

ABSTRACT

The purpose of this study is to discuss the impact of Human Capital Development in fostering good leadership and growth in Nigeria economy. How to keep most of graduates of higher institution of learning in Nigeria to embrace the expected entrepreneurial and technical skills, communication and human relations needed for self-employment and self-sustenance rather than pragmatic or functional education that has resulted to the production of bad leadership and impracticable graduates unfitting for the labour market becomes the problem. The literature was reviewed. Methodology adopted survey design. However, it was found that misapplication of human capital, inequitable distribution of qualified workforce, in Nigeria, impoverished remuneration is hamstringing the laying claim and establishment of human capital. This study concludes that acquiring adequate training and development of Humans brings about better society. Recommendation were made that government should ensure that the right personnel are recruited so as to maintain high level of credibility in an organization, which will yield growth in economy for a better society.

Keywords: Capital Development, Investment, Leadership, Entrepreneurship

1. INTRODUCTION

According to Sankay et al. [1], human beings are the bustling instrument of modernization especially in the area of building social and political organizations, capital amassment, and as well utilize natural resources. This is in line with the work of Kamukama [2], who posit that employees remain the most cherished and salient asset of the organization that has to be properly managed, mobilized so as to activate an enthusiasm that can stimulate the committed workforce which is very essential in the performance of any organization. In the same vein, Aja-Okorie and Adal [3] observed that the challenges faced by Nigeria can only be solved if she has groundbreaking and well-coached entrepreneurial citizens who have the curiosity spirit to think in new ways, and to adapt and face their challenges with boldness.

The contributions of Fatoki [4] supported the ideas of Choudhury and Nayak [5] who posed that human capital portrays the venture people take upon themselves or by their firm to enhance and promote economic quality. This is in line with the works of [6, 7, 8, 9, 10] (Ismail and Jajri (1998); Lichtenberg (1992); Barro and Sala-i-Martin, (1995) and Artelaris et al. (2007), Matthew et al. (2018)), Who believed that promoting and achieving knowledge based economy, development of human capital, research and development (R&D) and other knowledge oriented programmes are crucial.

Papadimitriou [11] saw HCD as a skill and knowledge investment needed by the Faculty and Staff in order to be masterful leaders, teachers, scholars and innovators. According to Enyakit et al. [12], Human Capital Development (HCD) is a transcendental factor of the production that connect both competencies in the production, skills, human intellect, and provision of goods and services together. Peoples skills and knowledge are known as human capital (HC). Human Capital (HC) is the basic of intellectual capital (IC) that propels the performance of business (BP). Choudhury and Nayak [5] stated that greatest asset of an organizations is people who provides the IC that steers distinction and add value.

Kumar and Pandya [13] in their own view, posed that HCD information system is used to ameliorate workforce, optimize Human Capital costs, refurbish an institution with a stance of the clumsiness in skill within the organization and how organization can develop strategies that will make positive impact on the bottom line and as well prop up market value. Human Capital worth's more in the market place than other assets. Conceivable value of human capital can fully be ascertained by peoples' cooperation. Ofoegbu and Joseph [14] posit that for SMEs to survive, HCD is indispensable. To develop innovative solutions that can give competitive advantages to organizations, SME needed specialized skilled people that will help upgrade productivity and modify business processes, provide technologies, information and products by taking advantage of any available opportunities.

Human Capital Development theorists advocates that population of the educated is very productive, but the application of the knowledge and education acquired in relation to the produce of the workforce at the work place cannot be equated. Political system has compromised the quality of education particularly in developing countries. Therefore, it is worthy of note that

productive HCD has been noted for its remarkable value for firms in developing countries. This is as a result of its managerial excellence [15](Okpara, 2011). A well-trained working age people are the backbone that sustains economic success by lifting the dignity of people and standard of living.

