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HUMAN CAPITAL DEVELOPMENT AND LOCAL GOVERNMENT SERVICE DELIVERY IN EBONYI STATE: A STUDY OF SELECTED LOCAL GOVERNMENTS

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Abstract

This work titled Human Capital Development and Local Government Service Delivery in Ebonyi State: A Study of Selected Local Governments was undertaken based on the poor performance of local government in Nigeria despite several efforts made by the successive governments to make the third tier effective and efficient. The broad objective of the study is to assess human capital development and local government service delivery at the grassroots in Ebonyi State, Nigeria. The study adopted a descriptive survey design, simple random stratification technique was adopted; three hundred and fifty (350) sample size was drawn from the total population of 994.412 using Taro Yemane formula (1967) and Bowley's proportional allocation was utilized. Human capital theory propounded by Schultz in (1993) was adopted as a framework of analysis. The study revealed the following to include: that the available trained manpower has not significantly improved healthcare delivery, that trained manpower has not been properly used to sustained education, that the method of training manpower has influenced agriculture at the local government level and the trained social workers has not been adequate to improve social welfare at the local government level in Ebonyi State. Arising from the findings, the study recommended the following: That adequate provision for the training of the staff, that those that have undergone training should

be placed at the proper place of the skills, that competent firm should be engaged for the training of staff and the 10% recommended to be set aside for the training of staff should implement to encourage training and development of manpower at the local government level in Ebonyi State. The implication of not properly engaged the manpower in effective training and poor utilization of the trained ones has contributed to undermined the performance of local government, therefore, if there an effective measures put in place to engage in manpower training and proper utilization of the trained manpower, the service delivery at the local government level will surely improve.

Keywords: Human Capital Development, Service Delivery, Performance, Local Governments

Introduction

Human capital development towards service delivery remained at the top in global agenda especially in developing countries of Africa and Nigeria (Ugbo, 2009). Human capital (HC) as a concept is defined as an aggregate of knowledge, skills, abilities, and competencies, acquired by an individual(s) through various areas of formal and informal education ready for productive activity for the benefit of individuals and organization (Fagboungbe,2008). Human capital development can be referred to as sum total activities designed for the recruitment, supporting, investing on people through formal and informal education including teaching, train ing, coaching, mentoring the productive acti vities(Fagboungbe,2008). Human capital is seen as the fundamental basis for economic development of any society; other factors of production materials like machines and eve n money are worth less without it (Onah, 2007).

Historically, the idea about human capital can be trace to Adams Smith in the 18th century, though; the modern theory of human capital is associated with Gary Becker, an economist. In developed countries like United States of America, Britain, Japan and China, the formation of human capital has had tremendous effects on their economies collaborated with technological advancement (Todaro and Smith, 2003). Unlike in developing countries of Africa, Nigeria inclusive, where the formation of human capital is low which by its implication has pose challenge to the economies and technological advancement on the living standard of people therein (Hang and Zhuang,2011). Developing countries with colonial experience like Nigeria experienced vacuum with the departure of the colonialists and this resulted in high demands for educated and trained staff to take over the governmental functions. Most of local people that served under colonial administration were made up of untrained, poorly educated and handpicked personnel.

Nigeria has always been located at the bottom line at the human capital index over the years. The report from the Human Development Index revealed that Nigeria ranked 152 out of 185 countries rated in the 2014 among the developing nations of the world, placed Singapore at 9, Malaysia at 62, Thailand 89, India 135 and in Africa, Tunisia is ranked 90, South Africa 118, and Ghana 138 (HCDI, 2014). The indices considered in the ranking include: economic performance (Gross Domestic Product (GDP), Gross National Product (GNP), per capita income, life expectancy, literacy rates, water, nutrition and sanitation status, health risks and technology diffusion (HCDI, 2014). In view of the foregoing, it is obvious that there exists a correlation between human capital and service delivery in any given nation. Service delivery is refers to as those services provided to the citizens by the government. Such services include healthcare, good road network, electricity, portable drinking water, modern education, modern-markets, social welfare and environmental sanitation (Olusola, 2011).

