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***VOLUME 8, NUMBER 1, JUNE 2013***

Ethics and New Public Management Mantra in the United Kingdom (UK) Public Sector – <b>Eghosa, Osa Ekhatior</b>	-	1 - 12
Jonathan’s Transformational Leadership in Nigeria: Lessons from the Biblical Abraham - <b>Igbokwe-Ibeto, C. J. &amp; Fatile, Jacob O</b>	-	13 - 31
The Effect of Cultural Diversity on Employee Productivity in /work Organizations in Port-Harcourt Nigeria – <b>Ukachukwu, C. C. &amp; Iheriohanma, E. B. J.</b>	-	32 – 49
Job Anxiety, Organizational Commitment and Job Satisfaction: An Empirical Assessment of Supervisors in the State of Eritrea – <b>Allam Zafrul</b>	-	50 – 62
Conflict and Conflict Management: A Springboard for Success and Progress in Organizations in Nigeria – <b>Nnam, Uchenna M.</b>	-	63 – 73
Managing Three Approaches to Organizational Behaviour For Effectiveness and Sustainability: Implication for Educational Management in Nigeria – <b>Njoku, Anselem Chidi</b>	-	74 – 82
Governance, Collective Bargaining and Peace Culture in Labour Relations in Nigeria – <b>Opara, Oguchialu, U.</b>	-	83 – 92
Insecurity and National Economic Development: Implications for Nigeria’s Vision 20:2020 – <b>Udeh, Shedrack C., Okoroafor, Ejike C. &amp; Ihezue, Ugochukwu R.</b>	-	93 – 109
• Brain Drain as a Clog in the Wheel of Nigeria’s Development: The University Education System in Focus – <b>Emeghara, Evaristus E.</b>	-	110 – 121
Indigenous Communication as an Enabling Factor for Rural Development in Nigeria – <b>Nwosu, Innocent Aha</b>	-	122 – 143

Language and Identity: A Case of Igbo Language - <b>Igbokwe, Benedict N.</b>	- 144 – 158
Economic Analysis of the Role of Microfinance Banks in Funding Agriculture in Rural Areas of Kwara State, Nigeria – <b>Adewumi, M. O., Ayinde, O. E., Jalola A. &amp; Adeyemi O. O</b>	- 159 – 171
Monetary Models and Exchange Rate Determination: The Nigeria Evidence – <b>Umoru, David</b>	- 172 – 197
Impacts of Transportation on the Production of Sweet Potato Productions in Selected Local Government Areas of Kwara State Nigeria – <b>Ayinde, O. E., Adewumi, M. O., Olatinwo, K. B. &amp; Olowogbayi M. A.</b>	- 198 – 213
Record Management in the Nigerian Public Sector and Freedom of Information Act: The Horn of Dilemma – <b>Igbokwe-Ibeto, C. J.</b>	- 214 – 229
Enhanced Digital Library System that Supports Sustainable Knowledge: A Focus on University Library System in Nigeria - <b>Eze, U. F.</b>	- 230 – 245
Disparities Public and Private Pre-Primary and Primary Schools' Enrolments, Classrooms and Teachers in Nigerians: Implications for Access and Educational Management - <b>Njoku, Anselem Chidi &amp; Adeyemi-Aristotle, M.</b>	- 246 – 255
An Appraisal of Training and Development in Organizations in Nigeria: Employee and Organizational Growth Performance Pivotal - <b>Onichakwe, Charles C.</b>	- 256 – 264
Management and Human Values in Nigeria: A Theoretical Approach - <b>Imhonopi, David</b>	- 265 - 285

## **MANAGEMENT AND HUMAN VALUES IN NIGERIA: A THEORETICAL APPROACH**

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### **Abstract**

The place of human values in organisations today has become a topical issue and has generated robust discussion among value scholars and management practitioners. As competition and rivalry for market leadership have become stiff, organisations have begun to look inwards into evolving ethical and human value-based practices as a form of competitive advantage and in developing an attractive workplace. The realm of management that began with starchy devotion to the scientific approach where workers were seen as a means and not the end in the production process and were treated as mechanistic items and economic articles that are to aid the realisation of organisational goals has given way to the human relations and behavioural schools which respected workers, emphasised the need to motivate them and sought to create an attractive work environment that aimed to achieve a marriage of organizational development with workers' development. Therefore, focus has consistently shifted towards value-based models of growth in the workplace. Modern organisations require a new corporate model based on ethical practices and human values and organizations in Nigerian must increasingly submit their business processes and operations to align with these global best practices. This paper considers the place of management and human values in Nigeria from a theoretical approach.

**Keywords:** Management, Values, Human Values, Organisation, Workplace.

### **Introduction**

Management is an important component of an organisational setup because it facilitates the realisation of organisational goals and fosters the commitment, dedication and satisfaction of the workforce. However, management in most organisations is helped to fulfil its functions and carry out its roles by some consciously developed or crafted values. There are about three different values governing the operations and business activities of an organisation and these values