In developing countries and Nigeria in particular, advancing HCD is of great interest because;

1. The industrial approach adopted is aimed at liberalizing the private sector from the states ownership; which Nigeria in 2000, 2005 & 2010 embraced through the recommendation of the World Bank.
2. The increasing competition locally and internationally for quality products at affordable prices and market share (sales).
3. The idea that HC increases performance is generally accepted up to board room level in addition to the general agreement that accounting is backward looking at only physical assets, new methods are needed.

Any effort to stimulate citizen's resourcefulness, enhance skills and productivity, providing opportunities to develop to their chock-full potentials through education, and motivation, training and education and increase human knowledge, and is an effort in human capital development, provide supporting infrastructure, investment to entrench good governance and develop the education, health and social systems are investments in human capital development. Human capital development therefore is the building critical mass of human resource base, raising of a suitable balance and providing strong empowering environment for all individuals to fully contribute and involve in the national developmental efforts which includes research and development, Information and Communication Technologies (ICT), expenditures in training and educational institutions and health and skills acquisition programmes.

Therefore, within this framework, we consider the impact of HC as a significant facilitator of performance in manufacturing firms and also in developing countries. This idea is generally accepted up to board room rank since it increases performance in addition to the general agreement that accounting is backward looking at only physical assets, new methods are needed.

On this note, HCD is seen as an important expediter that influences the achievement in manufacturing firms which in developing countries has never worn out. Employee preferences

and what they seek from their jobs are formed not only on an individual level, but also over time. An organisation that fails to recognise and meet changing needs over time will underutilize its employees, causing its overall performance to suffer. **1.1 Statement of the problem**

Nigerian economy needed to minimize or eliminate the constraints towards Human Capital Development so as to encourage expeditious growth in economic. In Nigeria, the most important thing is to mobilize economic surplus into productive investment channels and also empower people. In addition, maintaining competent workforce is costly in the short run and cheaper in the long run, but organizations also pay a substantial cost when employees voluntarily leave. It is costly in sourcing and developing fresh talent, but often hurts more in terms of losses, productivity, and incapability to grow. Employee priority and what they search for from work are determined over time and not just what the individual want. This talent drain, results in costly sourcing and development of new talent, but often hurts more in terms of productivity losses and inability to grow.

However, how to keep graduates of higher institution of learning in Nigeria predominance over embracing the required technical and entrepreneurial skills, communication and human relations required for self-sufficiency and self-employment rather than pragmatic or functional education that has resulted to the production of bad leadership and unqualified persons not suited for the labour market becomes a problem.

1.2 Objective of the Study

The main objective of this study is to examine the extent to which Human Capital Development entrepreneurship can affect economic growth in South-East, Nigeria. The specific objectives are to: Assess the effect of Human Capital Development on economic growth in South-East Nigeria

1.3 Research Questions

This study addressed itself to the following research questions

To what degree does human capital development affect economic growth in South-East, Nigeria?

1.4 Hypothesis

H₀1: Lack of human capital development has no significant effect on economic growth in

South-East Nigeria.

2. LITERATURE REVIEW

2.1 Conceptual Framework

Development empower people to take useful opportunities and create a system of incentive that reward hard work and punish corruption, by investing in education, special programmes for the most unfortified members of the society [16](National Planning Commission and Central Bank of Nigeria, 2005 6) in Ikeanyibe [17] who also asserted that development contrastingly, is a word that is hard to explain due to the multifarious contextual usage of the concept. But in its easy depletion, development means advancement or to become more upgraded, more developed, more congenial, more arranged, more metamorphosed etc. Rodney [18] in Ikeanyibe [17] perceives development to be a multilateral process but described it with regards to the individual. As he spells out, “at the level of the individual it indicates improved skills and capability, creativity, self-discipline, responsibility, greater freedom, and material well-being”.

Human development as a concept as cited by Paul et al.[19], stated that the increase in skill acquisition, education and experience are crucial for the political and economic development of a country. It is related to investment in human and his development as a productive and creative resource [20]. (Jhingan, 2012).