For the service delivery being effectively and efficiently provided, adequate stock of trained manpower such as Agricultural Engineers, Architects, Civil Engineers, Environmental Engineers, electrical engineers, Medical doctors, resident doctors and Nurses, Pharmacist, Laboratory scientists, Emergency medical Technicians, veterinary doctors midwives nurses, Surgeons doctors, Health Administrators, m edical laboratory scientists all are needed in right mix especially at the grassroots level (Onwe, 2004).

Availability trained manpower will lead to i ncrease of productivity, skills, knowledge a nd
attitude, reduces waste, low turnover and eli minates obsolesce in skills and technologies and overhead costs (Akintayo, 2006). Training of human capital is necessary to get things off to a good start. It sets momentum for the newly employed and this momentum can be positive for a good experience as an unpleasant experience may create negative momentum. This is why training for newly recruited staff and already employed is vital for both the staff and the organization (Woolcut and Rose, 2011). Nigeria consists of three tiers of government, which include Central, State and Local Government. These tiers of government usually have their jurisdictions and functions specified by the constitution. Therefore, the existence of Local Government becomes imperative so as to facilitate service delivery from the central and state government to trickle down to the grassroots (Ibok and Tom, 2010). The fourth schedule of the 1999 constitution of the Federal Republic of Nigeria as amended specifically outlined the functions of the Local Government to include: economic planning, collection of taxes, rates and the provision of social amenities such as

modern market, construction of feeder roads, healthcare, portable water, electricity, motor parks including education and other social welfares. These functions simply summarized the rationale for the existence of local government system in Nigeria federation (Omenka and Tativ, 2011).

In Nigeria, Local Government was created colonial masters known as 'Native Authorities at the period were faced with challenge of manpower. Most of the staff who were entrusted with the formulation and executed public service at the local level were the colonial officers' assisted staff and traditional rulers who are usually handpicked not minding their shallow knowledge for the duties assigned to them. The stocks of manpower at that period were mostly untrained, uneducated and ill-equipped who only act on the instruction and direction from the District Officers (Onwe, 2004). In view of the foregoing, the 1976 reform Local Government Reform brought in a uniform single structure local government system with statutory functions specified and recognized by constitution. In addition to the above, resulted from the subsequent reforms, the numbers of local governments were increased to 774operating in Nigeria federation today to ensure that effective services are render to the grassroots people (Amaechi, 2012). Also, various institutions such as Ahmadu Bello University, Zaria, Obafemi Awolowo University, Ile-Ife and University of Nigeria, Nsukka were designated for the development of human capital. Also, Local government service commission was established to strengthening and to feed Local Government in Nigeria with manpower (Okoli, 2004). More so, the Civil Service Reform of 1998 recommended that ten percent (10%) of the total annual personnel emolument be set aside for the training and development of staff ensure that adequate qualified personnel are provided for effective service delivery especially at the local government level in Nigeria. Thus, the researcher sought to investigate the effect of human capital development on local government service delivery in Ebonyi state though; six (6) Local Governments were selected from the three senatorial districts in the study.

Statement of the Problem

Several efforts have been made by the successive administrations in Nigeria to ensure that adequate human capital are provided particularly at the local government level to improve service delivery to people. It on record that different strategies and programmes such as establishing universities across the country for the training of manpower. Also, Induction training, workshops are provided with aim of enhancing skills, talents, and knowledge of staff to feed Local Governments. Yet, service delivery in all measurable indicators show that the third tier of government has not really lived up to the expectations of the people.

