

**HUMAN RESOURCE DEVELOPMENT AND EMPLOYEE
PERFORMANCE IN NON-PROFIT ORGANISATION.
(A Study of a Faith-Based Organisation)**

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JULY, 2023

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BY

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**A DISSERTATION SUBMITTED TO THE SCHOOL OF
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MANAGEMENT, COLLEGE OF MANAGEMENT AND SOCIAL
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NIGERIA**

JULY, 2023

ACCEPTANCE

This is to attest that this dissertation has been accepted in partial fulfilment of the requirements for the award of the degree of Master of Business Administration in Human Resource Management in the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Nigeria.

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DECLARATION

I, **AKINBOLA, OLADIMEJI DAVID (20PMB02269)** affirms that this research work was undertaken by me under the supervision of Prof. Adewale O. Osibanjo of the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Ogun State. I bear out that the dissertation has not been presented either solely or partially for the award of any degree elsewhere. All sources of data and academic information used in this dissertation are accordingly acknowledged.

AKINBOLA, OLADIMEJI DAVID

Signature and Date

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LIST OF ABBREVIATIONS AND SYMBOLS

NPO	Non-Profit Organisation
HRD	Human Resource Development
SAT	Systematic Approach to Training
TNA	Training Need Analysis
ROI	Return on Investment
JIT	Job Instruction Technique
KSA	Knowledge, Skills and Attitude
TQM	Total Quality Management
T&D	Training and Development
WOFBI	Word of Faith Bible Institute
CIPD	Chartered Institute of Personnel and Development
CIPM	Chartered Institute of Personnel Management of Nigeria
ICAN	Institute of Chartered Accountant of Nigeria
IBEC	Irish Business and Employers' Confederation

CERTIFICATION

This is to certify that the research work titled, **HUMAN RESOURCE DEVELOPMENT AND EMPLOYEE PERFORMANCE IN NON-PROFIT ORGANISATION. (A Study of a Faith-Based Organisation)** is an original research work undertaken by **AKINBOLA, OLADIMEJI DAVID (20PMB02269)** in Industrial Relations and Human Resource Management Program of the Department of Business Management, College of Business and Social Sciences, Covenant University, Ota, Ogun State, Nigeria under the supervision of Prof. Adewale O. Osibanjo. We have examined the work and found it acceptable for the award of the Degree of Master of Business Administration (Industrial Relations and Human Resource Management).

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DEDICATION

This research work is dedicated first and foremost to the All Sovereign God, King Eternal, Father of all spirits, the only wise, monarch of Zion and the established ruler of the universe, Abba, words are indeed limited to demonstrate my love and appreciation to you. Thank you for being God. You said it and now you have done it. Thank you.

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ABSTRACT

Human resources are the most central influence of production in a corporate world. Employees are regarded as the life blood of any organisation (for profit and nonprofit alike). But despite its importance, some organisations still have various difficulties associated with the implementation of employee training and development programmes. Hence, this study investigated human resource development and employee performances in non-profit organisations using the Living Faith Church, Ota, Ogun State, Nigeria. The study's specific goals include analyzing the influence of career development on employee motivation, the impact of mentoring on employee engagement, the effect of corporate training spending on employee adequate training, and the influence of human resource development on employee effectiveness, engagement, and competencies. For this study, a structured questionnaire was given to 133 clergy members of the Living Faith Church (Headquarters), both ministerial and non-ministerial. A descriptive research approach was specifically chosen for the research work. Purposeful sampling methods and Simple random were used to choose a sample size of 340. Only 108 of the 133 administered questionnaire were located and used in the regression analysis by SPSS, the statistical package for social sciences. The study shows that when employees are on off/on- the job training they have a certain level of how much they think and carry out mental activity on behalf of the organization there by increasing their cognitive engagement to the organization. Workers are given an avenue for career development, they elude a degree of affection as well as emotional responsiveness towards the organization, causing a positive effect on the affective engagement of workers to the organization. According to the findings employers should view human capital as an asset rather than a variable cost. Businesses must view employee development as an asset rather than a mere expense, allocating sufficient funding and giving it the attention it deserves.

Keywords: Human Resource, training, development, nonprofit organization, employee performance