Paul et al. [19] recognized that unemployment in Nigeria is due to increase in the level of poverty and unsustainable growth. since the technical knowhow and skills that come from foreign physical capital is insufficient. Human capital development means the capabilities and skills of human resources, and acquiring increased number of personnel who have the skills, education and serious experience for the economic growth of the country [21].(Harbison, 1962). Therefore, empowerment of human and the mobilization of economic surplus into productive investment networks is what really matters in Nigeria. To enhance rapid economic growth, elimination or minimization of problems towards human capital development is highly needed.

Human capital development includes a strong connection to business strategy, a focus on team learning, and an emphasis on internal consultancy, organisational learning, management

knowledge, and an organization's intellectual capital development. Human resources professionals must demonstrate their strategic capability by assisting strategic planners in developing the conceptual, analytical, and interpersonal skills needed to do their jobs. In addition, understand contextual issues and provide information that can lead to effective senior management learning and development decision making. As a result, top management support should evolve into top management leadership.

The development of human capital comprises increase in knowledge, productivity, skills, specialization and creativity of individuals through process of human capital formation. Technology and as well promotes growth and development. Human capital development entails construction of a suitable balance and crucial mass of human resources base that will provide facilitating environment for all the people who are to fully partake and contribute to national development struggles. Nigeria as a country is greatly blessed with both natural and human resources. Given a fluctuating leadership, economic prosperity ought to have been achieved in late 20th century even when resources are enormously unquantifiable.

Nigeria has failed to understand her full development potential with the topmost priority currently given to sustainable human capital development or people oriented development by many countries and multilateral organizations, e.g. UNDP despite of all these abundant resources. The most profitable assets in both advanced and emerging countries, according to Hadir and Lahrech [22] are humans. It is vital that these assets are managed properly and effectually as to achieve desired development.

There exist several ways of assessing development, but the ones to consider in these study are those that are readily measurable. They encompass: Economically productive urban areas with a view of improving their quality of life, Poverty reduction and empowerment of Nigerians in rural areas. Government employed the strategy of empowering Nigerians both in urban and rural areas in their move to reduce poverty. “To avoid the mistakes of the past, projects and measures to be implemented will be people oriented. Stakeholders will take significant ownership development in the supply basic educational facilities (both under the universal basic education (UBE) scheme and mass adult literacy program), water supply, and health facilities immediately on nationwide basis” [23].(FCN, 1999).

Nigeria as an emerging country in Sub Sahara Africa, embarked on some educational programs in the past in an effort to advance her human capital to achieve sustainable growth, but these have only created an avenue to transfer money to the corrupt political leaders and their boon companion.

“The development of human capital involves increasing skills, knowledge, specialization productivity and creativity of people through process of human capital formation. Technology also on the other hand promotes growth and development” [24]. OECD [24] stressed that “science, technology and industry policies should be formulated to maximize performance and well-being in “knowledge-based economies”¹. To promote growth and development in a country, knowledge is inevitable”.

“Human capital development means building an appropriate balance and critical mass of human resource base and providing enabling environment for all individuals to be fully engaged and contribute to national development efforts. It therefore of no doubt that successful companies tend to be those that continually put emphasize on skills and knowledge of their employees, rather than on assets, such as plants or machinery” [25](Maheeran et al., 2009).

Nigeria as a country is immensely endowed both in natural and human resources. The pool of resources from one end to the other is unquantifiable to such extent that, given a dynamic leadership, economic prosperity would have been achieved in late 20th century. The primary focus of Nigeria has been finding a way to accelerate the growth rate of national income and to engage in structural transformation of her subsistence and resource based economy to a production and consumption based economy in order to break the cycle of poverty, low productivity and stagnation.

In spite of all the abundant resources owned by Nigeria, her potential has not been fully developed with the topmost priority currently given to sustainable human capital development or people oriented development by many countries and multilateral organizations, e.g. UNDP. To

understand human capital development more comprehensively, a review of Nigerian economy is prerequisite.