Ebonyi State particularly, service delivery seems to be very low in all measureable indices at the local government level, Healthcare delivery seems to very low, health centers are very few; the medical personnel especially the senior doctors and nurses, lab scientists hardly show up. Most of the health centers located in the rural areas is filled up with untrained medical staff. Public schools lack adequate qualified teaching staff and this may have constituted serious setback to the achievement of quality education. The number of primary and secondary school teachers required in fundamental subjects is by far more than the available teachers especially in rural area in Ebonyi State. In like manner, the deplorable nature of rural roads in the area appears to have hindered agricultural activities, as rural farmers find it difficult to evaluate their farm produce for domestic and commercial uses majority of the communities were already cut off from the urban due to poor road network and may preventing the marketing of agricultural commodities from the rural areas. Access to safe drinking water appears to be restricted to only those who sunk boreholes while the majority of the people at the grassroots depend on stream, ponds water and water from river. Thus, the study sought to assess the effects of human capital development on Local Government service delivery in Ebonyi State.

Objectives of the Study

The main objective of this study is to assess human capital development and local government service delivery in Ebonyi State: A study of selected Local Governments.

While specific objectives are:

1. To identify whether the available trained human capital has improved service delivery at the local government level in Ebonyi State;
2. To determine if the trained manpower are being properly utilised to provide public service delivery at the Local Government level in Ebonyi State
3. To find out if the method adopted in training of manpower has not improved agricultural development at Local Government level in Ebonyi State

Research Hypotheses

H01: Available trained human capital has not improved healthcare delivery at the Local Government level in Ebonyi State

H02: Trained manpower has not been properly utilized to sustain education at the Local Government level in Ebonyi State

H03: Method adopted in training of manpower has not improved agricultural development at Local Government level in Ebonyi State

Conceptual Review

Concept of Human Capital

The term "Human Capital" has been widely used in diverse fields of endeavour by different writers. Enyekit, Amaehule and Teerah (2011) defined human capital as the skills, knowledge and competencies acquired by an individual in the cause of vocational and technical education The above definition is true because, "comparative advantage among nations derive less and less from natural resources and cheap labour endowment and increasingly from technical innovations and the competitive use of knowledge" (World Bank 2012). Generally, some researchers present three distinguished kinds of human capital such as general, firm specific and task-specific human capital. General human capital is defined as generic knowledge and skill, not specific to a task or a company, usually accumulated through working experiences and education (Alan, Altman & Roussel, 2008).

Human Capital Development in Nigeria

Nigeria has always been located at the bottom of the human capital development index. In global ranking, Nigeria was placed at 152 among the 185 countries rated in the 2014Human Development Report. Among the developing nations of the world, Singapore is ranked 9, Malaysia is ranked 62, Thailand 89, India 135 and in Africa, Tunisia is ranked 90, South Africa 118, and Ghana 138. The major indices considered in the ranking include: economic performance (Gross Domestic Product (GDP), Gross National Product (GNP), per capita income, life expectancy, literacy rates, water, nutrition and sanitation status, health risks and technology diffusion and use Human Capital Development Index (HCDI, 2014). Oriakhi & Ameh (2014) assert that education and training are the major indices in developing the human capital. In spite of the recommendation of UNESCO that developing countries such as Nigeria should set aside 26% of their annual budgets for education 'yet' the budgetary allocation to educational sector have remained low in Nigeria. For instance, federal government allocated to education for the last fifteen years were given below 10.81%, 11.53%, 9.61%, 11.13%, 8.70%, 7.00%, 7.90%, 4.70%, 4.54%, 5.30% and 8.19% of its annual budgets to education in 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020 2021 and 2022 respectively (National Bureau of Statistics 2023).

The Parameters of Human Capital Development

There are different methods that can be deployed in training and development of human capital in organization. Some of the methods have been identified by Akinyemi (2011) to include:

(a) Orientation: This method of manpower training and development could be said to be an integral part of the recruitment exercise in that once an employee has been recruited, it is expected

that such an employee need to be positively oriented in line with the vision and aspiration of the organisation for effective discharge of function, and since employee function in an organisation is basically affected by his perception of the organisation vis-à-vis the rules and principles that exist in the organisation.

(b) On the Job Method of Manpower Development: This method is basically different from the orientation method in that while orientation is at the point of entry into the organisation or a new assignment; on the job method is a process through which knowledge and experience are acquired over a period of time either formally or informally. This process involves the following

(c) Coaching*:* This is a method of on the job training and development in which a young employee is attached to a senior employee with the purpose of acquiring knowledge and experience needed for the performance of tasks (Yalokwu, 2000).

