

## Irregular Job Matching and Placement as the Bane of Nigeria's Employment Situation

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### Abstract

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Matching and placement on -the -job are vital aspects in the effort of ameliorating the job situation in any country. This study interrogated the issue of matching and placement in the Nigerian labor market. Specifically, the study sought to identify the extent to which the unemployed situation in the country has been exacerbated by irregular matching and placement of person in the labor market. Data was obtained from secondary materials which include- books, journal, periodicals, newspapers they include internet, etc. The theory of job matching Pastorini (2013) was adopted as the theoretical framework while employing Narrative-textual case study (NTCS) approach to its data analysis. Result revealed the situation of gross irregular matching and placement of persons on- the -job worsened the unemployment situation in Nigeria. The study recommended that government begins to address the problem through a re-orientation program for the generality of Nigerians. It also suggests that the federal and various ministries of information should occupy the center-stage in the campaign.

**Keywords:** *Campaign, Re-Orientation, Matching, Placement, Employment situation*

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## **Background to the Study**

International labor standards have been put in place since the founding of ILO. Such standards are still valid and since non-regulated competition in the labor market result in negative effects on working conditions, rules and regulations that have legal force are needed to prevent destructive competition. Better still, international labor standards can improve economic performance by encouraging enterprises to innovate, make productivity gains and drop less profitable activities. However, recent times have seen the development of several obstacles to better regulated globalization based on decent work: the growth of shareholder capitalism which gives capital pride of place over work; a good third of the global workforce unemployed or under-employed, which results from weak macroeconomic policies; fiscal and monetary constraints imposed by the international financial institution on developing countries and by the ECB in Europe ; and finally, the decline in trade union membership and influence in most countries .

In an effort to fashion out approaches for creating conditions for better governance of employment to make decent work a reality for all, the international community at the social summit in Copenhagen in 1995 set lofty objectives whose expectation has not been met as noted by the UN Secretary General in his February 2005 report. The rate of youth unemployment in particular rose from 10 percent in 1995 to 14.4 percent in 2003. The subject of quality of employment, an objective affirmed at Copenhagen and Lisbon in 2000 has been severely dented by growing number of working poor (60 percent of the 550 million working poor recorded globally are women) and by the growth of the informal sector. the growth of FDI and the global integration of economic and financial market have moved faster than progress with global social; governance, which currently cannot even manage the process at hand to the benefit of human beings.

Africa has in recent times, witnessed the continuous expansion in the budgets towards the education of its citizens. Given the contributions of education, especially at the tertiary level to developed countries, individuals, communities and corporations invest massively in education to uplift their educational attainment. This is due to the fact that, the provision of education is a productive investment in human capital which is a stock of skill and knowledge acquired through schooling. The greater the provision of schooling, the greater the stock of human capital in society and consequently, the increase in national productivity and economic growth.<sup>1</sup> Thus, investment in human capital is a function of the potency of the labor force to contribute meaningfully to the growth of gross national product, GNP” (Samuel 1990). Interestingly, studies like Dabalén, Oni and Adekola (2000), David (2000); Akerele (2004), and National Universities Commission (2004), revealed that “apart from the qualification that graduates possess, there are other attributes (non- academic skill requirements) which employers of labor emphasize”. According to them, these attributes include analytical skills, good communication skills, technical and managerial skills among others. Boeteng and Afori-Sarpong (2002), in relating these attributes to experience, stress that experience requirements are now stated in terms of competences and skills rather than years. The implication is that, “employers of labor force are not only interested in those having higher education but also practical skills for job fulfillment” (Abiodun, 2010).

