

# Staff Training and Agro-processing Industry in Nigeria. A study of some selected Agro-industries in Nigeria

A.O. Ayo-Balogun, H.O. Al'Hassan-Ewuoso

*Department of Business Administration and Management, Federal Polytechnic, Ilaro, Ogun State, Nigeria*

DOI: <https://doi.org/10.51583/IJLTEMAS.2023.12701>

Received: 27 May 2023; Accepted: 29 June 2023; Published: 21 July 2023

**Abstract:** - Training and development is a continuous exercise which aim at developing competences and enhance the individual's capacity to contribute optimally to the development of the organisation. The aim of this study is to examine training and development as a means of driving agro-industry capacity in Nigeria. A survey research design was adopted for the study. The study was carried out in three states in southwest Nigeria. Multi stage sampling techniques was adopted to select 150 respondents in five Agro-Based industries (i.e. salt processing industry, production of flour, Maida and semolina, fruits processing industries, milk processing industries and seed processing and preservation industries). The necessary data were gathered with the aid of questionnaire distributed to 150 respondents in selected industries. The psychometric property (reliability and validity) of the instrument of data collection (questionnaire) were tested using Cronbach alpha and component factor analysis respectively. The data were analysed by means of simple linear regression with the aid of SPSS. It was revealed from the result of the analysis that there exist a positive significant relationship between Agro-processing industry and Training and Development in Nigeria. Hence, the study recommends that massive awareness should be made by Agricultural and Rural Management Training Institute in order to enhance agro industry capacity in Nigeria and the Training institute should run efficient and effective mandatory training programmes bi-annually.

**Keywords:** Agro- processing Industry, Capacity, Training, Development.

## I. Introduction

The people who create and function inside an organization are ultimately responsible for its efficacy and success. Therefore, in order for employees to effectively carry out their responsibilities and contribute to the achievement of organizational goals, they must have the necessary skills and knowledge. Organizations like educational institutions offer final training and development programs for the various levels of its staff in recognition of this fact. Human development has been shown to include training (Appiah, 2010). Expanding people's options is a process of human progress. These options are theoretically limitless and dynamic. However, at all levels of development, the three most important ones are for people to live a long time. To live a long and healthy life, to learn through education, and to have access to the resources required for a respectable quality of living. Many other opportunities remain unreachable if these fundamental options are not available (Raza, 2015).

It is now widely acknowledged that organizations need to increase productivity, and that this depends on effective and efficient training. Investment in training has further become vital in light of advancements in modern society. Thus, it is no longer possible to overstate the importance of staff training and development. However, it is now clear that businesses need to start staff development programs for their workers. These programs' absence frequently exhibits triad issues of ineptitude, inefficiency, and ineffectiveness. According to Kumaran (2021), training and development aims to develop competencies.

In order to support the progress of individuals and organizations, Okyirey & Okyirey (2016) hypothesized that the process of training and development is one that is ongoing in nature.

## II. Literature Review

According to the literature, there are differences and gaps in extension workers' abilities, knowledge, and skills (Quadros & Misango, 2017). Karim, et al. (2019) assert that there are issues with professional competency among agricultural extension employees globally as evidence for their assertion. In order to improve the capacities and efficiency of extension manpower, they advise planning, training, and management of human resources within businesses (Raza, 2015). Training on all fronts—physical, social, intellectual, and mental—is crucial to promoting employee growth in any firm and raising production levels. Therefore, In order to support the progress of individuals and organizations, Okyirey & Okyirey (2016) hypothesized that the process of training and development is one that is ongoing in nature. A contact that is pertinent to school administration can be added for training. However, knowledge is the capacity, expertise, comprehension, and information that each person must acquire in order to be able to act effectively and efficiently. (2008) Olaniyan & Ojo

Agro-industrialization is increasingly regarded by the United Nations as the factor propelling economic development. Agro-processing is the bridge that nations use to transition from manufacturing to agriculture. However, agro-industrialization encounters significant obstacles in many developing nations, such as poor utilities and infrastructure, unfavourable business environments, high start-up costs for the construction of manufacturing facilities, erratic raw material supplies, and a lack of regional and international competitiveness.

