

CHALLENGES OF PERSONNEL UTILIZATION ON AGRICULTURAL DEVELOPMENT IN LOCAL GOVERNMENT OF OSUN STATE, NIGERIA (2010-2020)

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Abstract

The paper analyses the challenges of personnel utilization in agricultural development in the Local Government of Osun State between 2010 and 2020. Globally, Local government is a labour and service-intensive organization that facilitates and promotes the provisions of basic amenities to the citizens at the grassroots level, to carry out these duties effectively requires the efforts of personnel. The challenge confronting Nigeria's local government system in discharging their duties appropriately is how to manage its personnel structure to enhance efficiency at the grassroots. The related concepts were reviewed. The study adopted both primary and secondary sources of data collection. The study revealed the challenges of personnel utilization in agricultural development which include; inadequate funding (78.8%), inadequate land or land tenure system (62.2%), inadequate farm inputs, tools, and machinery (82.2%), inadequate agricultural education and extension services (63.9%), lack of proper job descriptions for staff (58.5%), lack of proper development orientation for staff (71.8%), lack of innovation, training and manpower development for staff (74.2%). The paper highlighted some recommendations and concluded that these challenges have impeded effective utilization of personnel in agricultural development, and until adequate attention is given to these challenges the potential of personnel would remain unlocked in local government areas of Osun State Nigeria.

Keywords: Personnel Utilization; Agricultural Development; Local Government; Human Resource Management

Introduction

The personnel of any organization is one of the most important organizational assets, they are in charge of the day-to-day activities of the organization, and they coordinate the effective use of all material resources in the organization to achieve organizational goals. The roles played by personnel in any organization (be it private or public) in achieving organizational goals cannot be underestimated (Emmanuel, 2021). Globally, the local government requires a high level of workforce input which makes them a labour-intensive organization. In Nigeria, the local

government provides basic services to the people to address the needs of the people and this requires the efforts of personnel (Odehale, Adeyemi, and Adepoju, 2020). Local government in Nigeria is a labour and service-intensive organization, it facilitates and promotes the provisions of basic amenities to inhabitants at the local levels to enhance grassroots development. To carry out these functions effectively requires the efforts of personnel at the local government. Parts of the challenges confronting Nigeria's local government system in discharging their duties appropriately, include how to manage its structure to enhance efficiency at the grassroots. (Odehale, 2019).

Agriculture has the potential to serve as the economic foundation from which a country's rapid development can kick-start since it provides several economic and environmental benefits to the nation (Babatunde, 2017). Agriculture can help combat poverty, increase incomes, and enhance food security for the 80% of the world's poor who reside in rural regions and mostly are employed in agriculture (World Bank, 2023). In Nigeria, a significant number of people residing in rural areas rely on farming either directly or indirectly for a living. Therefore, local governments play a pivotal role in positively impacting the lives of these strata of society (Badejo & Odehale, 2018). Agriculture plays a vital role in local communities in that, it contributes to the food supply and provides social and economic benefits. For agricultural operations to run efficiently and survive, they require support systems and facilities (infrastructure) to remain viable (PennState Extension, 2021). One of the support systems and facilities for agricultural growth is the local government. In Nigeria, Local government embark on the concurrent function with the other tiers of government, and especially with the state government. (Odehale & Badejo, 2018). Agricultural development constitutes one of the concurrent functions of local in Nigeria, especially with the state government.

In Nigeria, the local government performs a crucial role in agricultural development. The role assigned to local government councils (LGCs) towards agricultural development can play a direct and vital role in eliminating poverty (Maulu, Hasimuna, Mutale, Mphande, Enock, Siankwilimba and Yildiz, 2021). The attainment of these goals requires the efforts of the materials resources and personnel strength at the LGCs. The human strength is made up of the numerous local government employees striving to achieve agricultural development, and the resources are the many services and facilities that the LGCs make available to achieve agricultural development. to sanitize the efforts of the LGCs towards agricultural development, there is a need to rigorously conform to staff management and utilization at the local government, especially the core department that is in charge of agricultural development at the local government.

Nigeria is blessed with fertile soil and suitable weather conditions for farming, there is an adequate supply of manpower that could benefit massively from engaging in agricultural activities. The Nigerian economy was dominated by agriculture up to the early 1970s, political actions made since the discovery of oil have demoted agriculture to a secondary economic position since oil has occupied the primary position Nigeria has begun to experience growth without development (Olawoye and Ogunfiditimi, 1989). As a result, agriculture has suffered huge setbacks and agricultural services have declined at an increasing rate.

