HUMAN RESOURCE DEVELOPMENT AS A PIVOT FOR PROFESSIONALISM IN THE NIGERIAN ARMED FORCES

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ostract

uman Resource development in any profession is very essential. Quality and antity are important factors in enhancing professionalism in the armed forces very country and Nigeria cannot be an exception. Nigerian armed forces do t only need human resources development but its effective managerial and aptation to changing needs and circumstances. In order to develop human ources, there must be constant training. Training here is concerned with ching the armed forces specific skills that will be of assistance to their mediate needs, while development should emphasize on more general skills t will assist them in career growth, thereby equipping them for future llenges. This paper looks at the necessity for the development of human ources in the Nigerian Armed forces to enhance professionalism. In alyzing this topic, development theory will be used as a guiding principle.

) Introduction

e concept of professionalism involves expertise, responsibility and rporateness. The military profession, like every other profession, uires a general human resource development to cultivate the mind. e professional person is an expert with specialized knowledge and ll in a specific field of human endeavour. An expertise is acquired by longed education and experience. The essential and general aracter of service and monopoly of skill impose upon the professional rson the responsibility to perform the service when required by iety. The responsibility to serve and devotion to skill furnish the fessional motive.

atever its main aim, an organization is regarded successful if it meets aim. But organizational objectives could only be achieved through the ality of its staff. Staff training and development are therefore very essary to acquire necessary skills. Before any further analysis, the two ncepts of training and development are defined.

Training refers to teaching operational or technical employees how to the job for which they were hired. It is any learning activity which directed towards the acquisition of specific knowledge and skills for purposes of an occupation or task. Development however, refers teaching managers and professionals the skills needed for both pres and future jobs. It can therefore be defined as any learning activity wh is directed towards future needs rather than present needs and whic concerned more with career growth than immediate performan (Anthony and Obikeze: 2004: 281).

The corporateness of a profession means sharing a sense of organic un and consciousness of themselves as a group.

The scope of this research work covers the human resource developm of the Nigerian Armed Forces which comprise the Army, Navy and force. The aim is to emphasis the essence of manpower development a crucial factor in the professionalism of Nigerian Armed For Manpower development enhances skills, expertise, management a understanding of the dynamics involved in modern technological a information systems.

2.0 Theoretical Framework

Development is a multidimensional process that normally conno charge from a less to a more desirable state. Development is a normat concept and must be relative to time, place and circumstances a therefore cannot be reduced to one universally applicable form (Mcleani 1996:137).

Development theory is applied in this paper, because the topic is human resource development factor in professionalism of the Nige Armed Forces. Development has been defined as the fulfillment of necessary conditions for the realization of the potential of hur personality, which translates into reductions in poverty, in-equality - unemployment. (Seers: 1972:19) Development has been translated improvements in education, equality of life and certain social indicat

Other conditions that have been included in development are increas national self-reliance and self determination, predicated on the no that development is something a country does to itself which involv

luction in dependency. Nigerian Armed Forces must train the npower both in Military and Secular education in order to have ective and efficient personnel.

Why Human Resources Development is Necessary in Military Professionalism.

e Armed Forces of any nation comprises many varieties of specialist. t a distinct of military competence exists which is common to all. The tral skill is perhaps best summed up in Harold Lasswell's phrase The nagement of Violence. The function of a military force successful ned combat. The duties of the military officer include organizing, ipping and training of the forces, the planning of activities and the ection of operations in and out of combat. The direction of its eration and control of a human organization whose primary function the application of violence is the peculiar skill of the officer. It linguishes the military officer from other specialists which exist in the dern armed forces. The skills of the experts are necessary to achieve objectives of the military force. (Huntington: 1957:8).

e art of fighting is an old accomplishment of mankind but military fession is a creation of modern society. However, for military to form its functions efficiently there is need for manpower elopment. Manpower development is the training of personnel to uire new knowledge to enhance their performance on the job. The sons for manpower development include: for technological cialization. Nationalism, conflict resolution, presence of stable timate authority and peace keeping.

Armed Force is rationally conceived to fulfill certain objectives, one which is to fight and win wars. The highly peculiar features of its anization flow from the central purpose, not from the secondary one, find in it their supreme justification. These features are centralized mand, hierarchy, discipline, intercommunication, "esprit de corps" a corresponding isolation and self-sufficiency (Finer: 1962:07)

Nigerian Armed Forces was engaged in the governance of Nigeria 30years. For this reason, professionalism in the military service had been as desired. Politics took the central stage. However, with the

exist of military rule on May 29, 1999, there had been as intensive drive for professionalism in the Nigerian Armed Forces. For the military to continue to be system-relevant, it must continue to sustain and promote the values which enhance both national unity and professional competence. (Olagunju and Oyovbaire:1991:169).