“However, life expectancy as an important health indicator whose importance as a component of human capital development continues to rise has seldom been used even though it remains at extremely low levels in a number of sub-sahara Africa countries of which Nigeria is one. Further enrollment rates at both primary, secondary and tertiary level in a considerable number of existing studies have not all been used together in a single model exploring human capital development and economic growth” (for example see, [26, 27] Adeyemi and Ogunsola 2016; and Jaiyeoba, 2015). These have caused undesirable consequences for the development of high quality human capital in Nigeria but, have not changed the focus of the Nation of Nigeria on human capital development in its objective to achieve significant levels of economic growth.

2.2 An Appraisal of Human Capital Development Strategies in Nigeria

“There are many ways to assess the development, however, only a few important ones that are readily measurable shall be considered in this project; they include: Poverty reduction and empowerment of Nigerians in rural and urban areas to be economically productive. Under the poverty reduction program, the government states that the strategy to be employed will be to empower Nigerians both in rural and urban areas to be economically productive with a view of improving their quality of life” [23]. “To avoid the mistakes of the past, projects and measures to be implemented will be people oriented. The people concerned as stakeholders will take ownership significant improvement in the supply of water, basic educational facilities, (both under the universal basic education (UBE) scheme and mass adult literacy program) and basic health facilities will be embarked upon immediately on nationwide basis” [23](FGN, 1999).

“Nigeria as a developing country in Sub Sahara Africa, in an attempt to develop her human capital so as to achieve sustainable growth embarked on some educational programs in the past, but these have only served as conduits to transfer money to the corrupt political leaders and their cronies. In 1967, Nigeria launched a mass-oriented education program; Universal Basic Education (UBE). The program was launched at Sokoto by the President at that time, Olusegun Obasanjo” (Ogbeifum & Olisa, 2001). “However, not long after the period of commencement,

the federal government reported that the falling standard of education in Nigeria is caused by "acute shortage of qualified teachers in the primary school level. It was reported that about 23 percent of the over 400,000 teachers employed in the nation's primary schools do not possess the Teachers' Grade Two Certificate, even when the National Certificate of Education (NCE) is the minimum educational requirement one should possess to teach in the nation's primary schools" (Ogbeifum & Olisa, 2001). Nigeria in 1976 again launched the Universal Primary Education (UPE) but as noted, the program failed due to lack of funds resulting from corruption, amongst other factors.

McCoy [28] in other hands, states that "motivation is the underlying reason a person has for acting or behaving in a particular way. In business, the typical default mechanism that management uses to "motivate" employees (to do what they want them to do) is to incentivize the goal by saying "if you do I will give you....". If the incentive is compelling enough to the employee, then the system works resulting in the employee reaping the incentive and management achieves its goal".

"In addition, maintaining competent workforce is costly in the short run and cheaper in the long run, but organizations also pay a significant cost when employees voluntarily leave. This talent drain, results in costly sourcing and development of new talent, but often hurts more in terms of productivity losses and inability to grow. Employee preferences and what they look for from work are determined not just at an individual level, but also over time. This is very important to entrepreneurial development. It has been recognized as one of the managerial tools for an improved SMEs" Ofoegbu and Joseph [14], avolainen & Talja, 2012. People knowledge and skills are known as human capital (HC), HC is the core of intellectual capital (IC) that drive business performance (BP). Choudhury and Nayak [5] stated: People are the organizations greatest asset, providing the IC that drives differentiation and value added.

This was supported by the contributions of Fatoki [4], human capital represents the investment people make in themselves or by their organizations that enhances and promotes economic productivity. To achieve promoting knowledge based economy development of human capital, research and development (R&D) and other knowledge oriented programmes are crucial [6, 7, 8,

9, 10](Ismail and Jajri, (1998); Lichtenberg (1992); Barro and Sala-i-Martin, (1995) and Artelaris et al. (2007), Matthew et al. (2018)).

