

ENHANCING CORPORATE PRODUCTIVITY PERFORMANCE THROUGH WORKER COMPETENCE DEVELOPMENT

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ABSTRACT

Organizations concerned with the productivity of their workers do so in the realization that organizational performance cannot be separated from that of the workers. Often organizations have sought to enhance their performance through deliberate efforts to develop the competences of their workers as a major plank of competence management. Such efforts include project works, skill training, and mentoring. This paper examines these and their contributions to the productivity performance of corporations in Nigeria in terms of cost minimization, time minimization, waste minimization, product line, output level, and product quality; and recommends courses of action for their application by both management practitioners for Human Resource Management and scholars for research.

KEYWORDS: Cost Minimization, Mentoring, Output Level, Product Line, Product Quality, Project Work, Skill Training, Time Minimization, and Waste Minimization