



Effect of Human Capital Development (HCD) on Organizational Performance (A Study of TEK Experts Nigeria)

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Abstract

This study examined the effect of human capital development (HCD) on organizational performance. The objective was to ascertain the influence of employee training; updating employee skills and knowledge; and employee career development respectively on organizational performance. A random sampling technique was used to draw a sample of two hundred and eighty-nine (289) respondents for the study. Descriptive research design was used in the study; hence, relevant primary data was obtained through questionnaires. Data was analyzed, using the frequency distribution; simple percentages as well as Pearson's product moment correlation analysis. The major findings of this study indicated that employee training has an effect on service delivery in the Nigerian Information Technology Sector; there is a relationship between 'updating employee skills and knowledge' and productivity in the Nigerian Information Technology Sector; and employee career development has an effect on employee retention in the Nigerian Information Technology Sector. Consequently, this study recommended that the organization should implement human capital development policies that enhance human potential to ensure desired performance and that human capital development should be accorded a premium place in the upgrading of people skills, knowledge and abilities particularly when it comes to preparing and grooming people for the present and future roles in the organization.

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