Despite government involvement in agriculture, the nation nevertheless struggles to satisfy the production demands of its steadily growing population. Various factors have contributed to the underdevelopment of agriculture, which includes; the underutilization of personnel at the local government who are responsible for providing extensive services to aid agricultural development, and the unaddressed challenges of agriculture in Nigeria. Thus, existing studies have not adequately captured the roles of personnel utilization on agricultural development in local government areas of Osun State. Hence, there is a need for this study to analyze the challenges of personnel utilization and agriculture and agricultural development in the local government of Osun State. This paper is organized into sections; the first section talks about the introduction followed by conceptual clarification, the third section focuses on methodology, followed by findings, recommendations, and conclusion.

Literature Review

Personnel Utilization

A personnel is a person who works for a company or organization, while the act of using something in a useful and efficient manner. Combining the two terms, personnel utilization is the act of using a person who works in an organization in a useful and efficient manner. Personnel utilization is the amount of time a resource is allotted to work on a specific goal, project, or activity (Newwe, 2022). Personnel utilization is the strategic and effective use of personnel in an organization to achieve intended levels of development and growth within the organization while minimizing the wastage of manpower (Francis, 2018). Personnel utilization entails managing the human resources of an organization to achieve organizational goals and avoid the wastage of human resources.

In recent times, the concepts of personnel have been replaced with human resources. The term human resources utilization refers to a strategy used by managers to hire the right people for the right jobs, train them, and help them grow so they can make significant contributions to achieving organizational goals and reducing waste (Ogbodo, 2007). The placement of employees where they are better useful by the training they receive is personnel utilization. To achieve organizational objectives, every organization strives to get the best possible output out of its staff; that demonstrates how crucial it is for each person to be relevant to the organization, it is important to hire the right people, and crucial to place them in the right departments to achieve organizational objectives (Task Management Guide, 2021). The most effective use of staff within an organization can be described as personnel utilization, it includes placing employees in advantageous positions where they can be more valuable to the organization and fostering an environment that enhances productivity (Ezeani and Onah, 2002). When employees are not placed in jobs they are best fit to do, it can lead to underutilization and affect the performance of the organization, it is also crucial to monitor how committed each employee is to the responsibilities assigned to them by the organization.

Personnel utilization rate reveals how engaged the employees are in tasks assigned to them, and provides additional information about their levels of productivity at work. As a result, you can determine if your employees are overworked or underworked and make wise recruiting

decisions. Furthermore, it helps the personnel manager to spot very productive employees, who devote the proper amount of time to their assigned responsibilities, and who perform exceptionally well (Newwe, 2022). Effective utilization of personnel can contribute to the growth and development of the organization.

Agriculture and Agricultural Development

Agriculture encompasses crops and animal husbandry, aquaculture, fisheries, and forestry for both food and non-food products (FAO, 2021). Agriculture is the art and science of cultivating the land, growing crops, and raising livestock, it involves the preparation of plant and animal products for household consumption and Sales. Most of the world's food and textiles are agricultural products. Agriculture produces leather, wool, cotton, paper, and timber for building (National Geographic, 2023). Over the years, urbanization was aided by the expansion of agriculture, before the widespread adoption of agriculture humans mostly relied on hunting and gathering for food. People started settling down to farming between 10,000 and 12,000 years ago after progressively learning how to cultivate cereal and root crops (National Geographic, 2023).

In Nigeria, agriculture dates far back to the pre-colonial era, subsistence agriculture predominated in the country, and there was sufficient food production and supplies. Major crops produced during this period are; beans, rice, sesame, cashews, cassava, cocoa beans, groundnuts, gum arabic, kola nuts, maize (corn), melon, millet, palm kernels, palm oil, plantains, rice, rubber, sorghum, soybeans, bananas, and yams. Because of the country's abundant agricultural resources, its substantial arable area, evenly distributed rainfall, and moderate temperatures throughout the year, agriculture increasingly become the main source of subsistence for the majority of the population (Abdulsalami, 2019). Agricultural prosperity has greatly aided and facilitated the development of various nations' economies. Developed industrialized countries were primarily agrarian in the past, similarly developing nations today rely heavily on agriculture to increase their national GDP (IMPOFF, 2019).

