in a situation whereby people migrate due to insurgency, it would undermine human capital development in that human capital development can only be achieved in an atmosphere of peace and stability. It is a known fact that Borno State has been worst affected by insurgency. At a particular point in time, Viable commercial activities in the state became epileptic of as movements people voluntary/involuntarily restricted. Vibrant employers and employees left the state to other

safer places; schools were shut down, it was also not easy for both staff and students of the institution as they bear the brunt of cross-fire between the soldiers and Jamaatul Ahlun Sannah li Dawati Wal Jihad (Boko Haram). This to some extent affects skills development of employees, increase the rate of turnover of employees as well as employee attitude to work as many senior staff and students had to leave for other safer schools elsewhere for fear of being abducted or killed. Though, many studies have been carried out on the insurgency in North-East of Nigeria such as Tukur and Ahmed (2014), examined the effect of insurgency on economy in Borno State. Oladoyo (2012), assessed the effect of insurgency on socio-economic in the North-East of Nigeria. Faed (2015) analysed the impact of Boko Haram insurgency on business entrepreneurship environment in North-East of Nigeria. Olowoselu (2015) conducted a study on effect of insurgency on Universal Basic Education in Borno State of Nigeria. Not much of such studies has focused on the effect of Boko Haram insurgency on human capital development in Borno State. Thus, leave a clear existing gap this work intends to fill.

Conceptual and Clarifications

The human capital of an organization consists of the people on whom the success of the business enterprise depends. Personnel and increasingly related with the possession of skills material Success is Skilled individuals can authorized a high salary in periods of high economic activity. Worldwide, unemployment level remains high while organizations have difficulty in filling vacancies that required specific experts. Human capital has been defined in various ways; the general definition given by the United Nations Economic Commission for Africa (UNECEA)2011) encapsulates global view on the concept. According to the commission the concept of human capital refers to the knowledge, skills, attitudes, physical and managerial effort required to manipulate capital technology, and land among other things, to produce goods and services for human consumption. Health field (2011) defined human capital development as a framework for helping employees develop their personal and organizational skills knowledge and ability. He further stated that, HCD include such opportunities as employee training, employee career development, performance and management development, coaching, monitoring, succession planning, key employees' identification, tuition assistance and organization development. However, Health field suggests that the shortage of skilled people can act as a limiting actor on individual, organization and on economy as a whole. It is in the interest of individual organization and nation to maximize its human resource by investing in the skills of its workforce, its human capital. Human capital is a crucial component of an organization's overall competitiveness. It can be argued that economic growth, employment level and availability of a skilled workforce are interrelated. Economic growth creates employments but economic growth partly depends on skilled human resources organization. According to Okojie (2013) human capital development is associated with investment in man and his development as a creative and productive person. Similarly, it is a continuum, a continuing process from childhood to old age, and a must for any society or enterprise that desires to survive under the complex challenges of a dynamic world.

Concept of Insurgency and the Causes of Insecurity

Insurgency is a political movement or effort with a specific aims and this movement makes use terrorism, guerrilla warfare or conventional to achieve its objectives (Ezenunle, Anozodo & Chadaue, 2014). Insurgency, therefore, involve the use of coercion to take control of a country by any illegitimate reasons; illegitimacy here means dubious of getting control of personal aggrandizement. They further suggested that government activities had come to stand still during insurgency in the affected states. Therefore, they asserted that financial resources which would have been used to develop the state were spent on controlling the areas of the insurgency. According to Thomas (2008), insurgency is best defined as an organized movement aimed at the overthrow or destruction of a constituted government through the use of subversion, espionage tension and armed conflict. The first and Very strong cause has to do with manipulation of religion (Ohiwere 2014). There is no doubt that those who took up the part of extremism sow its seed from manipulating and distorted religion teachings. However, the disconnect between government and the governed, the growing gap between the leader and the led has created a Space that made it possible for the ideas of taking over the space and propagating their murderous ideology (Imasuem, 2015). Furthermore, the global terror epidemic such as contagious terrorism in Yemen, in Afghanistan, in Somalia spread its covetous effect destroying lives and property. Therefore, all things happen because of poverty by the mind, poverty of education, poverty of pocket, all manner of poverty and disease (Egburomu, 2012). Bader (2015) stated that, when there exists wide gap between the rich and the poor, there comes a breaking point where there is bound to be a class conflict that materializes in various form of revolution such as Arab spring, Movement for the Emancipation of Niger Delta (MEND), Biafra and others. Similarly, Ogunrohta (2013), analyzed Boko Haram Insurgency from the point of view of class struggle between the ruling class and the ruled. He further stated that, it is a global capitalist system which creates imbalance and inequality. There are different opinion over the precise date and conditions under which the group that become known as Boko Haram was first established but a senior Nigerian Military officer has suggested that the group has existed in some form or another since 1995 (Onuoha, 2010). While others have written. hat it was founded

in 2003 or 2004. Adetiloye (2014), opened that the group attacked and destroy Churches, Mosques, Schools, Police Stations and private and public owned facilities.

