

**Manpower Development in Nigeria:
Conceptual and Methodological Perspectives**

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KEYWORDS Manpower Underdevelopment. Organizations. Human Resource. Regulatory Capability

ABSTRACT This paper unfolds manpower development from the conceptual and methodological perspectives. On the conceptual perspective, the paper analyses the effort of the Nigerian State at developing manpower vis-à-vis the efforts of organizations at manpower development and eventually situating the concept manpower development as encompassing both State and organizational efforts. On methodological perspective, organizational techniques for manpower development were discussed; the relevance and problems against manpower development in Nigeria were unfolded with the researcher stating the options of enhanced government regulatory capability and persuasive device as means of improving manpower development in Nigeria.