

приобретенные навыки и компетенции в области логистики, материально-технического снабжения производства продукции и ее сбыта.

3. Изменение содержания образовательных программ с учетом актуализации цифровых компетенций у будущих специалистов, усиления профориентационной работы и повышения престижа специальностей факультета.

Таким образом, подготовка компетентных специалистов требует координации совместных усилий учреждений высшего образования и потенциальных работодателей. Это позволит обеспечить не только новый качественный уровень специалистов, но и разработать оптимальную компетентностную модель специалиста для сферы агротехнического сервиса в АПК.

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Summary. The article deals with the issues of training highly qualified engineering personnel of agrotechnical services and institutions of higher education.

THE ROLE OF INFORMATION TECHNOLOGY IN EFFECTIVE MANPOWER MANAGEMENT AND DEVELOPMENT WITH RESPECT TO THE CHALLENGES OF GLOBALIZATION IN NIGERIA’S DEMOCRATIC DISPENSATION

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Abstract

In this articles Globalization is viewed as a tool for national development in democratic dispensation that enables the Nigerian nation to meet up with the rest of the world with the emphasis on the effective management of manpower development in Nigeria. The article defined management, an effective man-

agement manpower development and the challenges for globalization in a democratic dispensation. It also views information as the beacon of globalization. The article recognizes that the effective use of information and communication in globalization cannot be down played with the challenges in democratic dispensation. it therefore, reports that an assessment of a new management training elements is required and notes that the organizations that patronize management training institutions do not normally conduct training needs assessment Therefore there is the need in provision of adequate resources both human and capital fir an effective management manpower development to overcome the challenges for globalization in a democratic dispensation. They should also be staffed with the right caliber of academics that are well paid to instill an effective management manpower development education in institution. Information technology should be n core management course in all the tertiary institutions.

Keywords. Information Technology, Manpower management, Democratic Dispensation.

Introduction

Globalization constitutes a mega trend in global political economy and has assumed a new phase in contemporary international economic relations. Given the emergent socio-political and economic transformation as well as the technological advancement in communication, information, transportation etc, especially when the democratic governments started in Nigeria, the process seems to be irreversible. Nation states have indeed consistently intensified efforts towards engaging in business across national borders and constructing production and distribution networks on a global scale. Thus, the world today is a global village given the unprecedented level of interconnectedness of political, economic, social and technological forces that permeate the contemporary global system.

It is therefore, certainly stating the obvious to say that one of the major problems confronting the Nigerian nation is lack of effective management. This is due to the fact that Nigerian nation fails to adequately develop management manpower, though quite a number of people are put in responsible management positions in Nigeria with little or no formal management education, even at the rudimentary level.

Similarly, Umoru-Onuka (2001), placed emphasis on the need to give adequate management education to those who are either put in management position or who aspire to become managers. Invariably, therefore, the need for well-educated management personnel, in an era of globalization hardly needs being emphasized, unless the economy wants to remain perpetually underdeveloped. It is also noteworthy that management. According to Umoru-Onuka (2001), is largely a communicative profession and is to very large extent information based. Globalization is actually enhanced by information communication technology (ICT).

The paper therefore, examines the phenomenon of globalization and the multidimensionality of its conceptual usages. This is followed by conceptual

definition of management and management manpower education. It also discusses the challenges that the current globalization poses for Nigeria.

Globalization and its Conceptual Usages

The phenomenon of globalization is a multi-dimensional and multifaceted process that encompasses political, economic, social and cultural dimensions that have been variously explained in different terms and contexts due to its multivariate nature. Globalization also does not tend itself to easy conceptualization; and like other concepts in social sciences, it is not amenable to a single simple and straight jacket definition, which perhaps explains its various connotations by scholars of different persuasions as internalization, universation, liberalization, westernization etc.

According to Ibrahim (2002). Globalization is not a single unified phenomenon but rather a syndrome of processes and activities, which embody a set of ideas and a policy framework organized around the global division of labour and power. Kiely (1998); defines globalization as a world in which societies, cultures, politics and economies have in some sense come closer together. Kiely (1998) further states that the concept can be seen as the intensification Of world-wide social relations which link distant localities in such way that local happenings are shaped by events occurring many miles away and vice-versa. The implication of this view is that more and more parts of the world are brought together in a global system and so affected by happenings elsewhere. It is such that all components of life are each brought into the compartment of one single system. Furthermore, implied in the definition of globalization is that no nation or individual can exist apart from others. Each must strive to keep abreast with current development worldwide.

The above notwithstanding, Marfleet (1998), contends that the concept of globalization is a process that brings new social and cultural locations together, stating that globalization has resulted in a situation that deals with crystallization of suppositions about what the world is and would be, and should be. Therefore, if all areas of life are affected by globalization and management one profession I discipline that permeates all facets of life; then it must be responsible to dynamics of its publics because it is a collage resulting from coupling of various disciplines into one such as engineering, sociology, anthropology, mathematics and statistics. Globalization can simply be regarded) universalism of the world system.

