

**HUMAN CAPITAL DEVELOPMENT AND EMPLOYEE JOB  
PERFORMANCE: A STUDY OF DOUBLE DIAMOND PLASTIC  
MANUFACTURING FIRM, ABA, ABIA STATE, NIGERIA**

**UDU, GABRIEL OBASI CHIDOZIE & EWANS, CHUKWUMA**

Ebonyi State University, Abakaliki, Nigeria

**ABSTRACT**

The study, Human Capital Development and Employee Job Performance was an attempt to explore the implications of human capital development on employee job performance of Double Diamond Plastic Manufacturing Company, Aba, Abia State, Nigeria. The complexities of the ever changing business environment predisposes organizations to place emphasis on human capital development, for the requisite skills needed to achieve and sustain greater operational effectiveness and efficiency that will afford them greater leverage for improved performance. The study employed a correlational design in an attempt to determine the direction and magnitude of the relationship between the studied variables. Structured questionnaire drawn on 5 point scale rating was administered to a sample of one hundred and sixty five (165) respondents drawn from the population of the study. The data collected from the respondents were analyzed with Pearson's product moment correlation and p-value. The results show a positive relationship between on-the-job training and quality of employee job performance. This was shown by a positive correlation coefficient ( $r$ ) of (0.97) and the result on the second objective shows a positive relationship between off-the-job training and worker efficiency. This also was shown by a positive correlation coefficient ( $r$ ) of (0.84). The implication is that increased in human capital development enhances employee job performance, which in turn, leads to increased organizational performance. In the light of the findings, the study recommends that organizations should allocate considerable efforts, time, and resources to invest on human capital development for the acquisition of practical skills, and learning experience deep-rooted on the work for operational excellence.

**KEYWORDS:** Human Capital, Performance, Training, Efficiency, Quality of Work