

Effect of Public and Private Firms on Professional Development and Employment Generation in South West, Nigeria

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Submitted: 25-05-2021

Revised: 01-06-2021

Accepted: 05-06-2021

ABSTRACT: Public and Private Firms (PPFs) are established to promote economic development (ED) and provide infrastructures for national development. The study examined the effect of PPFs on ED in the area of professional development (PD) and employment generation (EG). The research design used for the study was the survey strategy. A self-designed questionnaire was the tool used to collect information to achieve the objectives of the study. Simple descriptive and inferential statistics (One-Way Analysis of Variance) were used to test the hypotheses. The study showed the effect of PPFs on PD as inadequate professional technological development with a mean score 3.938, while crime rate among youths ranked highest in the EG category with a mean score 3.975. The study recommended the need for consistent review of technology techniques adopted by various professionals and proper professional development monitoring and evaluation and formulation of policies that will boost employment generation for the youths.

Key-Words: Public Firms, Private Firms, Monitoring and Evaluation, Project Management, Economic Development.

I. INTRODUCTION

Public and Private Firms (PPFs), especially in developing nations, contribute to regional or national economic development (United Nations, 2018). The firms are established to carry out some primary objectives that are beneficiary to the public service. The management of the PPFs are saddled with the obligations to achieve efficient service delivery to engender economic development. Moreover, Nicolas (2019) viewed professional development and employment

generation to be the process of better or improving the quality of life of a community, region or a nation. This involves setting of achievable goals and objectives such as social well-being, economic growth and sustainability. Aroge (2016) opined that, universal development has turned out to be increasingly pivotal as governments in developing nations, similar to Nigeria, think about how best to accomplish economic and social development in the age of globalisation.

However, Public firms (PuFs) on like private firms are those enterprises of an economy, established, controlled and operated by the government with clear goals and objectives to meet the needs of the citizens and to improve the nation's economy. Besides, private firms are non-governmental enterprises with a specific goals and objectives and vigorously pursuing the achievement of such goals. The management of both firms can put in place the needed strategies to meet the set goals. This has helped the employees to understand the focus of the firms and how to achieve the goals effectively (Helm and Tindall, 2009). Abubakar (2011) opined that public firms (PuFs) were set up out of craving to initiate strategically significant economic development which private firms or corporations had probably failed to pioneer or to function on a sufficiently expansive scale. The establishments of PPFs are also for the provision of basic and essential infrastructure and related services which are vital to economy competition such as electricity, gas, airports, and hospital. Notwithstanding, as these firms stand to be significant providers of infrastructure and for professional development, it is also a critical sector in employment creation (Helm and Tindall, 2009). Public and private firms

are to achieve the preeminent height of the economy and also the prime mover of the nation's innovative advancement. In view of the aforementioned assertions, Organisation for Economic Cooperation and Development, OECD (2004) opined that, in an era of expanding globalisation, developing markets, and extending firms sectors, governments have a reasonable procedure for determining which firms stay in government ownership and how they will add to accomplishing social, professional advancement, employment generation and finally economic development.

However, according to Abubakar (2011), public and private firms (PPFs) were the essential provider of social services and employment generation. This assertion has proven the roles of both firms in the economic advancement. Abubakar (2011) and Nwoye (2011) have contended that, the current discussion or study on firms are whether government firms have a task to carry out in economic development, what roles are they expected to played? Abubakar (2011) and Nwoye (2011) stated further that, PPFs must perform proficiently and successfully and where fitting, under economic situations, to exceed expectations. Daniel (2014) opined that, the reform agenda of both public and private firms are concerned with the management strategies, organisational structures, performance monitoring and feedback which should include exploring options of both firms' partnerships. Abubakar (2011); Nwoye (2011) and Daniel (2014) observed further that since the 1930s, and especially after World War II, quite numbers of public and private firms were established in both developed and underdeveloped nations. This is to address market deficits and capital deficiencies and advance economic development. It is also to decrease mass joblessness and to guarantee national power over the general course of the economy. For example, overwhelming enterprises, infrastructure and most governments depend on these firms or industries to build capital formation. Also, to produce basic goods at lower costs, create employment and eventually contribute to the economic development of the nation.

Daniel (2014) noted that, the rise in corruption, the executives wasteful aspects, overstaffing, without due respect to their economic reasonability were been practiced mostly by public firms, on like private firms. Many government regarded public firms as simple channels for employment creation, without necessary technical and financial assistance. This has constrained the

organisations' performance as significant employment players in the country's development. Notwithstanding the management shortfalls, many public firms likewise experienced technological deficiencies.