Accordingly, Anya (1998) posits that globalization breeds uniformity (which is expanded by ICT) which to him is unfortunate because it may destroy the basis of human differentiation and development, Kwanashie (1999), however, views globalization as a key to democratization not only on the continent of Africa but the world over. Onuka (2003) believes that not all of globalization arose from the west, where largely science and technology, politics and economic aspects of globalization come from. He argues that some form of globalization including certain religious denominations come from Africa.

Globalization refers to as the tremendous revolutionary changes that have affected our planet as a result of changes that have also taken place in informa-

tion and communication technology processes that have, cumulatively led to the villagization of the globe (Umoru-Onuka, 2001b)

Conceptual Definitions of Management

Management is the term that is used to describe the business of initiating planning, organizing, directing implementing, controlling, monitoring and improving a system, an organization or an institution for the overall interest of all its stakeholders. Thus, management occurs in a small human organization such as the family (unit) and in large organizations such as national and international organizations. It is noteworthy that management is an everyday and anyone phenomenon, and cannot be avoided at all.

Similarly, Adigun (2000). Sees management as the process of integrating the effort of a purposeful group or organizations, whose members have at least one common goal. Kwanashie (1999) state that management is an indispensable element in an enterprise or organization. Management is also the process of accomplishing an organization's goal and objectives. It is thus a process of activities that are carried out to enable an organization accomplish its goals and objectives, by employing human and material resources for that purpose. It is, therefore, an approach whereby human, financial, physical and information resources are employed for the attainment of the objectives of the organization (Kwanashie 1999).

Also, Fabunmi (2000) opines that management from the perspective of a field of is viewed as consisting of planning, administration, supervision and evaluation. Fabunmi (2000) further states that the word is seen from two perspectives viz: that of an art or practical exercise requiring no special study or effort and as a result a natural gift; band the other being that it is a science or a technology requiring not only sound theory but also specialized principles and techniques.

The manager can invariably be described as that person in charge of an organization or one of it sub-units. This traditional view portends that he plan, organize, coordinate and control. No one can control without the use of communication hence Umoru-Onuka (2001), states that management is a communicative profession. That is why management must be studied in the context of globalization. The advent of electronic communication has globalized the world which consisted of close units of various kinds. Management as a science interfaces with other sciences viz: engineering, anthropology, economics, sociology, law and computer science, Information management, accounting, mathematics and statistics. In this article, management manpower development is viewed to enable the nation meet with rest of the world in the context of globalization.

Management Manpower Development

If management is a science and profession, then there is no doubt that there is a need for those who practice it to be educated in its principles and practices. More so, since its scope transcends the arts, sciences and the technology, all of which are dynamic areas of human endeavour where changes occur on almost a non-stop (continuous) basis.

A good management manpower development programme can only be evolved if the educational needs of those who constitute the management or prospective management manpower of a nation or organization or institution are known *Vis-a viz* the corporate need of a nation or organization.

Education (training) needs according to Umoru-Onuka (2001) are made up of the gap between what exists in society (organization) and what is required to attain certain level of productivity as well as the individual's needs. It is the gap between the activities, skills and knowledge of the individual manager and what is required of him to attain for certain level of productivity.

Umoru-Onuka (2001), defines management (manpower) development as the process of the continuing education of the manager to keep him abreast of every new management development (education or training). It is a cycle that begins with planning and ends up with feedback with organization, implementation and evaluation in between. In view of the fact that globalization affects every aspects of life and the fact that management deals with every area of life, this study determined how management manpower development programmes can be made to meet the dynamics of globalization.

The Challenges for Nigeria in a Democratic Dispensation

Historically Nigeria was largely a producer and net exporter of primary products (at independence in 1960). The six (6) major agricultural products then were cocoa, rubber, palm oil, groundnut, cotton and palm kernel. Although there existed mining and quarrying activities, these were negligible and never counted for the economy as a whole. In other words, agricultural produce and raw materials constituted the sole foreign exchange earner for the country.

The challenges posed by globalization for Nigeria therefore are multi-farious First, for the country to be fully integrated into the world economy and in order to harness the benefits of such integration it must embark on serious technological revolution and effective and efficient manpower educational development (Abubakar, 2000). Abubakar, (2000) further, stated that in order to ensure technological revolution. The country's technological base must be developed. Science and technology should be made a formidable part of the key strategic area of its developmental effort. The need to fundamentally transform the nation's educational, health, agriculture and industrial development has therefore become an imperative demand for all Nigerians. As such due attention must equally be focused on information technology and communication. In contemporary global economy, information technology and the ability to use it are very critical. While computers and other electronic gadgets are already in place and do not need to be re-invented, there is the need to ensure that the enabling environment for their uses is provided. Hence adequate basic infrastructures such as power supply and telecommunication must exist regularly and uninterruptedly. Similarly, industrialization, including manufacturing and fabrication should be re-invigorated while agriculture should be repositioned with mechanized farming fully embraced to enhance agricultural productivity in the country.