(d) Job Rotation: This method either involves the movement of an employee from one official assignment or department to the other, in order for the employee to be acquainted with the different aspects of the work process or through job enlargement – That is giving additional responsibility to an employee who has been uplifted as a result of the acquisition of additional skill or knowledge (Yalokwu, 2000 and Lawal, 2006).

(e) In House Training: This involves a formal method of on the job training in which skills and knowledge are acquired by employees through internally organized seminars and workshops geared toward updating the workers with new techniques or skills associated with the performance of their jobs (Lawal, 2006).

(f) In Service Training: This method involves training outside the organisation or workplace in higher institution of learning or vocational centers under the sponsorship of the organisation or on terms that may be agreed upon between the organisation and the worker (Lawal, 2006).

(g) Committee/Work Group Method: This method entails manpower training and development through the involvement of employees in meetings, committees, and work group discussion geared towards injecting inputs in form of decision making as regard solving organisational problem. This method is quite indispensable, especially in the aspect of training employees for managerial functions or heading organisational units.

(h) Vestibule Training Method: This method involves the acquisition of skills in a related working environment (Nongo, 2005). Under this method, the trainee practices his skill with identical equipment that he uses or he is expected to use in his actual place of work. This method is most suitable for sensitive operations where maximal perfection is expected. The

purpose is therefore to enable perfection at work place been achieved.

(i) Apprenticeship Method: This method of manpower training and development involve the acquisition of skill through extensive practice for over a period of time by the trainee. This type of manpower development device could either be formal or informal. In the informal environments the trainee is attached to the trainer, and he/she is expected to pay for an agreed period of apprenticeship (Nongo, 2005). In the formal environment on the other hand, an employee of an organisation could be placed under apprenticeship in the organisation with pay.

(j) Off the job training: Off-the-job training is the opposite of on the job training. It does not take place within the work environment; it is conducted in a location specifically designated for training. It may be near the workplace or away from work, at a special training center or resort. Conducting the training away from the workplace minimizes distraction and allows trainees to devote their full attention to the material being taught(Yalokwu, 2000)

(k) Classroom/ Lecture: Under the off the job methods of training, classroom method or lecture method is well-known to train white collar or managerial level employees in the organisation. Under this method employee is called to the room like that of classroom to give training by trainer in the form of lectures.

(l) Conference method: This is similar to a seminar where the approach stresses the importance of the active involvement of participants and every participant is encouraged to initiate ideas relevant to the central topic. The objective is to develop problem solving and decision making capabilities and modify individual attitudes

(m) Program learning: The programmed learning is self-paced and uses a teaching machine or computer. The topic to be learnt is broken down into series of steps and the participants acquire knowledge in a step-by-step manner.

(n) Audio- visual methods: This method provides training by way of using Films, Televisions, Video, Presentations and other audio visual devises. This method of training has been successfully utilised in educational institutions to train their students in subjects difficult to understand and assimilate easily.

(o)In service Training: This method involves training outside the organisation or workplace in higher institution of learning or vocational centres under the sponsorship of the organisation or on terms that may be agreed upon between the organisation and the worker.

Human Capital and Service Delivery at the Local Government in Ebonyi State

Prior to the 1976 reform, the local government in Nigeria was nothing but a shadow of itself; the system was characterised by inefficiency and

ineffectiveness, lack of statutory allocation poor funding (Omenka and Tativ, 2011). However, despite the efforts, the performance of the local governments in the country particularly in Ebonyi State has remained poor. And it is equally important to note that several reforms have been initiated by the successive government in Nigeria in attempt to make the third tier of government serv.ice oriented in Nigeria. Yet; they still depend on rain-fall and hand-held tools which have not make any different in terms of improvement and result yield (Amaechi, 2012).