The administration of public and private firms (APPFs) is inventive management practice that will in general accomplish specified objectives within specific period and budget limits through maximum use of resources. Firms' management helps in putting their limited resources in the most ideal path possible and this will as well help in order to achieve recurring success and meeting the expectations of stakeholders among others. Olateju, Abdul-Azeez and Alamutu, (2011) noted that, APPFs set out on various ventures with the priority of creating, promoting new service and improving the practical proficiency of the existing ones. The administrations of the firms do not only depend on technical expertise but require proper, effective strategies and skills. It additionally includes good and sound skills to oversee restricted budgets, monitor schedules and unpredicted results (Olateju et al., 2011). The utilisations of project management practice in both public and private sectors (PPSs) have been distinguished as a productive methodology which would help in upgrading the management capacities. It will also empower both sectors to proficiently complete projects and achieve developmental goals (Arnaboldi, Azzone and Savoldelli, 2004). Olateju et al., (2011), further expressed project management as the art and science of planning, designing and overseeing work all through the periods of the project life cycle. It is additionally viewed as a framework or procedure of arranging, designing, scheduling, managing and controlling interconnected project activities so as to accomplish explicit goals within a particular time, budget and principles (Lewis, 2007). The uses of present day project management strategies and procedures in PPFs have incredible impact on public institutions. Arnaboldi et al., (2004) found that, the application of project management techniques in public sector became imperative because of the pressure on governments to relinquish bureaucratic organisation for leaner structures.

Public and Private firms embark on economic and social developmental projects to address the needs of the citizens, government and the stakeholders (Nigel, 2002). Nigel (2002) further buttressed the position of stakeholders in PPFs as groups or individual who have a personal stake in the firm or their projects. It is essential that the

objectives of PPFs be defined even at the underlying stage. The essential objectives are typically measured in respect to time, cost and quality. It is conceivably possible to meet one or two of the essential objectives of the projects or meeting all the three. Alan, (2019) and Nigel, (2002) opined that, the collaboration of the project in respect to the primary objectives of any firm should be a matter of priority. In spite of the previous economic plans and various strategies adopted by the Nigeria government at one time or the other, there were many under development and a lack of infrastructure in many parts of Nigeria (Babalola, 2014; Uma, Eboh, Obidike and Ogwuru, 2013). In view of this, Zuofa and Ochieng (2012) recommended that infrastructural works such as road construction, rehabilitation of public firms, dams, provincial water supply and other infrastructure projects which bolster development should be basic in Nigeria.

II. STATEMENT OF THE PROBLEM

The performance of both Public and Private Firms (PPFs) in the area of professional development and employment generation were below expectation as clamored by the citizens in various states in Nigeria, particularly in South West, Nigeria (Ewa, 2013). Moreover, studies were carried out on certain public and private enterprises by certain researchers. However, Osakwe (2010) examined the nature of Nigeria's development procedure that is required to contribute to the moderate pace in poverty decrease, innovative improvement, infrastructure and joblessness decrease in the country. Makinde, Fajuyigbe and Ajiboye (2015) examined Nigerian Textile Industry, an apparatus for actualising economic security and national development. Makinde et al., (2015) put together their findings with respect to historical approach instead of scientific. Besides, there seems to be insufficient research works that collectively assessed the PPFs on professional development and employment generation in South West, Nigeria. This study has been able to bridge the gap by surveying the circumstances and end results of PPFs on the two areas: professionals' development and employment generation.

The specific objective of the study is to investigate the effect of the public and private firms (PPFs) on the professionals' development and employment generation in South West, Nigeria.

III. RESEARCH HYPOTHESES

For the purpose of this research, the following null and alternate hypotheses were formulated:

Ho₁: There is no significant effect of PPFs on the professionals' development and employment generation in South West, Nigeria: and

Hi₂: There is a significant effect of PPFs on the professionals' development and employment generation in South West, Nigeria.

The study area was South West Nigeria, which comprises of the accompanying states: Ogun, Oyo, Osun, Ondo, Ekiti and Lagos. The study area was chosen in light of the fact that, public and private firms needed for the study were prevalently accessible.

IV. METHODOLOGY

A self-designed questionnaire was the tool used to collect information for the achievement of the objectives of the study. Both simple descriptive (frequencies, percentages, means, and standard deviation) and inferential statistics such as One-Way Analysis of Variance for testing the hypotheses were used for the data analysis.

The sample size was obtained using unlimited population formula and is given by equation (1) as suggested by Bill, (2004)

$$n = \frac{p(1-p)z^2}{e^2} \quad (1)$$

where:

z = the standard normal cumulative distribution function

n = required population size of the respondents

e = level of significance at 5%, or confidence interval expressed as decimal e.g 0.05 (is also the error margin).

p = the percentage of population based on choice and expressed as decimal

Take the z value of 1.96 for confidence level at 95% from Standard Normal Cumulative Probability Table, (Bill, 2004), then using equation (1), the value of ' n ' is computed as follows:

$$n = \frac{(1.96)^2 * 0.5(1-0.5)}{(0.05)^2}$$

$$n = 384.16$$

A sample size of 400 respondents was established suitable. Therefore, four hundred (400) copies of questionnaire were distributed using purposive sampling technique, out of which 388 questionnaires were returned, representing a response rate of 97.0%. However, sixty (60) copies of questionnaire were distributed through purposive sampling technique to the respondents in each of Oyo, Osun, Ondo and Ekiti states, while eighty (80) copies each were distributed to the respondents in Ogun and Lagos states respectively.

