

## **An Analysis of Difference in Job Knowledge and Skills Performance of B.Sc and Hnd Graduates in Nigeria.**

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### **ABSTRACT.**

The objective of this study is to find out if there is any difference in job knowledge and skills or performance of B.Sc/B.A and HND graduates. A 2 X 2 analysis of variance was used for the study. A purposive random sampling method was used to select the public and private sector employees used for the study. The participants are made up of 200 graduate workers drawn from the public and private sectors in Western part of Nigeria. Interviews were used in addition to questionnaires in collecting data. The result show no significant differences in the job skills and performance of both sets of graduates. It was concluded that, job skill and performances differ, as skills Differences were discussed against the background of previous studies.

**KEYWORDS:** Job skills, Job performance B.Sc/B.A graduate HND graduates. Private and Public sectors.

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### **I. INTRODUCTION:**

The superiority contest between B.Sc/B.A and HND graduates has been going on for over four decades now. There appears to be no end to it and the needless debate is tearing the workforce of the country apart and contributing negatively to national Productivity and development.

Abdulkadir (2014) is of the opinion that there should be no comparison between B.Sc/B.A and HND graduates because each one is unique and designed by the educational system to perform different roles in our economy. However, RD (2013) found out something quite different from the above by saying that employers of labour, however, choose to highlight the apparent differences between the two sets of graduates by placing them on different salary scale. Banks appear to be guilty of this discriminatory act because they employ HND holders on contract appointment and on levels lower than their university counterparts.

In addition to the above, government agencies and parastatals do not place the two sets of graduates mentioned above on the same level when it comes to career progression. According to Akinyemi,(2012) HND holders cannot rise up to the position of Permanent Secretary in Ministries unless his graduation is supported with a post graduate diploma.

Furthermore, according to CRD (2013), there is this misconception by employers of labour that HND is for those who are not suitable for admission into the university and as a result they prefer B.Sc/B.A degree holders.

This appears to be in direct disregard to personal qualities and possession of personal relevant work knowledge and skills by the prospective employees

Very few researches had been done in this area apart from scattered references. There have been opinions on the level and nature of discrimination among B.Sc and HND graduates in the workforce from European countries where the level of discrimination may not be as high as in Nigeria due to their clearly well spelt out educational policies.

In African countries like Ghana, a study carried out by Ababio, Aidoo, Boateng, Achampong, Louis Nicholas (2012) on the perception of polytechnic students towards HND, 4 % of the participants disagree that HND qualification is equivalent to middle level manpower. But 37% agree that the polytechnic provides the necessary logistics in enhancing vocational studies. Although this study may not offer much explanations as to the differences in performance of the two sets of graduates, it given assurance that the curriculum of studies of polytechnic students is not deficient in any way. As a result the necessary job knowledge and skills are acquired accordingly. The public concern and outcry including media campaign against discrimination against HND holders have deepened and has continued unabated till today. It is a very worrisome thing to see attention diverted from enhanced National development and productivity into petty squabbling and unproductive debates in meaningless superiority context between HND and B.Sc. Employers appear to choose one set over another

without first determining if job knowledge is present. Many otherwise brilliant graduates with HND may not therefore have the opportunity to unearth their potentials due to this discrimination that appears to have no basis.

One study Martins (1992) adduced reasons for this unfortunate incident by saying that the universities have been around much longer than the polytechnics and so their graduates are usually preferred to their polytechnic counter parts. There are also differences in their curriculum which is expected and should give different focus to their respective contribution to national growth and development and so how that, can form a basis for discrimination remains a baffling idea.

There are courses that have six years duration in the university while all courses in the polytechnic have four years duration and this could be a causative factor too. Finding out the reason behind employers in the public and private sectors preference for one set of graduates to another cannot be done without empirical data. Hence, the need for this study. This could have a direct negative impact on the National economy.

### Method

**Design:-** This is a description research of the survey type. This plan of investigation is appropriate because it considered and focused on the observation and perception of the existing situation. The study adopted a 2 X2 factorial design.