Crops, livestock, fisheries, and aquaculture are the 4 constituent sub-sectors of agriculture, and overall performance in every forestry. The area that saw the most enlarge ordinary used to be the agricultural subsector, which was once observed by means of the livestock, forestry, and fisheries sectors that experienced speedy growth after 1974. Currently, up to 85% of the agriculture sector's GDP comes from crops, whilst 10% comes from livestock, 4% from fisheries, and 1% comes from forestry. Comparatively, though the performance of fisheries has consistently accelerated over the past 50 years, the proportion of the crop sector has decreased up to the early 1980s. Despite this, Nigeria's agricultural economy continues to be dominated with the aid of the vegetation subsector. As a result, the overall performance of the crop sub-sector has played a big function in the developing overall performance of the agriculture sector. Given the abundance of evidence of low productiveness and vulnerable economic conditions, the best of agricultural growth is nonetheless in doubt and science transfer. It is therefore finished via placement of a man or woman within every other region of relevant work or organization. The effect is the acquisition of realistic and specialized skills.

Formal training is a kind of theoretical and realistic instruction that can be carried out inside or outside of an organization. In-house training is a term used to describe training that takes place within a company. In professionalized coaching environments like universities, polytechnics, and professional institutes, off-site training is conducted.

### **Methods of Development**

**Methods of Training:** Organizations have different concerns regarding education. Some of these problems are no longer solely based on necessity. Following is a summary of training's various influences:

**Administrative Strategy:** This is entirely dependent on the establishment of budgets and policies. Accordingly, officers are sent for coaching based on the amount of money available.

**Approach:** This is based on unrelated factors. Some organizations send workers on educational trips overseas in order to better their financial situation or their talents so they can find tightly-closed employment elsewhere.

**Political Approach:** Within the ranks of the agency, there are stress groups, loyalists, and managers' favorites who take advantage of their privileged positions to secure training chances ahead of their peers, who typically benefit from the training programs offered.

Approach to organizational improvement that takes into account departmental coaching requirements when choosing candidates.

**Systematic or entirely need-based training:** The entire basis of this decision-making process is the identification of educational needs. Companies use it as a tool for growth and development.

### **Staff Training and Development Versus Agro-Processing Companies**

Several workforce issues that impede maximum productivity can be resolved by training. Included are operational challenges with a human resources component. Any group, with the exception of non-except, line and staff, unskilled, skilled, paraprofessional, expert and lower, center, and higher management, may have these problems. These issues, according to Gunu et al. (2013), are different in nature, but they all have a solution that is needed to understand their appreciating backgrounds and specific recognizable objects of interest. further knowledge, skill, or expertise. These concerns span the entire organization and include desires to: • Boost morale, Improve the caliber of work, and Increase Productivity; • Develop new skills, knowledge, perceptions, and attitudes; • Use effectively new tools, machines, procedures, techniques, or modifications thereto; Reduce costs associated with waste, mishaps, employee turnover, tardiness, and absenteeism. Implement updated or new rules and policies, Combat obsolescence in capital administration, markets, products, technology, and other areas. Bring incumbents to the point where their performance meets the standard for overall job performance [100% of the time], advance replacements, gather candidates for advancement, improve manpower deployment, ensure management continuity, and ensure the survival and growth of the organization.

Human resource development and development compared to agricultural product processors: The goals of education and development are the same. Both enhance an individual's ability to optimally contribute to the development of an organization. The corporate and country aspects revolve around coaching and development. However, the development and development of human resources correspond to the growth of the organization through environmental adaptation and technological innovation. Framing opportunities are used as the organization grows and changes. In a complex organization like the agricultural industry that inherently

involves people, the level of employee training and improvement goes a long way in determining the effectiveness of the employee team and increasing productivity. Most employees may not have sufficient knowledge of the industry and some farmers are illiterate. This brightens up their ideas and helps them learn more about the latest developments in the track area. In other professions, post-qualification examinations are mandatory for professional higher education.