The respondents include: Engineers, Builders, Architects, Quantity Surveyors, Consultants, Contractors, Project Managers, Civil Servants and General Public.

revealed the respondents' profession such that, among the 388 respondents, 26.5% (103) were engineers, 25.0% (97) were civil servants, 15.5% (60) were from the general public, 7.0% (27) were builders, 6.4% (25) each were quantity surveyors and project managers, 5.2% (20) were consultants, 4.6% (18) and 3.4% (13) respectively were architects and contractors.

V. RESULTS AND DISCUSSION

The demographic information of the respondents is shown in Table 1.5.1. The Table

Table1: Background Information of the Profession of Respondents

Background	Categories	Frequency	Percentage
Profession of Respondent	Engineering	103	26.5
	Building	27	7.0
	Architecture	18	4.6
	Quantity Surveying	25	6.4
	Civil Servant	97	25.0
	General Public	60	15.5
	Project Manager	25	6.4
	Consultant	20	5.2
	Contractor	13	3.4
Total	388	100	

Source: Author's Field Work (2019)

Table 2, showed the effect of PPFs on professional development. The results of the data analysis indicated that inadequate professional technological development ranked highest effect with a mean score of 3.938, followed closely by

low professional monitoring and evaluation (3.904) and unsustainable professional practices (3.899). It shows that all the identified factors were significant to the effect of PPFs on professional development.

Table2: Effect of PPFs on Professional Development

Effect	Mean	S.D.	Rank
Inadequate professional technological development	3.938	1.106	1
Low Professional monitoring and evaluation	3.904	1.040	2
Unsustainable professional practices	3.899	1.149	3
Inadequate knowledge management	3.880	1.126	4
Low professional productivity	3.847	1.121	5
Lack of professional experiences	3.781	1.280	6
Lack of industrial attachment trainings' placement	3.773	1.208	7

Source: Author's Field Work (2019)

The result in Table 3, showed crime rate among youths, which is ranked highest in the employment generation category in the effect of PPFs with a mean score of 3.975, poverty among

the citizenry (3.946), while rate of kidnapping (3.837). It is observed that all the effect were highly significant to the employment generation.

Table3: Effect of PPFs on Employment Generation

Effect	Mean	S.D.	Rank
Crimes rate among youths	3.975	1.203	1
Poverty among the citizenry	3.946	1.105	2
Rate of kidnapping	3.837	1.174	3
Political thuggery among the youth	3.699	1.144	4
Militancy	3.660	1.146	5
Human trafficking	3.603	1.201	6
Prostitution among young girls	3.530	1.238	7
Late marriage among the youths	3.440	1.289	8
Pre- mature death	3.432	1.219	9
Unwarranted high blood pressure among the young citizens	3.327	1.215	10

Source: Author’s Field Work (2019)

The Hypothesis

The result of Table 4, indicated that there is significant difference among the respondents’ perception of the effect of public and private firms on professional development among the different states in South West, Nigeria. The Table showed

that the calculated critical value of a one-way ANOVA 67.777 is greater than the critical table value of 6.12, then, the null hypothesis (H_0) was rejected while alternate hypothesis (H_1) was accepted.

Table 4: One-Way Analysis of Variance for Effect of PPFs on Professional Development

State	Mean	S.D.	F	Sig.
Ogun	3.837	0.125	67.777	0.000***
Oyo	4.391	0.070		
Osun	4.297	0.154		
Ekiti	3.867	0.117		
Lagos	3.574	0.129		
Ondo	3.381	0.149		
Total Average	3.891	0.384		

Critical Table value= 6.12

Source: Author’s Field Work (2019)

Note: S.D. = Standard deviation; Sig. = significance level; ***ANOVA is significant at the 0.001 level (2-tailed).

Table 5, also indicated that there is significant difference among the respondents’ perceptions of the effect of public and private firms

on employment generation among the different states in South West, Nigeria. It showed that since the calculated critical value of a one-way ANOVA 9.113 is greater than the critical table value of 5.51, the null hypothesis (H_0) was rejected while alternate hypothesis (H_1) was accepted.