The second challenge relates to economic liberalization policy. This entails liberalizing the economy, internationalizing of capital, opening new markets and attracting new investments. This poses a great challenge to Nigeria. That is the Nigerian economy must not only be diversified, but also built on sound economic policies including those that will necessarily ensure increased domestic saving, continued reform of the domestic financial sector; opening up to foreign capital inflows, while simultaneously protecting the country from the huge destabilizing effects of short-term speculative capital inflows; and together with other developing countries; continue to champion the necessity for the reform of the global financial system that ensures shared prosperity and a greater inducement to the development of the weaker countries (Onyekpe, 2001).

Democracy constitute the third challenge that globalization poses for Nigeria. Democracy has become an acceptable form of governance in the world system today. Indeed, no authoritarian or dictatorial regime is fashionable any longer in the global environment. Nigeria regained its civil rule in 1999 after about fifteen years of uninterrupted military dictatorship. The persuasive lack of democratic system of government for several years had significantly deteriorated the development pace of the country. Following the restoration of civilian government therefore, there is the need for democracy to be fully entrenched and sustained. The presence of a strong and vibrant civil society, good governance, effective dynamic relationship between people and the government is a bedrock for a durable democracy in Nigeria (Madunagu, 1999).

Democracy also is an egalitarian form of government in which all the citizens of a nation determine public policy, the laws and the actions of their state, requiring that all citizens (meeting certain qualification) have an equal opportunity to express their opinion (Anya 1998). Besides, democracy by those that clearly coined the term is government of the people by the people for the people. Onyekpe (2001), viewed democracy as a concepts that must be juxtaposed with Nigeria's needs and cultural norms and beliefs which are clearly faced by challenges. Some of these challenges include:

1. Unwillingness to create a strategy for smooth succession transition from one administration to another;
2. Inability to recognize that Nigeria is the most populous nation in Africa with lots of intellectual capital which when harnessed can lead to success, technological breakthrough and capturing of the nation's evasive glory
3. Lack of readiness to redefine or re-establish, if not already done, Nigeria's National Interest. It cannot continue to build the psyche of foreigners at the expense of citizens.
4. Inability to deal with making Nigeria a secular state because there are too many religions in Nigeria to make one of them dominant. Moreover, religion encompasses fundamental believes, and cultural norms of a society. The religion should only play the role in our body politics for building the moral conscience.

5. Inability to consider diversification from oil base economy to agricultural productions for the nation building.

6. Inability to invest in Nigerians instead of building foreign reserves that can lead to or set subsequent administration to the path of corruption in which many administrations have been working to reduce to manageable level etc.

Therefore in democratic dispensation a good leadership is all about willingness and ability to control and manage the wealth of the nation efficiently and effectively with full dedication and commitment to the nation (Nigeria) and its people. That is, Nigeria needs a competent, reliable, trust, honest patriotic, integrated and vigilant citizens in executing democracy with concrete efforts to vote and be voted for free and fair election in a democratic dispensation. Nigerians are now charged well in articulated national interest and for real measurable change in many areas particularly areas like improved communication and technology, constant supply of electricity, good drinking water, education, health agriculture etc. The decision is ours lets go out and move forward with courage to make a difference.

Conclusion

In this article, it has been demonstrated that globalization as a phenomenon has assumed a new phase in contemporary global political economy and that Nigeria must equip and prepare itself effectively to confront its challenges for national development.

The article critically examined the three forces that propelled globalization namely technological revolution, economic liberation and democratic governmental system. It submits that the new threat of globalization make it imperative for nation states to understand the intricacies of the phenomenon so as to enable them devise strategic ways to harness its advantages. The management, management manpower development were also examined. The challenges globalization must be faced by developing nations for them to be relevant in the global scheme of things For Nigeria in particular, the challenges are enormous but not insurmountable. Nigeria cannot afford to remain aloof and be completely isolated from the global economic interplay. The country should make conscious effort to transform the economy so as to harness the benefits of globalization. The critical sectors of the economy that constitute the basis-for sustainable national growth and development e.g. agriculture, education, health⁴ mining, industry and energy should be the core concern of economic policy and hence properly harnessed for the country's development.

Recommendations

It is therefore suggested that the following measures if managed efficiently and effectively will improve the national development. As management is affected by globalization the country must keep abreast with trends in globalization and put modern management development programme in place; then, the quest for development as a nation becomes achievable. It is here suggested that universities, which constitute the primary place for the training of high level

manpower, which makes up the management crop of the nation, should be well equipped and properly funded with annual budgetary provision by each sector of the economy. They should also be staffed with the right caliber of academics that are well paid to instill the right type of management education in the prospective managers. Information technology should be a core management course in all the tertiary institutions. Globalization which serves as a tool for development which affects every part of the world is mainly characterized by constant change. This indicates that the roles of electronic media and other information technology and communication development cannot be over emphasized and the challenges for globalization in Nigeria democratic dispensation. Nigeria therefore, must be prepared to adapt to modern management technological development by creating the right management training environment.

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