There is the significance of raising the professional standard and competence of the Nigerian Armed Forces in order to regain and sustain their professional bearing. The focus should be a man-centred development. Where development is not man-centred, there would be social injustice and mal-distribution of resources. The military profession requires a unique form of education which will enable its members to acquire special skills to perform roles essential to the well-being and proper functioning of society. Instead of large capital outlays on weapon systems and equipment, it is necessary first to train the men who will operate them and thereafter the weapons and equipment can be upgraded to make them operationally ready.

The fundamental factors for manpower development in the Nigerian Armed Forces could be itemized as follows:

* To perform efficiently;
* Operate equipment
* Be current with new technologies because the world has become a global village;
* Enhance peace-keeping operations;
* Motivate officers and rank and file; and
* For self-confidence.

The role of manpower development in professionalism of Nigerian Armed Forces is therefore a necessity. The primitive state of military science and with the aristocratic belief that the only requirements for military men were the inborn talents of courage and honour are not enough for professionalism. The former made military education impractical while the latter made it unnecessary.

Although, militarism in third world countries appears to relate more to domestic than to external crisis, in this era of the spread of nuclear technology, the Nigerian military should be will knowledgeable

through training and development of its members. Militarism is a stage of affairs where war and the use or threats of military force are accorded the highest priority by the stage in the pursuit of its political ends. In the alternative, it is a situation where military values like patriotism, unity, hierarchy, and discipline come to permeate civil society. Unclear proliferation is now widely considered to be a problem because of the fear that it will increase the probability of nuclear weapons being used.

Because of the close links between civil and military nuclear technology, many countries are able too reduce the time necessary to acquire a nuclear weapon by acquiring a range of nuclear technologies for civil purposes. Several countries have already achieved threshold status, in which they either have unannounced nuclear weapon capabilities, or could develop them extremely quickly if necessary. This is one of the reasons why Nigerian Armed Forces must train and develop their personnel to meet the challenges of new technology. (McLean, 1996: 322).

Even in history, in the 18th century for example, France possessed the most highly developed military staff. However, if it were necessary to give a precise date to the origin of the military profession, August 6, 1808 would have to be chosen. On that day, the Prussian government issued its decree on the appointment of officers which set forth the basic standard of professionalism with uncompromising clarity thus:

> *The only title to an officer's commission shall be, in time of peace, education and professional knowledge, in the time of war, distinguished valor and perception from the entire nation, therefore, all individuals who possess these qualities are eligible for the highest military posts. All previously existing class preference in the military establishment is abolished, and every man, without regard to his origins, has equal duties (Huntington; 1957:30)*

The success of any organization depends largely on the quality of its manpower. In developed economies, a reasonable percentage of annual budget is giving to defence for both manpower and equipment development. In war situations and even in peace time too, the ability of a military person to win battle depends largely on his quality of training and not only on the weapons.

4.0 Conclusion

Manpower development is a powerful requirement for professionalism in the Nigerian Armed Forces. Military intervention in Nigeria's governance affected professionalism in the Armed Forces adversely. As such there is need to focus on human resource development in terms of training and retraining to fill the gap left unattended to for years. The constitutional responsibilities of Armed Forces are to quell internal revolt and ward off external aggression. These could not be done without skilled manpower. In this regard, therefore, the role of manpower development in the professionalism of Nigerian Armed Forces must be seriously pursued to safeguard the security of Nigeria.

5.0 Recommendations

In order for Nigerian Armed Forces to be professionally efficient, manpower development should be one of the major focuses. Presently, Nigeria is on the right direction. The training of military personnel in the National Institute for Policy and Strategic Studies (NIPSS) at Kuru near Jos, military schools in Zaria, Jos and Jaji Kaduna; Nigerian Defence Academy, Kaduna and Nigeria Defence College, Abuja, among others are geared to enhance military professionalism in Nigeria and commendable.

However, in addition, the following recommendations are made to make military professionalism better in Nigeria.

(a) More military training institutions should be established in the country with modern facilities;

(b) Sufficient resources should be allocated for research on military matters.

(c) Since Nigeria is still a developing country with low technological development, military personnel should be sent abroad regularly to update their military skills especially in modern weapons.

(d) Nigeria should purchase modern military equipment because it could be frustrating for a well trained officer to be rendered redundant because of lack of functional or relevant equipment to carry out assignments.

(e) Military must concentrate on its constitutional responsibility of protecting the sovereignty of Nigeria and not involving itself in the governance of Nigeria through direct military intervention. Military involvement in the governance of Nigeria had adversely affected its professionalism; and

(f) Finally, there should be good welfare packages for the Armed Forces to promote efficiency and professionalism.

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