Nigeria was historically an agricultural nation that fed its people and supplied a lot of agricultural goods to the global market. After the government's focus shifted from agriculture to oil, everything changed (Gavrilova, 2021). The country still possesses the capacity to revive its agricultural sector, and there is the availability of material and human resources at all tiers of government to revive agriculture and enhance socio-economic development, but there has been a complete shift from agriculture to oil. The nation is suffering from severe food insecurity and severe nutritional deficits. The country's population is growing faster than its agricultural output, and the agricultural sector has poor labour productivity coupled with high labour intensity of production (Gavrilova, 2021). The current state of agriculture in Nigeria is characterized by; inappropriate government policies, inadequate extension services, lack of contemporary tools for animal and plant care, poor attitude of the citizens to farming, low support from government and non-governmental actors, etc.

Agricultural development on the other hand is the process that involves the adoption of new and improved agricultural practices by farmers to improve the productivity of crops and

enhance economic development. Agricultural development is the process that creates the conditions necessary for the realization of agricultural potential. The conditions needed include; the development of expertise, the accessibility of technology, and the distribution of inputs and outputs (Laiglesia, 2006). Agricultural development consists of activities taken to improve production, efficiency, and equitable market access of agricultural products. Agricultural development significantly contributes to the development of favourable conditions for farmers to produce and reap good harvests Vespia (2021). Agriculture development is a multifaceted activity that supports and fosters growth in rural and urban communities. The primary goal of agricultural development is to enhance the material and economic well-being of the local populace. Agriculture is crucial to economic growth and food security, it also provides a means of income and employment for the majority of people living in rural areas (wefinder24, 2022). Agricultural development is the transformation of subsistence agriculture to a more productive form of agriculture. This transformation requires the development of agricultural research centres and extension programs (wefinder24, 2022). The government's ability to formulate and develop policies to boost agricultural production is necessary for agricultural development.

Local Government

In political terms, local government refers to the administration of a particular local region, which is a political subdivision of a nation, a state, or another major political entity (Thapa, 2020) Local government is the government administration at the local level exercised through representative councils, that are authorized by law to carry out specific duties within a defined area (Local Government Reform Handbook, 1992). The local government is the system of government that exists below a national government, established by law to take charge over a defined area, and has the power to produce and use resources for local development and the welfare of its citizens (Aransi, 2012). Odewale and Benson (2016) observe that local government serves as a “political and administrative structure facilitating decentralization, national integration, efficiency in governance, and a sense of belonging at the grassroots”.

Local government is a branch of government that addresses issues relating to people living within a defined geographical location. Local governments are established all around the world to assist with the needs of the local populace. In Nigeria, local governments are established to facilitate grassroots development. It is created to see to the development of the socio-economic and political affairs of the grassroots. (Odewale & Oladokun, 2021). Local government is a government of some sub-organs having the authority to enact laws or ordinances in the territory they control.

Local government is a system of local administration under local communities that are organized to maintain law and order, provide a limited range of social services, and encourage cooperation and participation of the inhabitants toward the improvement of their conditions of living (Izueke, 2010). The 1976 local government reforms defined local government as the government at the local level exercised through a representative council established by law to

exercise specific powers within defined areas. Adeyeye (2016) posits that local government is a government run by freely elected local bodies that are subjected to the supremacy of the national or state government and are given a certain degree of authority, discretion, and responsibility to exercise control without the higher authority having any say in what they decide to do. This implies the local government is an autonomous decision-making organization with the legal right to act and legislate on matters within their jurisdictions. The role of local government in legislating on matters within its jurisdictions is enshrined in section 7 Fourth schedule of the 1999 Constitution of the Federal Republic Of Nigeria. The constitution stipulates the decentralization of agriculture to local government in Nigeria. The local government councils (LGCs) are meant to assume state government responsibilities and assist the state government's initiatives to provide rural infrastructure to promote agricultural growth and development (Nigeria Agricultural Policy, 2001). To support agricultural growth, the local government are assigned with providing new farmers access to land, mobilising farmers, providing extension services, organising data gathering at the primary level, and offering agriculture education. The LGCs must additionally make heavy equipment such as tractors accessible for clearing land, and farming equipment as needed (Nigeria Agricultural Policy, 2001). All these efforts are geared towards advancing agricultural growth and development.