Worse still, the healthcare services are inadequate and poor. Most of the health centres established by government are dilapidated and deteriorated and poorly equipped to render services to the public especially to those in the rural area despite the increase of the population of the people. Record indicated that mortality rate for children within five (5) years are 191 per 1000 live births (UNICEF, 2016). More so, most of the schools, both the public and private schools are ill-equipped and the most affected are those in the rural area (UNDP, 2016).

Minister of education during his nationwide tour in Nigeria schools noted that the basic infrastructures such as classrooms, laborator ies, workshops, sporting facilities, equipme nt, l ibraries were in state of decay and pathetic(Vanguard newspaper,2015).Teaching staff in fundamental subjects such as English and Mathematics is far more than the available ones; most of the teachers posted to teach in rural areas are low trained and the means of retraining is hardly undertaking in Ebonyi State particularly at the local government level (Odia and Omofonmwan, 2007).

Review of Empirical Studies

Several studies, both in Nigeria and abroad, have been carried out to examine the effects of human capital development on service delivery. A review of some of the empirical literature is provided below;

Oluwatobi and Ogunrinola (2011) conducted research titled Examination of Relationship between Human Capital Developments and Economic Growth in Nigeria. The study in its objective sought to investigate the impact of government recurrent and capital expenditures on healthcare in Nigeria. Data were collected from secondary sources while the augmented Solow model analysis was used. The dependent variable in the model is the level of real output while the explanatory variables are government capital and recurrent expenditures on healthcare. The findings revealed that there is a relationship between government recurrent expenditure on human capital development and the level of real output. The study recommends appropriate channeling of the nation's capital expenditure on education and health to promote economic growth.

Mangai (2016) conducted a comparative study on effect of human capital on quality of service delivery between Nigeria and Ghana focused on healthcare, food provision and access to clean water and sanitation. The objective of the study was determined how far Nigeria and Ghana have fare in term of human capital on service delivery. The study adopted historical approach. It concluded that Nigeria and Ghana are lagging behind in the provision of basic public services for their citizens and need to re-orient their service delivery. Governments in sub-Saharan countries are working with donor agencies at the forefront of combating poverty through a number of interventions to improve the delivery of public services. Notwithstanding these good intentions, few results have been achieved so far, especially considering the massive investment made in attempts to reduce poverty in this region. The outcomes of this research suggest a strong relationship between household satisfaction and problems experienced in service delivery in these areas. They also show that satisfaction with public service delivery involves more than government performance. Political, geographical and demographic factors are also important predictors

Ugbo (2014) conducted a survey titled the Relationship Between Human Capital Development and Efficient Service Delivery in Nigerian Local Governments: a study of four LGAs in Ogun State, Nigeria Being an expository research, the study leaned heavily on secondary source of data collection. Data collected from journals, books and other published works on the internet were therefore analysed using content analytical framework to determine the nexus between human capital development and service delivery in the local government in Nigeria. The study noted that inadequate development of the human capital is one of the major causes of poor service delivery at the grassroots. Therefore, the study recommended among others, deliberate policies aimed at stimulating training, developing and retention of skilled/professional manpower for sustained development at the local government levels

Ejere and Udofia (2017) conducted a survey titled the Relationship Between Human Capital Development and Efficient Service Delivery in Nigerian Local Governments: A study of three local government areas in Awa Ibom State, Nigeria. The adopted surveys design. The sample of 400 was selected from the three local governments. Chi-square statistical tool was used for the analysis of data generated from the structure questionnaire. The study revealed that inadequate of human capital is one of the major causes of poor service delivery at the grassroots. Therefore, the study recommended among others, deliberate policies aimed at stimulating training, developing and retention of

skilled/professional manpower for sustained development at the local government levels.