### **Statement of the Research Problem**

It is unfortunate that feelers from employers of labor on the competences and performance of recent graduate's reveal that the characteristics listed above are lacking in the Nigerian graduates which tertiary institutions turn into the labor market. These employers acknowledge that such graduates posses a broad and respective understanding of the cognitive base in technical discipline but expresses dismay with the preparation of such graduates in those applied technical skills necessary for solving problems and enhancing business productivity. The former President APJ, Abdul emphasized that, "only 25% of graduating students were employed while the remaining 75% were not because they lack prerequisite skills such as technical, knowledge, English proficiency and critical thinking" ( the Guarding, August 31, 2010). There is also the issue bothering on the fact that skills acquired differ from the skills required in most cases. This brings to the fore, the question of mismatching in job placement. This study seeks to interrogate the issue of job mismatch in the Nigerian labour market

### **Objectives of the study**

The current investigation is an attempt to expose mismatching as the major cause of high incidence of unemployment in Nigeria. The specific objective therefore includes:

- A. Identify areas of job in the country
- B. Ascertain the required skill and competencies to fill existing vacancies.

### **Research questions**

- A. What job vacancies exist in Nigeria labor market?
- B. What skills are necessary for fill existing job vacancies in the Nigerian labor market?

### **Literature Review**

#### **Conceptual Clarification**

**Irregular matching:** Job mismatch is a new, complex and dynamic concept, which manifests at different levels of the labor market and related to the overall economic situation of the national economy. High job competition gave rise to the need to better use of work resources and to create a better match between workers (mean competences, knowledge, abilities and attitude) and workplace ( mean requirement, result, performance). Initially, the concept of job mismatch was defined as a lack of equilibrium in employment being in relation with unemployment, Turvey (1977), provided a first definition used in the scientific field. According to him, "job mismatching is a lack of matching between job vacancies and job seekers or the unemployment " . Thus, if those people looked for other jobs or if they had other skills, then unemployment would have been lower. Job mismatch was seen as an imbalance between the workplace supply and demand. Since the 1970, the phenomenon has been known in the literature as "structural imbalance" to explain the high unemployment rates, in spite of many available jobs. Cedefop (2016), observes that, "anticipation of skills can be perceived as a preventive measure, providing an early warning of potential mismatch in the labor market and giving policy-makers, companies education, and provides individuals) information to

prepare for it". "The Romanian researcher's results shows a negative effect of the education job mismatch on wages in most of the cases" (Zamfir,2013). Thus, higher education determines higher productivity but productivity is shaped by job adequacy. "Qualification mismatches occur when the formal qualification that individuals have are different from the qualification that are required, to be able to be hired for and to perform the job" (Quinines,2011)

### **Campaign**

Modern campaigns are defined as those with a party organization coordinated more closely at central level by political leaders, advertised by external professional consultants like opinion pollsters. In the news media, national television becomes the principal forum of campaign events supplementing other media. Politicians and professional advisors conduct polls, design advertisements, schedule the theme de jour, leadership tours, news conferences and photo opportunities, handle the press, and battle to dominate the news. In military cycles, no official military definition for an information campaign exists despite the frequent use of that term to describe a technique used in information operations. However, the current view of joint publication (JP) 3-13, Joint Doctrine for information operations presents an opportunity to officially define and describe the information campaign as " a viable technique for information operation and an alternative to perception management"

Growing interest in the role of information has produced a convergence between how information campaign and election campaigns are conceptualized. For instance, Holbrook (1996) identify election campaigns as, " a particular type of information campaigns" while Zaller (1989), more elaborately views election campaigns as "the encounter of information flows, resulting from a competition between rival information campaign"

**Employment situation:** The concept of full employment of labor corresponds to the concept of potential output or real GDP and the long run aggregate supply (LRAS) curve. "full employment means that everyone who wants a job can have work hours they need on fair wages" Beveridge (1994), Mchaughey (2018). "Because people switch jobs, full employment means a stable rate of unemployment around 1 to 2 percent of the total work force, but does not allow for under employment where part-time workers cannot find hours they need for decent lives (O'Sullivan, Sheffrin, Ateven,2003).