Methods

The study utilized both primary and secondary sources of data collection. Primary data were collected through the administration of questionnaires, and the conduct of in-depth interviews, while secondary data were collected from the publication of relevant books, journals, and newspapers. Multi-stage sampling techniques were used to select six local government and three local council development areas in Osun State. The study population of 603 was identified from the pilot study, consisting of (9) Chief Agriculture officers, (9) Assistant Chief Agriculture Officers, (90) Senior officers in the agriculture department, and (495) members of all farmers’ associations of Nigeria. The sample size was 241 using Taro Yamani’s statistical formula. In addition, interviews were conducted to elicit information from the chief agriculture officer and chairman of all farmer’s associations of Nigeria, Osun State branch. Stratified sampling techniques were used, and the sample size representing the number of respondents who received the questionnaire was divided into strata. Data collected were analysed using percentages, mean values, and standard deviation.

Table Analyze the Challenges of Personnel Utilization and Agricultural Development in the Local Government of Osun State, Nigeria (2010 and 2020)

Figures in cells are percentages (n= 241)

Strongly Agree	Agree	Dis	Not Sure	Strongly disagree	Descriptive Statistics
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Assertions	Agree					Mean value	Standard deviation
Inadequate funding is a challenge to agricultural development in the Local government of Osun State	70.1	8.7	15.8	3.7	1.7	2.22	.777
Inadequate land or land tenure system constitutes a challenge to agricultural development in the Local government of Osun State	56.0	6.2	11.6	3.3	22.8	2.61	1.011
Inadequate farm inputs, tools and machinery, and land preparation equipment like tractors, ploughs, etc. is a major challenge to the Local government of Osun State	71.4	10.8	10.0	5.4	2.5	2.20	.869
Inadequate agricultural education and extension services are a challenge to the local government of Osun State	48.1	15.8	8.3	5.8	22.0	2.54	1.165
The lack of proper job design and description for staff in the Department of Agriculture is a challenge to personnel utilization and low agricultural development	19.5	39.0	27.4	5.0	9.1	2.22	1.199
The lack of proper development orientation for staff in the Department of Agriculture is a challenge to personnel	61.0	10.8	14.1	8.3	5.8	2.40	1.036

utilization and low agricultural development

Lack of Innovation, training and manpower development for staff in the Department of Agriculture is a challenge to personnel utilization and low agricultural development	62.2	12.0	10.8	9.1	5.8	2.38	1.070
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Source: Field Survey, 2023

Discussion of the Results

This section analysed the challenges of personnel utilization and agricultural development in the local government of Osun State between 2010 and 2020. In an attempt to achieve this objective, respondents were asked to respond, how agree or disagree with each of the assertions set out analyze the challenges of personnel utilization and agricultural development in the local government of Osun State between 2010 and 2020. The assertion’s values or responses were organized using a Likert scale of measurement, such as Strongly Agree, Agree, Disagree, Strongly Disagree, and Not Sure. In addition, frequency, percentage distributions, mean value and standard deviation were employed to analyze the challenges of personnel utilization and agricultural development in the local government of Osun State Between 2010 and 2020.

As presented in the Table, the first assertion to analyze the challenges of personnel utilization and agricultural development in the local government of Osun State between 2010 and 2020 was; inadequate funding a challenge to agricultural development in the local government of Osun State. In their reaction to the first assertion, 70.1% of the respondents strongly agreed, with a complementary trend of 8.7% of the respondents agreed, while 15.8% of the respondents disagreed, with a complementary trend of 1.7% of the respondents strongly disagreed, about 9 3.7% of the respondents gave the assertion as not sure (\bar{x} = 2.22, SD = .777). This implies that inadequate funding is a challenge to agricultural development in the local government of Osun State and has thus hindered them from engaging in activities and operations that would have fostered expected development.

The Second assertion to analyze the challenges of personnel utilization and agricultural development in the local government of Osun State between 2010 and 2020 was; that inadequate land or land tenure system a challenge to agricultural development in the local government of Osun State. In their reaction to the second assertion, 56.0% of the respondents strongly agreed, with a complementary trend of 6.2% of the respondents agreed, while 11.6% of the respondents disagreed, with a complementary trend of 22.8% of the respondents strongly disagreed, about 3.3% of the respondents gave the assertion as not sure (\bar{x} = 2.61, SD = 1.011). This implies that

inadequate land or land tenure system hindered agricultural development in the local government of Osun State that is, available land was not adequately utilized.