Table 5: One-Way Analysis of Variance for Effect of PPFs on Employment Generation

State	Mean	S.D.	F	Sig.
Ogun	3.603	0.129	9.113	0.000***
Oyo	3.976	0.220		
Osun	3.782	0.422		
Ekiti	3.888	0.366		
Lagos	3.460	0.234		
Ondo	3.207	0.339		
Total Average	3.653	0.392		

Critical table value=5.51

Source: Author’s Field Work (2019)

Note: S.D. = Standard deviation; Sig. = significance level; ***ANOVA is significant at the 0.001 level (2-tailed).

Post-Hoc Tests for Effect of PPFs on Economic Development

Professional development category was presented in Table 6. The results indicated significant differences in the responses between Ogun and Oyo States (mean diff. = -0.554, p = 0.000), Ogun and Osun States (mean diff. = -0.460, p = 0.000), Ogun and Lagos States (mean diff. = 0.263, p = 0.000), Ogun and Ondo States (mean diff. = 0.457, p = 0.000); between Oyo and Ekiti

States (mean diff. = 0.524, p = 0.000), Oyo and Lagos States (mean diff. = 0.817, p = 0.000), Oyo and Ondo States (mean diff. = 1.011, p = 0.000); between Osun and Ekiti States (mean diff. = 0.431, p = 0.000), Osun and Lagos States (mean diff. = 0.723, p = 0.000), Osun and Ondo States (mean diff. = 0.917, p = 0.000); between Ekiti and Lagos States (mean diff. = 0.293, p = 0.000) and Ekiti and Ondo States (mean diff. = 0.486, p = 0.000).

Table 6: Post-Hoc Tests for Effect of PPFs on Professional Development

State		Mean Diff.	Std. Error	Sig.
Ogun	Oyo	-0.554	0.068	0.000***
	Osun	-0.460	0.068	0.000***
	Lagos	0.263	0.068	0.000***
	Ondo	0.457	0.068	0.000***
Oyo	Ekiti	0.524	0.068	0.000***
	Lagos	0.817	0.068	0.000***
	Ondo	1.011	0.068	0.000***
Osun	Ekiti	0.431	0.068	0.000***
	Lagos	0.723	0.068	0.000***
	Ondo	0.917	0.068	0.000***
Ekiti	Lagos	0.293	0.068	0.000***
	Ondo	0.486	0.068	0.000***

Source: Author’s Field Work (2019)

Note: Sig. = significance level; ***ANOVA is significant at the 0.001 level (2-tailed); **ANOVA is significant at the 0.01 level (2-tailed).

Table 7, presented employment generation category. The Table indicated significant differences in the responses between Ogun and Oyo States (mean diff. = -0.373, p = 0.000), Ogun and Ondo States (mean diff. = 0.397, p = 0.000);

between Oyo and Lagos States (mean diff. = 0.516, p = 0.000), Oyo and Ondo States (mean diff. = 0.770, p = 0.000); between Osun and Ondo States (mean diff. = 0.576, p = 0.000); and between Ekiti and Lagos States (mean diff. = 0.428, p = 0.000), and Ekiti and Ondo States (mean diff. = 0.682, p = 0.000).

Table 7: Post-Hoc Tests for Effect of PPFs on Employment Generation

State		Mean Diff.	Std. Error	Sig.
Ogun	Oyo	-0.373	0.135	0.008**
	Ondo	0.397	0.135	0.005**
Oyo	Lagos	0.516	0.135	0.000***
	Ondo	0.770	0.135	0.000***
Osun	Ondo	0.576	0.135	0.000***
Ekiti	Lagos	0.428	0.135	0.003**
	Ondo	0.682	0.135	0.000***

Source: Author’s Field Work (2019)

Note: Sig. = significance level; ***ANOVA is significant at the 0.001 level (2-tailed); **ANOVA is significant at the 0.01 level (2-tailed).

VI. CONCLUSION AND RECOMMENDATIONS

The study concluded that, public and private firms (PPFs) were primarily established to promote and advance economic development (ED)

by enhancing professional development (PD) and employment generation (EG) that were considered to be the bed rock to both regional and national development. The study provided meaningful insight into the assessment and evaluation of the effect of PPFs on the PD and EG. Moreover, the findings from the study also conclude that PPFs serve as one of the major employers of labour for the region and the whole nation at large. Conclusively, the study has proved that PPFs stand as one of the most suitable firms to acquire the needed professional practical experience for both young and old professionals in the field of production and other relevant professions across the South West, Nigeria.

The study recommends that,

1. There is need for consistent review of technology techniques adopted by various professionals.
2. Proper professional development monitoring and evaluation.
3. Effective sustainable professional ethics practice should be imperative and strictly enforced.
4. PPFs should formulate policies that will boost employment generation for the youths and finally,
5. Propose sustainable PPFs and communities partnership to reduce poverty among citizenry as this will minimize the rate of kidnapping.

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