**Re-orientation:** Values mean what represent the quality of worth which people place on what they have in mind for example, the slogan of "one nation one destiny". Values are beliefs or ideas which people consider dear or acceptable." Values are "building blocks of the society" (Noah, 2003 and Okolo, 2011). Today, "values are no longer regarded as principles or standards of behavior" (Ivowi, 2009). Re-orientation is the repositioning of a people (e.g Nigeria) where they ought to be in the future. Njoku (2005) stated that, the re-orientation of value system is conscious development of human resources through ideological appeals, planning, training, productivity and efficiency achievement through

corporate culture. Thus, re-orientation on materialistic needs and never ending lust to earn more and more by putting in less and less effort can be exchanged for value-based life and for helping others who are disadvantaged. Value reorientation involves a re-assessment; review and putting back on course because something have veered off its normal course.

**Job Placement/Direct Job Placement:** Job placement refers to the placement of a participant into competitive integrated employment that aligns with the participation agreed upon vocational goal and hours of participation requests to work as documented in the accepted referral form and job placement strategies report. Direct job placement is the immediate placement of the participation into competitive, integrated employment that aligns with the participants, job goal and number of work hours requested, at any point prior to referral for job placement services. The Cambridge dictionary (n.d defines job placement as “ A service for finding a suitable job for someone, especially a temporary job for a student or unemployed person”

**Table 1:** Past and Current Works by Researchers on Job Mismatch.

Surname of researcher title/year of study time frame of research	Geographical & content scope covered	Data sources and analytical tools	Findings/recommendation/ conclusion
Okuanya and oseji (2016). Empire Analysis of sound recruitment and selection criteria as a fool of organizational Efficiency.	Nigeria: the study investigation the impact of recruitment and selection criteria on performance using united Bank for Africa plc, lagos as a focus. Its variable of interest included Recruitment, organization selection, Human Resource, Efficiency	Primary data was used. It was obtained through the use of questionnaires administered on zoo valid respondents.	Results revealed that recruitment and selection criteria have significant effect on organization's efficiency. The more objective the recruitment and selection criteria, the better the organization efficiency .
Aneh and Daniel (2017). Human resource management in the Nigerian construction firms practice and challenges Agba, Samuel and Chukwurah (2013) An empirical assessment of service delivery mechanism in Idah Local Government Area of Kogi state (2003-2010)	Nigeria: The study assessed human resource management practices in the Nigerian construction organization and challenges facing it. Kogi state in Nigeria. The study is an empirical assessment of service delivery in Nigerian local government system using idah local Government Area as a case study. The keywords of interest include local government service delivery funds and public officials	Both primary and secondary data were used in the study. The structure questionnaire were made up of open and close ended questions. These are also personal observation and interview conducted. The secondary data were sourced from textbook, journal, newspaper, government and internet publication. The Analysis of data was by means of descriptive statistics of pie charts, tables and simple percentages	The study revealed that Idah local Government has averagely performed in service delivery. In spite of this, the study also discovered that some of the factors affecting the discharge of service delivery in idah local government in terms of timeliness, satisfaction adequacy and effectiveness are insufficient funds irregular payment of salaries and allowances, undue political interference and divided loyalty, poor observance of the principle of meritocracy in recruitment and promotion of staff and corruption it therefore recommended among others that employment and promotion should be based on ability, high performance, experience qualification and not patronage, intensification of the campaign against corruption at the local government level by bringing to book, all corrupt public official regular payment of salaries and allowances as well as increased funding backed up by prudent

### Theoretical framework

This studies leverages on the theory of job matching within and across the firms by Pastorini (2013). The theory is an integration of the analysis of Gibbons and Waldman (1999, 2016) and that of Jovanovic (1979). It refers to a competitive economy in which a

worker's ability, either high or low is initially unknown to all agents, including that worker. A worker's state is then the current prior that the worker's ability is high. Firms operate technologies that are described by a collection of jobs, which produce output and information. These technologies can be heterogeneous in both the expected output produced by a worker with a given prior and the information about the worker's ability conveyed by success or failure in a job. When a worker of any given prior is employed, two-way trade in heterogeneous goods takes place. The firm provides information to the worker that is indexed by the informativeness of the assigned job. Hence, the wage varies both with the worker's heterogeneity (that is, the informativeness of the assigned job). As a result, in equilibrium, a worker may choose to work in a job that produces less information in this sense, the differing information produced by jobs leads to compensating wage differentials.