The third assertion to analyze the challenges of personnel utilization and agricultural development in the local government of Osun State between 2010 to 2020 was; inadequate farm inputs, tools, and machinery, land preparation equipment like tractors, ploughs, etc. a challenge to agricultural development in the local government of Osun State. In their reaction to the third assertion, 71.4% of the respondents strongly agreed, with a complementary trend of 10.8% of the respondents agreed, while 10.0% of the respondents disagreed, with a complementary trend of 2.5% of the respondents strongly disagreed, about 5.4% of the respondents gave the assertion as not sure ($\bar{x}= 2.20$, $SD = .869$). By majority claim, this implies that inadequate farm inputs, tools, and machinery, land preparation equipment like tractors, and ploughs, were also problems that constituted agricultural under-development in the local government of Osun State.

The fourth assertion to analyze the challenges of personnel utilization and agricultural development in the local government of Osun State between 2010 and 2020 was; that inadequate agricultural education and extension services were a challenge to agricultural development in the local government of Osun State. In their reaction to the fourth assertion, 48.1% of the respondents strongly agreed, with a complementary trend of 15.8% of the respondents agreed, while 8.3% of the respondents disagreed, with a complementary trend of 22.0% of the respondents strongly disagreed, about 5.8% of the respondents gave the assertion as not sure ($\bar{x}= 2.54$, $SD = 1.165$). The interpretation by the majority claim was that inadequate agricultural education and extension services are challenges to agricultural development in the local government of Osun State.

The fifth assertion to analyze the challenges of personnel utilization and agricultural development in the local government of Osun State between 2010 and 2020 was; the lack of proper job design and description for staff in the department of agriculture, a challenge to personnel utilization, and low agricultural development. In their reaction to the fifth assertion, 19.5% of the respondents strongly agreed, with a complementary trend of 30.0% of the respondents agreed, while 27.4% of the respondents disagreed, with a complementary trend of 9.1% of the respondents strongly disagreed, about 5.0% of the respondents gave the assertion as not sure ($\bar{x}= 2.22$, $SD = 1.199$). The interpretation of this distribution was that the lack of proper job design and description for staff in the Department of Agriculture is a challenge to personnel utilization and low agricultural development in the local government of Osun State.

The sixth assertion analyzes the challenges of personnel utilization and agricultural development in the local government of Osun State between 2010 and 2020; the lack of proper development orientation for staff in the Department of Agriculture is a challenge to personnel utilization and low agricultural development. In their reaction to the sixth assertion, 61.0% of the respondents strongly agreed, with a complementary trend of 10.8% of the respondents agreed, while 14.1% of the respondents disagreed, with a complementary trend of 5.8% of the respondents strongly disagreed, about 8.3% of the respondents gave the assertion as not sure ($\bar{x}= 2.40$, $SD = 1.036$). This distribution implies that the lack of proper development orientation for staff in the

Department of Agriculture is a challenge to personnel utilization and low agricultural development in the Local Government of Osun State.

The seventh assertion to analyze the challenges of personnel utilization and agricultural development in the local government of Osun State between 2010 and 2020 was; a lack of innovation, training, and manpower development for staff in the Department of Agriculture a challenge to personnel utilization, and low agricultural development. In their reaction to the seventh assertion, 62.2% of the respondents strongly agreed, with a complementary trend of 12.0% of the respondents agreed, while 10.8% of the respondents disagreed, with a complementary trend of 5.8% of the respondents strongly disagreed, about 9.1% of the respondents gave the assertion as not sure (\bar{x} = 2.38, SD = 1.070). According to the majority 74.2%, the interpretation of this distribution was that the lack of innovation, training, and manpower development for staff in the Department of Agriculture is a challenge to personnel utilization and low agricultural development in the local government of Osun State.

To complement the data gathered through questionnaire administration, some key stakeholders were interviewed to gather more information on the challenges confronting personnel utilization and the development of agriculture in local government councils of Osun State. Some of the stakeholders that represent the service users and service providers at the local government level, particularly the Chairman of All Farmers Association of Nigeria believed that:

there are lots of other challenges affecting agricultural development ranging from inadequate funding, lack of proper agricultural methods, transportation of agricultural produce from farms, etc. that should be addressed properly by the government to provide a solution to the challenges of agriculture at the local government. (Field survey, 2023).

He further stated that:

although the Department of Agriculture provides farm settlements for farmers who are trying to engage in farming, these farm settlements are available in their various rural areas, but these farm settlements are not adequate for local farmers which constitutes a major challenge to agricultural development. (Field survey, 2023).