### Previous Studies and their Methodologies

Whitehead Zikhali (2017) investigated the impact of farm teams on worker education and farm productivity. A case from the Bubi district of Zimbabwe. Research the group you're looking for using the Bubi district as a case study, we investigate the impact of coaching and development of agricultural teams of workers on agricultural productivity in Zimbabwe. For this study, we chose a combined approach, using quantitative and qualitative strategies that complement each other. A sample of 30 agricultural extension workers (Agritex), 15 farmers, and 5 key informants was used in this study. The research unit conducted 30 questionnaires distributed to advisory staff, his two teams his discussions with farmers, and his five in-depth interviews with key informants. As a result, it was found that some guidance his workers were no longer coached and those who received training had not received sufficient training before. Authorities have not invested enough in human resource improvement programs to increase agricultural productivity. Regarding trained clusters, farmers are under-informed, severely impacting agricultural productivity. With this in mind, the Agritex chapter magazine recommends five compulsory education programs per person per year. Agritex sites must ensure that their employees have the right resources and expertise to improve agricultural productivity in Zimbabwe.

Olaniyan and Ojo (2008) investigated staff training and development tools necessary for organizational effectiveness. The desire to be more productive is ubiquitously recurring, and the realization that efficient and good training is key is less evident. The development of the modern world continues to require investment in education. The role of staff education and training can therefore no longer be overemphasized. Employee education and training is entirely based on the premise that a company needs to expand its employees' skills in order to grow. Training is the systematic development of knowledge, skills, and attitudes necessary for an employee to successfully perform a particular project or task. Agency recruits have a variety of skills, not all of which are relevant to the organization's needs. Staff need to be trained and improved so that they can work to bring the company to its expected goals. This is in contrast to the relative importance of education and improvement of all staff in relation to organizational effectiveness addressed in this paper.

### III. Research Methodology

A survey research sketch was once adopted for the study. The study was once carried out in three states in southwest Nigeria. A multi stage sampling techniques used to be adopted to randomly choose a hundred and fifty respondents in five Agro-Based industries (i.e. salt processing industry, production of flour, Maida and semolina, fruits processing industries, milk processing industries and seed processing and protection industries). The first stage concerned the use of simple random approach to pick 70 respondents from Salt and fruit processing industry from the listing of registered industries in southwest Nigeria. The second stage worried random choice of 50 respondents from Milk processing industries. Third stage worried random selection of 30 respondents from seed processing and renovation industry. In all, a total of 150 respondents have been used for this study. The fundamental statistics have been gathered with the useful resource of questionnaire allotted to 150 respondents in chosen industries. The population used to be restricted to Agro-Based industries in three states in southwest Nigeria. The psychometric property (reliability and validity) of the instrument of information collection (questionnaire) had been tested using Cronbach alpha and issue element analysis respectively. The information have been analyzed by using skill of simple linear regression with the aid of SPSS.

### IV. Results

#### Participants Bio-Data

Table 1: Agro-based industry staff Participants Bio data (n=150)

VARIABLES	Frequency	F (%)	Total
Gender			
Male	74	49.3	
Female	76	50.7	100
Educational qualification			
ND	5	3.3	
HND	19	12.7	

BSC	120	80.0	
OTHERS	6	4.0	100
Experience			
Below 10years	109	72.7	
10-25 years	14	9.3	
25years above	27	18.0	100
Agro-industry			
Fruit processing	35	23.3	
Seed processing	30	20.0	
Milk processing	50	33.3	
Salt processing	35	23.3	100
Age			
20-30 years	84	56.0	
31-40 years	66	44.0	100

As shown on table 1 above, the majority were female participants 76(50.7%) as compared to male participants 74(49.3%). Results also show that the majority of the workers were within the 20-30 years age group, mostly fresh graduate and young adult. On academic and professional qualifications, findings indicate that the majority of participants 120(80%) were Bsc holders. Nonetheless, about 3.3% were national diploma holders and key informant one, a manager, indicated that some of them were studying towards a Master’s programme. Information on table 1 also reflects that agro-based industry staffs ain’t experienced as the majority of them were below 10 years of service. In this regard, personnel training and development is a requirement in human resource management.