### **Research Methodology**

This study is a description analysis of the effect of irregular matching on the employment situation in Nigeria. Data was obtained from secondary materials- books, journals, newspapers, the internet, etc. and analysis was by Narrative – Textual Case Study (NTCS) approach. The analysis proceeds in the following sequence:

#### **Research Question One (1): What job vacancies exist in Nigeria?**

In Nigeria, juicy job packages abound across the country in great numbers (check: <https://www.jobgyrus.com.ng> (job) in November 2018 as follows:

**Table 2: Job Vacancies in Nigeria**

S/N	Establishment	Date posted	Job designation	location
1	Ross land Group	17-11-18	Fiancé officer	Within and outside Nigeria
2	Risk control services Nigerian limited	17-11-18	Data conversion officer	Lagos
3	Mercy crops	17-11-18	Shelter manager	Borno
4	Hasky consulting limited	17-11-18	Welder	Lagos
5	Palladium	17-11- 18	Fiancé co-coordinator	Kano
6	Owens and xley consultants	17-11-18	Marketing and sales officers	Lagos
7	A leading human capital development	17-11-18	Marketing and sales officer	Abuja and 2 other locations
8	Amaiden energy Nigeria (formerly moody international limited)	17-11-18	Internal auditor	Abuja and 2 other locations
9	Amaiden energy Nigeria limited	17-11-18	Assistant co-ordination pay roll	Abuja and 2 other locations
10	Amaiden Energy Nigeria limited	17-11-18	Front Desk officer	Abuja and 2 other locations
11	Health plus limited	17-11-18	Asst. Adim. Officer	Abuja and 2 other locations
12	Subseat7 (seabed-to-surface Engineering construction and service	17-11-18	Project manger	Lagos
13	Broad oak schools	17-11-18	Bus driver	Imo
14	Tek experts	17-11-18	Manager	Abuja and 2 other locations
15	Newgate medical service limited	17-11-18	Information technology support trained	Lagos
16	Newgate medical service limited	17-11-18	Medical laboratory technician	Lagos
17	Newgate medical services limited	17-11-18	Nursing officer	Lagos

**Source:** <https://www.jobgurus.com.ng/job.posted.17-11-18>

In the oil and gas industry many job opportunities are also available for top jobs on Hot Nigerian jobs .com as follows: software development engineers, quality assurance engineer in Halliburton energy service Nigeria consulting at Halliburton energy service Nigerian limited, Ex-novo Technologies, electronic Engineers at sales force consulting, mechanical engineers, Test Automatic Engineers at Giltab Nigeria, shelter management at Hasky consulting limited ( Welder) E- learning support at chips, Bits & Bytes limited ventures Garden Ltd ( VGN), a software company Amaiden Energy Nigeria limited, solution Architects at Ericsson Nigeria, Auto- mechanic/ technician, machinist cum filter Fabricator at a registered limited liability company etc. [available on <https://www.Hotnigerianjobs.com.category/engineering/engineering-jobs-posted.November.15,2018>]. The list of jobs available is endless.

A cursory examination of the jobs reveals that over 95% of the vacancies are technology-related. This is as expected given the level of technology and innovation which rule the contemporary human society. The human capital development strategy in this country has the key to the global trend of global technology - relatedness. The implication therefore, is that our institutions for skill acquisition have to turn towards the digital trend. This is far from being the situation as even the tertiary institutions in this country still have most programmers tailored towards white collar job syndrome.