Papadimitriou [11] reveals that HC is advancing in the knowledge and skills needed by faculty and staffs so as to be teachers per excellence, leaders, innovators, and scholars. Finally, Enyekit et. al. [12] stated that: HC is the intangible factor of the production that brings human intellect, skills and competencies in the production and provision of goods and services. Kumar and Pandya [13] said: HC information system is used to optimize workforce and HC costs, provide the organization with a glimpse of the skill gaps within the organization, help the organization to improve policies that will support market value and make positive influence on the bottom line.

Human Capital possesses value in the market place unlike other assets, potential value of human capital can fully achieved be with the cooperation of the person. Ofoegbu and Joseph [14] posit that for SMEs to survive, development of human capital is indispensable. Hence SMEs need specialized skilled people to develop innovative solutions that give competitive advantages to organizations and as well help to improve productivity and redesign business processes by taking advantage of opportunities that provide technologies, information and products.

“Advocates of the theorists on human capital argued that there are productive educated population, but the application of the education and knowledge acquired in relation to the output of the workforce at the workplace becomes a teething problem. Education appeared to be compromised by the political system particularly in developing countries thus affecting the quality. Therefore, effective HCD should be seen to be of utmost significant in value for firms in developing countries because it can enhance managerial excellence” [15](Okpara, 2011). A well-trained working class population is the cornerstone of continued and overall economic success. It lifts high living standards and dignity of people.

2.3 Empirical Review

In the works of Chikwe et al. [29] on Human Capital Development and Challenges of Research in Nigeria using logical analysis. The paper identified lack of awareness, lack of implementation of research results, low rating in human capital indices, brain-drain, inadequate funding,

underemployment, lack of equipment, facilities and materials, etc, as challenges of human capital development and research in Nigeria. They conclude that a high ranking in human capital development indices keeps a country among the leading countries of the world, and recommended that there should be drastic measures and far reaching reforms in educational programmes and policies of the country to meet the 21st century human capital development and beyond.

In consonant with the above, Mathew [30] studied economic growth and Human capital formation in Nigeria: A time bound testing approach (1981-2014) using ARDL bound estimation techniques. The results show that a long run energetic call to change the way we leave exists between economic growth and human capital formation in Nigeria. It is therefore, they made a recommendation that policymakers should inter-alia increase not just the amount of expenditure made on the education sector, but also the percentage of its total expenditure accorded to the sector, improve on personnel development of the health care, ensure adequate distribution of health facilities within the federation, in order to achieve economic growth.

Oluwatobi and Ogunrinola [31] studied the relationship between economic growth and human capital development efforts of the Government in Nigeria. It examined the effect of government recurrent capital expenditures on education and health on economic growth in Nigeria. The study used secondary sources of data collection. Augmented Solow model was adopted, with the explanatory variables are government capital and recurrent expenditures on education and health while the dependent variable in the model is the level of real output gross fixed capital formation and the labour force. The result proves that there is a positive relationship between the level of real output and government recurrent expenditure on human capital development. while capital expenditure is negatively related to the level of real output. The study recommends that to promote economic growth, there should be appropriate channeling of the nation's capital expenditure on education and health.

Dauda [32], using the human capital model of endogenous growth developed by Mankiw et al. [33] examined the empirical role of human capital in Nigeria's economic development. The study adopted a variety of analytical tools which include error correction mechanism (ECM) unit root tests and co-integration tests. The results indicate that there is, a long-run relationship

among economic growth, human capital formation represented by enrollment in educational institutions, physical capital investment represented by real gross domestic capital formation, and labour force in Nigeria. It was found that feedback mechanism exists between economic growth human and capital formation in Nigeria. Thus, the policy implication of the findings is that a high priority on human capital development be placed by government. Efforts should be made to intensify the increased investment of human capital to elevate economic development for the achievement of growth. Most importantly, for education to be given preeminence in the Nigeria's developmental efforts since this will lift the economy to higher levels of productivity.

Oladeji [34] studied "the correlation between human capital and economic growth in Nigeria. Annual Time Series Data from 1980 to 2012 was used. The study using OLS methodology revealed that there is a significant functional and institutional relationship between economic growth and the investments in human capital in Nigeria. He also found that a long run relationship existed between education and economic growth in Nigeria, and recommended that there is need to increase educational sector and the Health sector budgetary allocation to Human Capital".