VARIABLE	RESPONSES			
	YES		NO	
Number	%	Number	%	
There are development programmes related to agriculture	88.0	132	18	12.0
There is an improvement on staff yields because of these training and development programmes	50	75	50	75
Staff are benefiting from these training and development programmes	63.3	95	36.7	55
Training and development programmes are sponsored	39.3	59	60.7	91
There is periodic agricultural training	77.3	116	22.7	34
Training and development programmes are adequate	53.3	80	46.7	70

**KMO and Bartlett's Test**

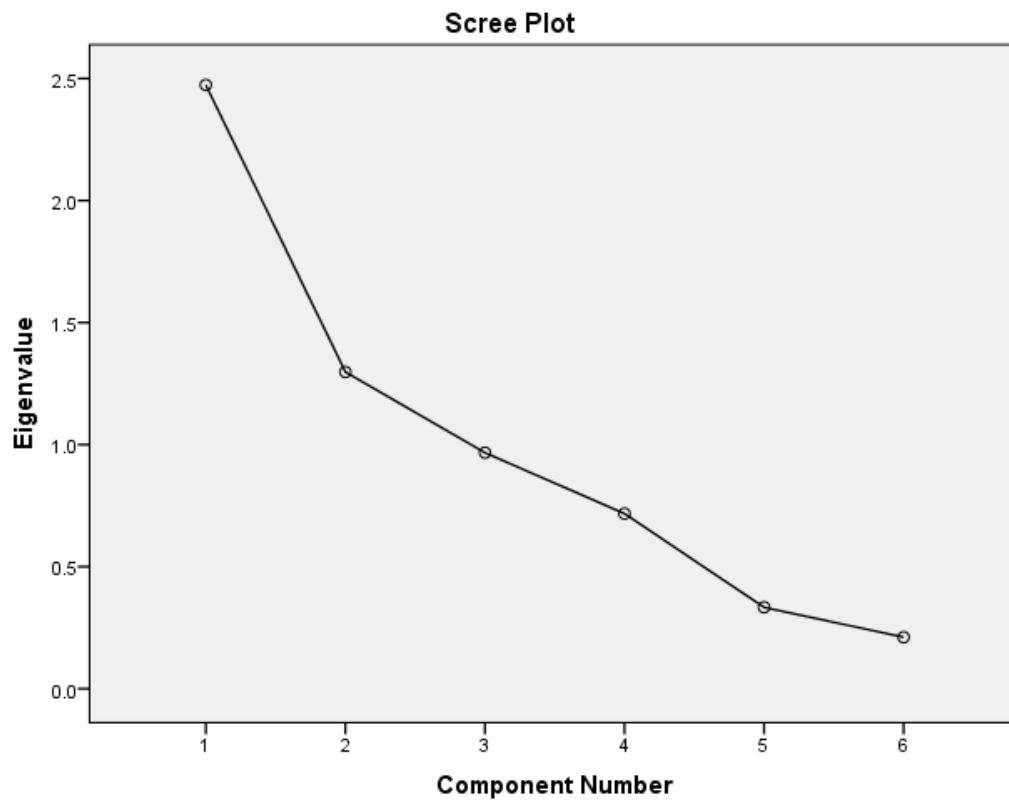
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.545
Approx. Chi-Square	271.048
Bartlett's Test of Sphericity Df	15
Sig.	.000

**Total Variance Explained**

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings <sup>a</sup>
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	2.474	41.229	41.229	2.474	41.229	41.229	2.473
2	1.298	21.628	62.858	1.298	21.628	62.858	1.298
3	.967	16.117	78.974				
4	.717	11.954	90.928				
5	.333	5.557	96.485				
6	.211	3.515	100.000				

Extraction Method: Principal Component Analysis.

a. When components are correlated, sums of squared loadings cannot be added to obtain a total variance.



