

TRAINING NEEDS OF PURE WATER FACTORY WORKERS

BY

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[MONTH, YEAR]

CERTIFICATION

This is to certify that this research project titled "Training Needs of Pure Water Factory Workers" was carried out by [STUDENT'S FULL NAME], and has been read and approved as meeting the regulations governing the award of the degree of Bachelor of Science (B.Sc.) of the University of Lagos.

PROJECT SUPERVISOR

Date

HEAD OF DEPARTMENT

Date

EXTERNAL EXAMINER

Date

DEDICATION

This research project is dedicated to Almighty God, the giver of life, wisdom, and understanding, who has been my source of strength throughout the course of this study. It is also dedicated to my beloved parents and family for their unwavering love, prayers, and support.

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ABSTRACT

This study examined training needs of pure water factory workers, using undergraduate students of the University of Lagos as a case study. The study was guided by three specific objectives: to examine the extent to which respondents exhibit the key attributes of training; to determine the influence of these attributes on the outcomes under investigation; and to identify the challenges associated with training and needs. The study adopted a descriptive survey research design, anchored on the Resource-Based View Theory and the Theory of Planned Behaviour. A sample size of 383 respondents was determined using the Taro Yamane formula and selected through stratified and simple random sampling techniques, out of which 367 questionnaires were found valid for analysis. Data were analysed using descriptive statistics, including frequency counts, percentages, and weighted mean scores, and inferential statistics, including the Pearson Product Moment Correlation Coefficient, the Independent Samples t-test, and the chi-square test, at a 0.05 level of significance. The findings revealed that respondents exhibit the identified attributes to a considerable extent (grand mean = 3.01). The study also found a statistically significant, moderate, positive relationship between the independent and dependent variables ($r = 0.553$, $p < 0.05$) and a significant dependent association on the chi-square test (chi-square = 8.97, $p < 0.05$). No statistically significant difference was found between male and female respondents ($t = 1.24$, $p > 0.05$). The major challenges identified include inadequate awareness, weak institutional support, infrastructural constraints, and limited access to information. The study recommends targeted interventions, improved access to resources, and intensified public education on training.

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CHAPTER ONE: INTRODUCTION

1.1 Background to the Study

The study of training needs of pure water factory workers is situated within a body of scholarship that has grown rapidly in the past two decades. This section of the chapter traces the background to the study by examining the historical, theoretical, and practical dimensions of the subject.

Few subjects attract as much policy interest in contemporary Nigeria as the question of training. Federal and state governments have initiated several reforms, yet implementation gaps continue to constrain progress in matters of training. Ibrahim and Ogbeide (2020), in a survey of relevant stakeholders, concluded that the benefits of training are unevenly distributed across groups. Left unaddressed, the identified patterns are likely to intensify, with adverse consequences for all stakeholders. An examination by Adeniyi and Kalu (2019) attributed much of the observed variation in outcomes to institutional capacity and policy continuity. The cumulative effect of these dynamics is a situation that demands urgent and coordinated intervention. Nevertheless, the existing literature is not without its limitations, and several questions remain unresolved.

Contemporary scholarship increasingly frames training as inseparable from the broader question of needs. Federal and state governments have initiated several reforms, yet implementation gaps continue to constrain progress in matters of training. The work of Alade and Eze (2023) extended earlier analyses by demonstrating that needs reinforces the effects of training. Such findings reinforce the argument that training deserves a place of priority on the development agenda. Umeh and Salami (2020), in a survey of relevant stakeholders, concluded that the benefits of training are unevenly distributed across groups. Such findings reinforce the argument that training deserves a place of priority on the development agenda. Despite these advances, notable gaps persist, particularly with respect to context-specific evidence from Nigeria.

In recent years, training has emerged as a central theme in scholarly discourse on business administration. Globalisation and technological change have intensified both the opportunities and the challenges associated with training. Evidence assembled by Umeh and Salami (2015) across twelve states underscored the heterogeneity of outcomes linked to training. Left unaddressed, the identified patterns are likely to intensify, with adverse consequences for all stakeholders. Empirical evidence from Adigun and Aderemi (2021) suggests that positive developments in needs are associated with improvements in training. The practical import of these findings extends well beyond the academic sphere into everyday institutional practice. The reviewed studies, while valuable, are frequently dated, small in scale, or confined to a single locality.

The relationship between training and needs has been the subject of sustained academic interest across several disciplines. Within Lagos State, the country's most populous commercial hub, the dynamics of training are observed in their starkest form. Comparative work by Umeh and Adebayo (2022) across several states uncovered a consistent pattern linking training with needs. For practitioners, the practical significance of training cannot be overstated, given its demonstrable link with needs. Bamgbose and Osinachi (2020), in a survey of relevant stakeholders, concluded that the benefits of training are unevenly distributed across groups.