Theoretical Framework

The theory of human capital has its origin in the field of macroeconomic development theory (Schultz, 1993). Becker (1993) argues that there are different kinds of capitals that include schooling, a computer training course and expenditures on medical care. This theory shows how education leads to increase in productivity and efficiency of workers by increasing the level of their cognitive skills. Theodore, Schultz(1993), Gary Becker (1993) and Jacob Mincer (1996) introduced the notion that people invest in education so as to increase their stock of human capabilities which can be formed by combining innate abilities with investment in human beings (Babalola,2000). Such investments include expenditure on education, on- the- job training, health, and nutrition. Human capital theory rests on the assumption that formal education is highly instrumental and necessary to improve the productive capacity of a population. The theorists argue that an educated population is a productive population. The Theory concludes that investment in human capital will lead to greater economic outputs. It establishes the importance of the human capital as a key to economic growth and development. Thus, social research focuses on the behavioral sciences of humanity in relation to economic productivity.

Materials and Methods

The study adopted a descriptive research embodied in a survey design. The study area is Ebonyi State. Ebonyi State is one of the thirty-six (36) states in Nigeria situated in southeast geopolitical zone. The population of the study was derived from the six (6) selected local governments from the three senatorial districts of Ebonyi State. The population of the six (6) selected Local Government for the study is 994,412 put together which was adopted as the population of the study. The choice of the selection of the six local governments from the three (3) senatorial districts is ensure that each of the senatorial district in the Ebonyi State is given equal representation in the study. Stratified sampling technique was adopted by the researcher while sample size of 400 was chosen through Taro Yamane 1964. The questionnaire were structured in likert four (4) point's scale and distributed to the respondents for the study. Both face and content validity test. The data generated for this study were presented and analyzed. In doing that, simple percentage (%) was used to determine the characteristics of respondents and proceed to answered the respondents 'responses on the human capital development and local government service delivery in Ebonyi State while simple linear regression was used with social science statistical package SPSS version 23 to test the hypotheses formulated in the study.

Result and Findings

A total number of 400 questionnaires were distributed out of which a total of 380 copies of the questionnaires were returned. From the result, it shows that 90% of the questionnaire was retrieved while 5% of the questionnaire could not been retrieved in the study. This shows that 380 (63%) respondents were male, while 130 which constituted (37%) were female. This means that majority of the respondents are male in the study. From the result, it indicated that most of the respondents in the study are male. The study revealed that 130 (23.37%) members of the sample which constitute more than three quarters of the sample falls between the age of (21 – 30) years. 110 (39.5%) respondents falls between the age brackets (31-40 years). Also, 70(28.95) respondents were between 41-50 years. More so, 40 respondents which constituted (5.3%) are between 51-60 years while 30 (2.6%) respondents fall between 61 and above years in the study. The study also indicated that 90 which constituted (24%) respondents are married, 180 (47%) are single. Again, 50 (137%) respondents were widowed, while 60(4.16%) are divorced in the study. Therefore, the result shows that majority of the respondents in the study are single. More so, the study revealed that 130 (34%) respondents were students, 90 (24%) respondents are unemployed 70 (18%) are civil servants and 90 (24%) respondents were traders from the study area. The result indicated that most of the respondents in the study are students

Table 9: Analysis of the responses on whether available trained human capital has improved healthcare delivery at the local government level in Ebonyi State

S/N	ITEM	SA	%	A	%	D	%	SD	%
1	There is improvement on healthcare at the LG level in Ebonyi State	40	11	40	11	120	35	140	41
2	There is adequate qualified medical Doctors at the LG level in Ebonyi State	30	9	60 1	18	100	9	150	44
3	Most of the medical staff at the LG are well trained in Ebonyi State	20	6	70	21	110	32	140	37
4	Laboratory experts are always available at the LG Level in Ebonyi State	50	15	50	15	100	29	140	41
5	Medical personnel regularly undergo seminar at the LG level in Ebonyi State	30	9	70	21	90	27	150	44