### Population:

*Participants and setting:* the study interviewed 200 respondents purposive sampling was carried out among employers of labour in private and public sectors.

*Instrument:* The instrument used was a self-designed instrument titled “graduate discrimination scale”. The instrument was divided into two parts made up of bio-data and is comprised of personal data of the respondents like age, location, town section B was made up of items designed to elicit responses from employers of labor in the public and private sectors.

The instrument was administered by researchers’ assistants in various places of work across the selected states (Ekiti, Oyo, Ogun and Lagos) in western part of Nigeria.

### Data analysis:

Descriptive statistical techniques were used where means and standard deviation were used. Hypothesis was tested at 0.05level of significance.

## II. RESULTS:

This section presents the results of Data analysis for this study. The result was presented according to the hypothesis of the study.

### Hypothesis:

There is no significant difference in job knowledge and skills of HND and B.Sc/BA and graduates in public and private sectors.

### Job knowledge and skill

Job knowledge and skill	N	Mean	SD	95% contribution Interval for mean	
private sector	95	33.0632	6.20194	Lower bound	Upper bound
public sector	105	32.9810	.47463		34.3266
Total	200	33.0200	.39072	32.0397	33.7905

### Test of Homogeneity of variances

Job knowledge and skill			
Levene Statistics	Df1	Df2	SG
5.194	1	198	.024

### ANOVA

Job knowledge and skill	Sum of squares	Df	Ms	f	sg
Between sps	.337	1	.337	.011	.917
Within sps	6075.583	198	30.685		
Total	6075.920	199			

From table one, there are 95 respondents working in the private sector and 105 working in the public sector. The private sector with mean and SD values of 33.06 and 6.20 while the mean and SD value for public sector are 32.98 and 4.86.

Table two shows Levene statistics which is used to test for homogeneity of variance. The significance is 0.02 which is less than 0.05. It means that the variability in the job knowledge and skills and performance of HND and B.Sc graduates is significantly different.

Table three showed the ANOVA result, the significance value is 0.92. This shows that there is no significant difference in job knowledge and skill of graduates in both public and private sectors.

This finally shows that the differences in means as shown by table 2 are likely due to chance.

### **III. DISCUSSION**

The result of this study shows there is no significant difference in job knowledge and skill of HND and B.Sc. holders.

Changes in perception and the activities of certain organizations have brought changes in government policies that have tried to address this seeming disparity for instance just recently, entry requirements into polytechnics and universities are now at par.

Juwol and Walit (2015) in their study of polytechnics graduates TVET skills are of the view that with the job knowledge of these graduates can put them at par with their counter parts from the University. The findings reveal further that the discrimination between HND and University graduates is more imagined than real. Some employers of labour who we interviewed agreed to the fact that polytechnic graduates acquit themselves favourably in practical- based courses and knowledge of their discipline.

Findings further burst the myth of superiority of B.Sc/BA over HND graduates in relation to job skills /knowledge.

### **IV. CONCLUSIONS AND RECOMMENDATIONS:**

Discrimination among B.Sc/BA and HND graduates has always been around. This focuses on job knowledge and skills, among other factors and has led to an untold hardship on the HND graduates. The result of this present study has shown that there is no significant difference in job knowledge and skills of graduates of the University and Polytechnics. Public outcry and condemnation of this discrimination has been on the increase because there appears to be no rational basis for this. Employers of labour in the public and private sectors should allow caution and reason to prevail, while taking employment decision.

Government should do more to end this endless tussle by putting in place appropriate legislation and policy to end this once and for all time. All barricades towards upward mobility of the HND graduate should be removed so that all graduates will be at par with their counterparts from the university.

Employers of labour should emphasize more on merit and look closely at what each graduate has to offer before hiring them. The idea of rejecting the HND graduate even before examination is prejudicial. Each employment case should be treated on its own merit.

It is also suggested that, where possible, details of the curriculum or transcripts of the prospective employee should be demanded, to see if there is a close fit between his supposed knowledge and where the job demands.

Better employment procedures elimination all forms of prejudice against any set of graduates

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