The Chief Agriculture Officer Ilesa West Local stated that:

One of the major challenges facing personnel utilization is there are not enough staff in the Department of Agriculture, therefore the workload is cumbersome, also training is not scheduled for staff at the appropriate time. (Field survey, 2023).

The Chief Agriculture Officer Ayeedade South LCDA believed that:

over the recent years, the personnel has been providing available tools and equipment for farmers, for instance, they provide manual sprayers to the farmers and also fertilizers, cutlass, hoes, wheelbarrows, etc. The only

problem is their mechanized farming tool have not been available to farmers, and most of them have stopped working. (Field survey, 2023).

Another question raised to analyse some of the challenges confronting personnel utilization in the department responsible for agricultural development was; what time do personnel resume and close at work, and what are the various job descriptions for personnel in the Department of Agriculture? The chief agriculture Officer of Ilesa West local government commented that:

the job description for personnel in the Department of Agriculture is supervising all agricultural activities in and outside the office, in addition, the various job descriptions include; the implementation of different agricultural policies; supervision of agricultural projects; dissemination of information on agriculture to farmers in the form of agricultural extension services. (Field survey, 2023).

Some of the stakeholders that represent the service providers at the local government level, particularly the Chief Agriculture Officer Odo-Otin local government, believed that:

the various job descriptions are drawn in line with the role of local government towards agricultural development, and staff is motivated to work in line with the job descriptions. One of the ways through which they motivate staff is the engagement of staff in agriculture, that is, staff who want to engage in farming are given farmlands to farm, also eggs from the poultry are sold to staff at cheaper prices, and chickens who are unable to produce eggs are sold or given to the staff free of charge. Also, staff are assigned different tasks during each farming season that are aimed at helping the farmers improve their farming techniques, accomplishing these tasks by staff in the Department of Agriculture attracts great rewards from the farmers, which in turn motivates personnel to do more. The provision of extensive education also accounts for another way of utilizing personnel (Field Survey, 2023).

The Chief Agriculture Officer Ifelodun North LCDA commented that:

personnel in the Department of Agriculture engaged in field projects, which implies they do not need to resume work at 8 am and close at 4 pm from Monday to Friday. More so they overspend the closing time of 4 pm when engaging in field work. It implies that personnel are engaged in day-to-day activities at the local government to some extent. (Field survey, 2023).

Another interview question raised was; how did insecurity affect the utilisation of personnel in the Department of Agriculture and farming activities in communities affected by the insurgency? The Chief Agriculture Officer of Osogbo local government commented that:

In the period of insurgency, there is a decline in the utilization level of personnel at the local government, because personnel are unable to provide extension services to farmers during this period. This is another challenge of personnel utilization at the local government. Also, there is a decline in crop production during this period

The chairman of the All Farmers Association of Nigeria, Osun State branch commented that:

during the period of insurgency in the communities where farmers are located, there is always a standstill in agricultural activities during this period. The rise in insurgency and instability is affecting agricultural development. The clash between Fulani herders and farmers is another challenge to agricultural development. (Field survey, 2023).

Recommendation

The department charged with agriculture development in local government in Nigeria should put in place appropriate measures to ensure that personnel are utilized more effectively, the head of the agriculture department should assign proper tasks and responsibilities to each personnel, and their job descriptions should be communicated across all personnel, also adequate assessment should be done on them frequently. The contribution of each personnel should be able to quantify their remunerations and if not exceed it. The government should declare a state of emergency on agriculture since the country is lagging in producing enough agricultural products to meet up with its growing population, policies should be rolled in from the top tier level of government to give autonomous power to the agricultural sector of local government to implement policies and programmes to advance agricultural development. Adequate funds should be disbursed to the local government, to give them financial strength to boost agriculture.

The leadership in the Department of Agriculture should be innovative enough to be able to think outside the box in various ways, and personnel can be more utilised to improve agricultural development. Adequate staff should be employed in the Department of Agriculture to enable them to expand their workforce. Development orientation and the various government policies should expand towards the scope of utilizing personnel and developing agriculture at the local government. Extension services should be monitored and the Department of Agriculture should be geared towards promoting agriculture development through the provision of effective extension services. Finally, the government should provide modernised farming equipment to farmers and farming tools.

Conclusion

The paper concluded that local government in Nigeria has the potential to increase agricultural productivity to achieve food security for the populace, but these potentials would remain unlocked

until the effective utilization of personnel on agricultural development in local government areas of Osun State, Nigeria is given the necessary attention.

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