The table 9, question (1) sought to know whether there is improvement on healthcare delivery at the Local Government level in Ebonyi state, 40(11%) respondents strongly agreed, also, 40 (11%) respondents agreed, on the other hand, 120(35%) respondents disagreed while 140(41%) respondents strongly disagreed that there is improvement on healthcare delivery at the local government level in Ebonyi State. Question 2 invested whether there is enough qualified medical Doctors at the Local government level, it was observed that 30 respondents which represented 8.8 % strongly agreed; 60 (18%) agreed; 100 (29%) respondents disagreed while 150 (41%) respondents strongly disagreed that enough qualified doctors are not

available at the local government level in Ebonyi State. Question 3 of the table sought to find out whether the medical personnel at the LG are well tr ained in Ebonyi State. 20 (9%) respondents stronglyagreed;70 (21%) agreed; 110 (32%) respondents disagreed while 140 (37%) respondents strongly disagreed most of the medical personnel at the local government level are well trained. Question 4 of the table seeks to find out whether laboratory experts are always available at the LG Level in Ebonyi State. 50 (15%) respondents strongly agreed; 50 (15%) respondents agreed; 100 (29%) respondents disagreed while 140(37%) respondents strongly disagreed that laboratory scientists are always available at the local government level in Ebonyi State. Question 5 of the table examined whether infant mortality has reduced at the LG level in Ebonyi State. 30(9%) respondents strongly agreed; 70 (21%) respondents agreed; 90 (27%) respondents disagreed while 150 (44%) respondents strongly disagreed that infant mortality has reduced at the local government level in Ebonyi State.

Research Question 2: the extent to which the stock of trained manpower has been utilized to sustained education at the local government level in Ebonyi State?

Data collected from items 6-10 in section B of the research instrument were used to answer this research question. Summary of result of data analysis are presented in Table 10.

Table 10: Analysis of the responses on the extent to which the stock of trained manpower has been utilised to sustained education at the local government level in Ebonyi State

S.N	ITEM	SA	%	A	%	D	%	SD	%
6	There is improvement on quality education at the LG level in Ebonyi State	30	9	50	15	110	32	150	44
7	There is adequate qualified teachers at the LG Level in Ebonyi State	40	11	70	21	110	32	140	37
8	Teaching staff are well trained at the L G level in Ebonyi State	50	14	60	18	110	32	110	32
9	Teaching staff undergo regular training at the LG level in Ebonyi State	40	11	50	15	100	29	150	44
10	Most of the teaching staff at the LG level has the knowledge of ICT in Ebonyi State	40	11	60	18	100	29	130	38

The table 10, question (6) sought to know whether there is improvement on quality education at the Local Government level in Ebonyi, 30 (9%) respondents strongly agreed, also, 50 (15%) respondents agreed, on the other hand, 110 (32%) respondents disagreed while 150 (44%) respondents strongly disagreed that improvement on quality education at the local government level in Ebonyi State. Question 7 investigated whether most of the teaching staff at the LG are well trained at the Local government level, it was observed that 40 (13%) respondents strongly agreed; 70 (21%) respondents agreed; 110 (32%) disagreed

while 140 (37%) respondents strongly disagreed that most of the teaching staff at the LG are well trained at the local government level in Ebonyi State. Question 8 of the table sought to find out whether there is adequate qualified teachers at the LG are well in Ebonyi State. 50 (15%) respondents strongly agreed; 60 (18%) respondents agreed; 120(35%) respondents disagreed while 110 (32%) strongly disagreed that there is adequate qualified teachers at the local government level in Ebonyi State. Question 9 of the table to find out whether Teaching staff undergoes regular training at the LG Level in Ebonyi State. 40(12%) strongly agreed;50 (15%) respondents agreed; 100 (29%) respondents disagreed while 150 (44%) respondents strongly disagreed that teachers undergo regular training at the local government level in Ebonyi State. Question 10 of the table determined whether teachers undergo regular training at the LG level in Ebonyi State. 40 (12%) strongly agreed; 60 (18%) respondents agreed; 110 (32%) respondents disagreed while 130 (38%) strongly disagreed that teachers undergo regular training at the local government level in Ebonyi State.