Bosede et al. [36] studied Economic Growth, Energy Consumption and Human Capital Formation: Implication for Knowledge-based Economy. The new growth model was also adopted The implication of the result is that increase in economic growth has not improve the rate of capital formation in Nigeria. The study concluded that Nigeria has been slow to identify the strands of global knowledge due to the following: Weak institutions; limited awareness and disincentives preventing them from taking the root to the knowledge and information based-economy. Based on the findings the study recommended; strategies in which education can be incorporated into the growth system.

Ezeanokwasa and Nwachukwu [35] study "the effectiveness of entrepreneurship skills development in reducing unemployment through small business innovation in Nigeria. The study adopted descriptive survey design. The findings of the study showed that the contribution of entrepreneurship skills towards reducing unemployment in Nigeria include improvement in the standard of living. Through innovation that led to introduction of high goods and services and conservation of foreign exchange as a result from reduced importation of machines and

equipment, raw materials and payment of foreign goods. It was also found out that there is significant relationship which exists between effective entrepreneurial skills development and reduction in employment in Nigeria. It was concluded that provision of infrastructural facilities will enhance production of goods and services at competitive price”.

Table 1. Literature Review / Webometric Analysis

Authors	Date	Topic	Study Area	Variables	Instruments	Findings	Remarks
Ezeanokwasa and Nwachukwu	[35]	The effectiveness of entrepreneurship skills development in reducing unemployment through small business innovation in Nigeria.	Nigeria	Entrepreneurship skill development and unemployment	Descriptive survey design	Findings of the study showed that the contribution of entrepreneurship skills towards reducing unemployment in Nigeria	The study concluded that increased entrepreneurial education and training had led to increased employment generation among university graduates in Nigeria
Oladeji	[34]	correlation between human capital and economic growth in Nigeria	Nigeria	Human capital and economic growth	Annual Time Series Data from 1980 to 2012 was used	Revealed that there is a significant functional and institutional relationship between economic growth and the investments in human capital in Nigeria.	recommended that there is need to increase educational sector and the Health sector budgetary allocation to Human Capital.
Mathew B.O	[30]	Human Capital Development and Economic Growth in Nigeria	Nigeria	Human Capital Formation and Economic Growth	ARDL bound estimation technique	A long run dynamic relationship exists between Human Capital Development and Economic Growth.	Adequate distribution of health facilities within the federation is imperatives.
Bosede et al.	[36]	Economic growth, Energy consumption and Capital Development	Nigeria	Economic Growth and Human Capital Formation	New growth Model	Increase in Economic growth has not improve the rate of capital formation	Education should be incorporated into growth

3. METHODOLOGY

The study used a descriptive survey design. A descriptive survey designs focal point is on motivation, opinions, people, beliefs, behaviours and attitudes. Ikeagwu (1997) cited in Ejike [37] supported the idea of sourcing facts on information using survey method.

3.1 Nature and Sources of Data

This study collated its data through primary source by administering copies of questionnaires to the respondents who are the SMEs operators.

3.2 Reliability of the Instrument Method

Test-retest method was used by the researcher to test the reliability of the research instruments through pilot study to ascertain its effectiveness in retrieving the information needed. Therefore, to verify the consistency of the content so as to achieve reliable coefficient of Human Capital Development, Cronbach's alpha was employed. Spearman rank order correlation was also applied to the data collected from respondents and analysis presented coefficients of 0.80.

3.3 Method of Analysis

The collected data was analyzed using quantitative data analysis methods hence it is a descriptive survey. Major statistical tools were summary statistics of percentage to be arranged in frequency tables, Pearson Product Moment Correlation and Ordinary Least Squares (OLS), Multiple regression analysis. All tests would be carried out at 0.011 level of significance. That being the probability level at which would be willing to risk type 1 error.