**Research Question Two (2).** What skills are readily available in the current Nigerian job market?

The best illustration of available skills in Nigeria can be presented vis-a-vis the courses available in the country's institutions of learning (Nigerian Universities. This is presented as follows.

### **List of all courses offered by the Nigerian Universities**

#### **Agriculture**

1. Agriculture
2. Agricultural economic
3. Agricultural extension
4. Agronomy
5. Animal science
6. Crop science
7. Fisheries
8. Forest resources management
9. Home science nutrition and dietetics
10. Soil sciences

#### **Arts**

1. Archeology and tourism
2. Arabic and Islamic studies
3. Christian religious studies
4. English and literary studies
5. Fine & applied arts (creative arts)
6. Foreign languages and literature
7. History and international studies
8. Linguistics and Nigerian languages
9. Mass communication (communication and languages arts)
10. Music
11. Theater and film studies

#### **Biological sciences**

Biochemistry, Botany, microbiology, marine biology, cell Biology & Genetics, zoology



### **Administration**

Accountancy, actuarial science, Business Administration, business management, banking and fiancé hospitality and tourism, marketing, insurance, industrial relation and personnel management

### **Dentistry**

Child and dental health, oral and maxillofacial surgery, preventive dentistry, restorative dentistry

### **Education**

Adult education and extra- mutual studies arts education, education and accountancy, education & computer science, education and education etc

### **Engineering**

Agricultural and Bio resources engineering civil engineering, chemical engineering, computer engineering electrical, marine mechanical, metallurgical and materials engineering, petroleum and gas, system engineering, structural as well as production and industrial engineering. Source: Nigerian Scholars (n.d). Available from <https://nigrianscholras.com/school-news-/list-of-all-courses-offered-by-nigerian-university>.

Finally, a study on “higher education in Nigeria: A status Report” (saint, Hartnett and strassner 2003) posit that, “government recently imitated higher education policy reforms which seeks to promote increased institutional autonomy, greater system differentiation, strengthened governance and mechanisms of quality assurance”.

Given the general and widely accepted notion that no nation can develop more than the level of its education system, the system argues that skills acquisition must fall in line with the available programs/ facilities which the nations education system can offer. Thus in matching the available programs in with the required skills listed above, the gap between the two variable riggle clear for all observes to note. This scenario clearly presents the picture of an economy in which jobs available are at par with the requisite skills in Nigeria.

### **Findings**

The analysis in this study has yielded the following

1. In Nigerian, many job vacancies exist in different fields of endeavor such as welding) deep sea). Data conversion, Desk officers, project management, etc.
2. Investigation reveals that such jobs exist outside the traditional areas of catchment which Nigerian are sued to e.g. information technology support, etc.
3. The oil and gas sector alone accounts for a good chunk of such jobs which are juicy enough to attract many Nigeria.
4. Engineering and technology appear to be the area of greatest opportunities for employment
5. Nigeria education facilitates offer training opportunities mostly in the area white collar jobs.

6. It is also revealed that the skills usually acquired by Nigerian are not the required skills for the digital age.

### **Conclusion**

The employment situation in Nigerians exacerbated by the fact that skills acquisition by the youth is at par with job requirement, this is an issue that bothers on structural unemployment which can be only addressed through a conscious effort to revisit the educational policy to favor technology related skill acquisition. The university should take the lead in this initiative.

**Suggestion:** against the background of the finding in this study, the following suggestion provides the panacea to the issue of matching, job placement and unemployment in this country.

- 1) The introduction of policy reforms to suit the purposes of recent development in skill acquisition across the global.
- 2) The re-orientation of youths to key into skill acquisition that are technology related
- 3) The effort of the federal Government must be complimented by the various state and local government to ensure grass root & mobilization in this regard.
- 4) Regular ingemination of the information to the general public on areas of job vacancies
- 5) There must be de-emphasis on white collar jobs.

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