Test of Hypothesis (1)

H0: There is no significant relationship between available trained human capital and Healthcare delivery at the Local Government level in Ebonyi State

H1: There is significant relationship between available training human capital and Healthc are delivery at the Local Government level in Ebonyi State

Analysis of Simple Regression version 2.3

R	r. Square	Adjusted r	Std. Error	Beta	T	Sig.
0.58	**.003**	**.002**	**.95197**	**.058**	**1.823**	**487**

The result of the regression shows that there is no significant relationship between the two variables. The p-value at 1.823 at 0.05 alpha is less than the significance value at 487, therefore, the alternative hypothesis (Hi) was rejected while the null hypothesis (H0) was accepted. This by implication means that the available trained Human Capita has not significantly improved healthcare delivery at the Local Government Level in Ebonyi State. This result shows that given at the 0.05 significant different, therefore, it shows that the researcher is 95% that the right decision has been made.

Test of Hypothesis (2)

H0: There is no significant relationship between the method of training manpower and sustaining of education at Local Government Area in Ebonyi State

H0: There is significant relationship between the method of training manpower and su staining of education at Local Government Area in Ebonyi State

Analysis of Simple Regression version 2.3

R	r. Square	Adjusted. R	Std Error	Beta	T	Sig
914	8.36	835	43409	914	1.431	1.668

The result indicated that the p-value is 1.431 at 0.05 alpha variables which is less than significance value at 1.668. This implies that there is no significant relationship between the two variables meaning that the trained of manpower has not been properly utilized for the sustaining education at the local government level in Ebonyi State. Therefore; we rejected t he alternative hypothesis (HI) while the null hypothesis (H0) was upheld. This result shows that given at the 0.05 significant different, therefore, it shows that the researcher is 95% that the right decision has been made.

Discussion of Findings

This study was conducted with a view to investigate human capital development and local governments' service delivery in Ebonyi State: A Study of selected local governments. Result of data analysis summarized on Table 13 shows that there is no significant relationship between the two variables. The p-value is 1.823 at 0.05 Alpha is less than the significance value at 487, therefore, the alternative hypothesis (Hi) was rejected while the null hypothesis (H0) was accepted. This by implication means that the available trained Human Capita has not significantly improved healthcare delivery at the Local Government Level in Ebonyi State. Result indicated that the p-value is 1.431 at 0.05 alpha variable which is less than significance value at 1.668. This implies that there is no significant relationship between the two variables meaning that the trained of manpower has not been properly utilized for the sustaining education at the lo cal government level in Ebonyi State. Ther efore;we rejected the alternative hypothesis (Hi) while the null hypothesis (H0) was uph eld. Result on the table 13 shows that the p-value is 15.689values at 0.05alphas while the significance value is 1.689. Therefore, the researcher accepted the null hypothesis (H0) and the alternative hypothesis (Hi) were rejected. This implies that the method of training of manpower has not significantly improved agriculture at the local government level in Ebonyi State. The result shows that there is no significant relationship between the trained manpower and agricultural development at the local government level in Ebonyi State.

Conclusion

The study examined role human capital development in Local governments on Service delivery in selected local governments in Ebonyi State has brought to the fore the extent at which the stock of available human capital at the government level has affected the provision of service delivery at the local government level. Thus, the study reached the following conclusions: That lack of proper consideration for

training needs of employees, training without proper consideration for the relevance to present job or future. That underutilization of trained manpower and unwillingness to change the trained staff has negatively affected service delivery at the local government level in Ebonyi State

Recommendations

Arising from the major findings, on this study, the researcher made the following recommendations below:

(i) That training programmes should be adequately provided to cover all categories of staff, both the junior and senior especially the medical personnel to improve on their services towards healthcare delivery at the Local governments in Ebonyi State

(ii).

That adequate provision for in house trainin g, seminars, short-course workshops should provided for teaching staff especially for those with low teaching knowledge to effectively equipped them with more skills to teach in both the primary and secondary schools at the Local government level in Ebonyi State.

(iii) That those that have been adequately trained especially the agricultural engineers should be deployed to their appropriate area so that the skills and knowledge acquired can be effectively utilised to improve on agricultural services at the local government level in Ebonyi State.

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