3.4 Data Presentation and Analysis

Table 2. Section E / Effect of Human Capital Development on Economic Growth

S/N	Items of the Questionnaire	Alternative					Response
		SA	A	D	SD	UND	
1	Human capital development helps to achieve positive and integral important factor for economic growth.	209 (18.7)	723 (64.8)	157 (14.1)	23 (2.1)	3 (0.3)	1115
2	Distribution of skilled manpower unevenly, Poor reward system, abuse of human capital in Nigeria, are retarding the acquisition and development of human capital.	400 (35.9)	588 (52.7)	89 (8.0)	37 (3.3)	1 (0.1)	1115 (100)
3	Inadequate human development, feeble infrastructure, insipid growth of the manufacturing sector, a famished approach, environmental regulation, waste of resources and maladministration affects economic growth	298 (26.7)	698 (62.6)	103 (9.2)	15 (1.3)	1 (0.1)	1115 (100)
3	Human beings are the most important and promising source of growth in productivity and economic growth.	378 (33.9)	582 (52.2)	130 (11.7)	218 (1.6)	7 (0.6)	1115 (100)
4	Inefficiently provided basic infrastructure prevents the foreign investors from coming to invest in Nigeria	312 (28.0)	568 (50.9)	201 (18.0)	29 (2.6)	5 (0.4)	1115 (100)
Total		1597	3159	680	122	17	5575
Total percentage		(143.2)	(283.2)	(6.1)	(10.9)	(1.5)	(100)

Note: (SA = Strongly Agree; A = Agree; D = Disagree; SD = Strongly Disagree and UND = Undecided)

Analysis of research question four in table 2 shows that on the average, the total percentage of 143.2 respondents strongly agreed with all the statements of the items, 283.2 percent agreed with the items, 6.1 percent disagreed with the items, 10.9 percent strongly disagreed while 1.5 percent had no opinion on all the issues raised. Furthermore, the table revealed that some respondents were more critical than others as could be seen in the first, second third, fourth and fifth numbers where the percentage of strongly agreed and merely agreed were stated as 18.7 and 64.8; 35.9 and 52.7; 26.7 and 62.6; 33.9 and 52.2; 28.0 and 50.9 respectively. This also shows variation across the items.

Table 3. Correlation Matrix

Variables		Economic Growth	Skill Acquisition Training	Poverty Alleviation Mechanism	Business Making Decision Skill	Lack of Human Capital Development	Lack of Easy Accessibility to Fund
Lack of Human Capital Development	Pearson Correlation Sig. (2-tailed) N	0.526** 0.000 1115	0.423** 0.000 1115	0.643** 0.000 1115	0.415* 0.000 1115	1 1115	0.476** 0.000 1115

Note: ** Correlation; Significant at 0.05 Probability level (2-tailed).
* Correlation; Significant at 0.01 Probability level (2-tailed).

Table 4. Coefficient of the Predictor Variables and t-values of the Estimate

Model	Unstandardized Co-efficients		Standardized co-efficients		
	β	Std. Error	Beta	t	Sig.
1 (Constant)	- 234	0.167	-	-0.817	0.536
Human Capital Development	0.394	0.065	0.594	2.188	0.023

4. SUMMARY OF FINDINGS

Having conducted an empirical examination on the effect of Human Capital development on good leadership and economic growth in South-East Nigeria, it was found that,

distribution of skilled manpower unevenly, poor reward system, misuse of human capital in Nigeria is retarding the acquisition and development of human capital.

5. CONCLUSION

The importance of effective learning to entrepreneurship development in Nigeria is beyond reasonable doubt in ever changing dynamic business world. We believe that entrepreneurs are encouraged reflective learning. Utilization of Human capital resources brings about growth and development that is capable of turning things around and influences good leadership, sustainability and growth in economy.

6. RECOMMENDATIONS

In the light of the above empirical findings in the analysis of data carried out and conclusions made, recommendations were made that since there is a general agreed consensus among scholars that lack of human capital development affects the development of a society, government should ensure that the right personnel are employed so as to maintain high level of credibility in an organization, which will yield growth in economy.