**Structure Matrix**

	Component	
	1	2
there are development programmes related to agriculture	.229	.756
There is an improvement on staff yields because of these training and development programmes	.272	-.737
Staff are benefiting from these training and development programmes	.822	.328
Training and development programmes are sponsored	.823	-.213
there is periodic agricultural training	.675	.085
Training and development programmes are adequate	.733	-.149

Extraction Method: Principal Component Analysis.

Rotation Method: Oblimin with Kaiser Normalization.

**Component Correlation Matrix**

Component	1	2
1	1.000	-.002
2	-.002	1.000

Extraction method: principal component analysis.

rotation method: oblimin with kaiser normalization.

**V. Conclusion and Recommendations**

Overall, the study set up a considerable high-quality relationship between group of workers coaching and agro-processing industries in Nigeria. The learn about mounted and provided evidence that on the job education and personnel education design enhances employee potential to discharge their duties and this had wonderful influence on on overall performance of some chosen agro-processing industries (salt processing industry, production of flour, Maida and semolina, fruits processing industries, milk processing industries and seed processing and upkeep industries) in Nigeria and the recommendations are:

- i. Management should undertake an in-depth evaluation of the individual training wants and need to ensure that there is relevance to the real existence issues encountered in the working environment.
- ii. The employee must take section in the administration of certain education programs and the worker be made aware of the value of training which must have mutual values to the stakeholders.
- iii. The agro-processing industries need to pay larger attention to training as a key factor in reaching its objectives. The identification of group of workers training needs to be more cautious, quicker time and all inclusive.
- iv. During the identification of training, there is desires of attach importance to having the relevant experts. With regard to education readiness, businesses need to find some devices that desire to stimulate more personnel to participate in training. The education packages to be coordinated and cooperation between exceptional tiers of managers and hierarchical planning at the equal level.

**References**

1. Ali, J. (2014). Assessing the effect of training and development on employee performance at AngloGold Ashanti, Obuasi Mine (Doctoral dissertation), Kumasi, Ghana.
2. Appiah, B. (2010). Impact of training on employee performance: a case study of HFC bank (Ghana) limited. *Unpublished project work, Ashesi University College. Accra, Ghana.*

3. Gunu, U., Oni, E., Tsado, E. & Ajayi, O. (2013). Empirical study of training and development as a tool for organizational performance: case study of selected banks in Nigeria. Kuwait Chapter of Arabian *Journal of Business and Management Review* 2, (10).
4. Karim, M. M., Choudhury, M. M., & Latif, W. B. (2019). The Impact of Training and Development on Employees' Performance: An Analysis of Quantitative Data. *Nobel International Journal of Business and Management Research*, 3(2): 26-31.
5. Khan, R.A.G., Khan, F.A. & Khan, M.A. (2011). Impact of training and development on organizational performance. *Global Journal of Management and Business Research*, 11(7), 62, 68.
6. Kumar, D., & Siddika, H. (2017). Benefits of training and development program on employee's performance: A study with special reference to banking sector in Bangladesh. *International Journal of Research Granthaalayah*, 5, 77-88.
7. Kumaran K. (2021). The Impact of Training and Innovation on Organizational Performance in the Hospitality Industry in Malaysia: Job Satisfaction as Mediator. *European Journal of Human Resource Management Studies*, 5(2) 2601 – 1972.
8. Okyireh, R. & Okyireh, M. (2016). Experience of social media, training and development on work proficiency: a qualitative study with security personnel: *Journal of Education and Practice*, 7 (30).
9. Olaniyan, D. A., & Ojo, L. B. (2008). Staff training and development: A vital tool for organisational effectiveness: *The European Journal of Scientific*, 24(3), 326-331.
10. Quadros, D. V., & Misango, S. B. (2017). Effects of training on organizational performance: a study of AGGREKO international Nairobi, Kenya. *International Journal of Social Science and Economic Research*, 2 (8), 4316-4334.
11. Raza, I. (2015). Impact of training and development on employee performance. *European Journal of Business and Management*, 5 (28).