Structural Violence Theory

This theory was postulated by Gatung (1969), the theory stated that some violence are avoidable but becomes inevitable due to deprivation of some basic human needs in the area of political, socio - economic and cultural structures because those suffering from this deprivation are linked with the variables mentioned above by structure which occurs a result of lack of human agencies which may make an action of a person's resources, similarly, structural violence exist when some groups, classes, genders and nationalist are assumed to have intact to have more access to good resource and opportunities than other groups. Classes genders, and nationalist the unequal advantage is built onto the vary social, political and economic system that governs societies, state and the world. The research adopts the structure violence theory. The justification for the adoption of this theory is that, it is generally believed that violence is caused by lack of basic necessities of life. If human being do not have livelihood, it will result in poverty, unemployment and inequality, If such situation persist the individual will feel deprived thereby resulting in violence and by extension will affects all strata of society and average workers skill and average workers, skill development will be hampered and organization will be experiencing turnover because there will be exodus of employees in search of jobs on non-violence places, and employees, attitude to work will be in a state of trauma and frustration.

Methodological Issues

The research work is restricted to the tertiary institution in Borno State, Nigeria. Three tertiary institutions were selected using stratified sampling. The population of the study was the 2003 staff of the three (3) tertiary institutions using stratified sampling technique. The institutions are: Ramat Polytechnic Maiduguri, Ibrahim Umar El-Kanemi College of Science and Technology Bama and College of Business and Administration Studies, Konduga, The sample size is determine based on Yamane formula 1966); i.e. $n = \frac{N}{1 + Ne}$ where n = sample size N population, e = error margin = 5%, 1 = constant, from the data given $N = 2003$, $e = 5\%$, $n = 2003 / (1 + 2003 (0.0025)) = 334$. Questionnaires were issued to the 334 respondents. The data was analyzed using special package for social science (S.P.S.S.) and the model was specified in line with the hypothesis that:

H₀: There is no significant relationship between Boko Haram insurgency and Human Capital Development in selected tertiary institutions in Borno State.

Table 1.1: Model Summary ^a

Model	R	R-Square	Adjusted R-square	Std. Error of the Estimate	Durbin Watson
1	0.811 ^a	0.804	0.75	2.99170	2.323

a. Predictors (constant), Boko Haram Insurgency

b. Dependent variable: Human Capital Development

Table 1.1 shows a strong correlation between human capital development and Boko Haram insurgency,

with an R-value of 0.8911 which is 89.11% the R-square value of 0.804 shows that 70.4% of the variability in human capital development is explained by Boko Haram insurgency. It indicates that there is positive correlation between Boko Haram insurgency and human capital development.

Table 1.2: Regression Coefficient ^a

Model	Understandardized Coefficient	Standard Coefficient	T	Sign
Constant	19.969 .351	1.001 .221	0.89	19.946 .000 .000

Source: S.P.S.S. Version 20.0

Dependent variable: Human capital development

Table 1.2: Shows that standardized beta weights of the coefficient and part correlation signifying the Correlation between human capital development and Boko Haram insurgency with a P-value < 0.05 implying that Boko Haram insurgency has significant relationship on human capital development of the Study area. Therefore, the null hypothesis which states that there is no significant relationship between Boko Haram insurgency and human capital development in selected tertiary institutions in Borno State.

Discussion of Results

Since the R-square value of (0.804) which represent 70.4% by which the variables explain the model fits of the data. However, T-value of the coefficient of regression is 1.590. Therefore, all variables from the table in responses to P-value of regression coefficient are all significant at 0.000 which is less than the alpha value of 0.05 i.e. $P < 0.000$ $P < 0.05$. This concludes that null hypothesis is rejected and the result shows that there is a

significant relationship between Boko Haram insurgency and human capital development in selected tertiary institutions in Borno State.

Conclusion Remarks

From the findings of the study, it clearly reveals that Boko Haram Insurgency has significant relationship between human capital developments in selected tertiary institutions in Borno State, All the indicators of human capital development (employee skill development, employee turnover and employee attitude to work) indicate the significant relationship between the performances of tertiary institutions in the State. It can be concludes that if insurgency is not curtail, it will affect the manpower planning and development of selected tertiary institutions. In addition to the output of such organization, employees had to leave for other safer place which affects the productivity of the tertiary institutions. The study concludes that employee attitude to work are related to how an individual feels and reacts toward his surroundings which results to not punctual in the work place.

Recommendations

Based on the findings of the study the following recommendations were made;

1. Government should address the incessant attack by Boko Haram insurgents so as to improve the conceptual skill of the employees in the tertiary institutions.
2. Government should provide enabling environment through the provision of various incentives, such as risk allowance and excessive load allowance to prevent the employees from leaving the tertiary institutions.
3. Government should be able to come up with policy toward the attitudinal change of the employees of the tertiary institutions through counseling.
4. Government should intensify effort to bring the Boko Haram insurgency to end because by so doing it would help reduce high level of turnover in the tertiary institutions.
5. In order to improve employee attitude to work, Government should be on top of insurgency, thereby creating an aura of peace and tranquility in which the employees would be willing to stay and contribute their best to the development of the tertiary institutions in the state.

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