REFERENCES

3. Aja-Okorie, U. & Adali, O. (2013). Achieving youth empowerment through repositioning of

entrepreneurial education in Nigerian Universities; problems and prospects.

European

Scientific Journal, 9(28): 113 – 132.

Benjamin, C.O (2012). “Nigeria's Transformation Agenda: The Management and Leadership

Challenges.” Presented on the Occasion of 2012 NIM South- East Zonal Management Summit Held at King David Hotels, Regina Caeli rd Road, Awka

. Retrieved on March 3 2015 from

<http://www.managementnigeria.org/index.php/81-highlights/32-nigeria-s-transformation>

36. Bosedo C.O, Henry O, Muyiwa O, Oluwatoyin M, Ese U, Romanus O, Oluwasogo A, & Olubunmi H.J, (2020), Economic Growth, Energy Consumption and Human Capital Formation: Implication for Knowledge-based Economy. International Journal of Energy Economics and Policy. 10(1), 37-43. [http: www.econjournals.com](http://www.econjournals.com)
29. Chikwe, C.K., Ogidi, R.C., Nwachukwu, K. (2015), Challenges of Research and Human Capital Development in Nigeria. *Journal of Education and Practice* www.iiste.org ISSN 2222-1735 (Paper) ISSN 2222-288X (Online) Vol.6, No.28, 2015
32. Dauda Risikat O. S., (2010), “Role of Human Capital in Economic Development: An Empirical Study of Nigerian Case”. rdauada@unilag.edu.ng.
- Emumejaye, E.P., Eboibi, O, & Umurhurhu, B.E. (2010). Vocational education as a means of empowering youth for poverty alleviation. *Multidisciplinary Journal of Research Development, 15(1): 1-4*.
35. Ezeanokwasa, F,N. & Nwachukwu, O.P. (2014). Effectiveness of entrepreneurship skills development in reducing unemployment through small business innovation in Nigeria, *information and knowledge Management, 4(11): 96 – 101*.
17. Ikeanyibe, O.M (2009). “Development Planning in Nigeria: Reflections on the National Economic Empowerment and Development Strategy (NEEDS) 2003-2007.” *Journal of social science, 20 (3) 197-210*.
- Joshua, P. (2002). Vocational and technical education. The need for guidance and counselling. A paper presented at the 2nd National Conference at FCE(T) Gombe 13th -15th November, 2002.
30. Mathew B O (2018) studied Human capital formation and economic growth in Nigeria: *African Educational Research Journal* Vol. 6(2), pp. 80-87, May 2018 DOI: 10.30918/AERJ.62.17.046 ISSN: 2354-2160

1. Sankay, Ismail and Shaari, (2010)...?

2. Kamukama (2010)...?

4. Fatoki (2011)...?
5. Choudhury and Nayak (2011)...?
6. Ismail and Jajri, (1998)...?
7. Lichtenberg (1992)...?
8. Barro and Sala-I-Martin, (1995)...?
9. Artelaris et al. (2007)...?
10. Matthew et al. (2018)...?
11. Papadimitriou (2011)...?
12. Enyekit et. Al. (2012)...?
13. Kumar and Pandya (2012)...?
14. Ofoegbu and Joseph (2013)...?
15. Okpara, 2011...?
16. National Planning Commission and Central Bank of Nigeria, 2005...?
18. Rodney (1969)...?
19. Paul et al. (2017)...?
20. Jhingan, 2012...?
21. Harbison, 1962...?
22. Hadir and Lahrech (2015)....?
23. FGN, 1999...?
24. OECD (1996)...?
25. Maheran et al., 2009...?
26. Adeyemi and Ogunsola 2016...?
27. Jaiyeoba, 2015...?
28. McCoy (2012)...?
31. Oluwatobi and Ogunrinola (2011)...?
33. Mankiw, Romer and Weil (1992)...?
34. Oladeji (2015)...?
37. Ejike (2015)...?