

**Staff Development Training, Organizational Performance, Nigerian National Assembly,  
Staff Quality, Legislative Functions.**

By

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**Abstract**

This study investigates the relationship between staff development training and organizational performance in the Nigerian National Assembly, with a focus on the impact of staff quality on legislative functions. The study employs a descriptive survey research design, utilizing a questionnaire survey to collect data from 384 staff members of the National Assembly. The findings reveal a significant relationship between staff quality and organizational performance, with staff development training having a substantial positive impact on performance management and evaluation systems ( $r = 0.85$ ). The study identifies factors affecting staff development and training, including leadership and management style, organizational culture, and resources and infrastructure. The study recommends investing in staff development, improving leadership and management styles, enhancing organizational culture, and providing resources and infrastructure to support staff development. The study's findings have significant implications for policy and practice in the National Assembly, providing a framework for improving staff development training and organizational performance.

**Keywords: Staff Development Training, Organizational Performance, Nigerian National Assembly, Staff Quality, Legislative Functions.**

**Introduction**

In recent years, the landscape of public administration in Nigeria has evolved considerably, with an ever-increasing focus on human resource management and organizational efficiency. Among the prominent institutions reflecting these changes is the Nigerian National Assembly, which plays a pivotal role in governance and legislation. One critical aspect of its continued effectiveness is staff development training—a structured approach to enhancing employees' skills, capacities, and job satisfaction.

Staff development and training have long been recognized as vital elements for enhancing the efficiency and effectiveness of public administration globally (Olaopa, 2022). In the context of legislative bodies such as the Nigerian National Assembly, these programs are essential for equipping employees with the required knowledge and competencies to support lawmakers and improve organizational outcomes (Balogun & Yusuf, 2021). Over the years, the emphasis on human capital development has grown alongside broader public sector reforms, reflecting a shift toward more strategic, results-oriented management (Eze, Chikweche, & Ogechi, 2023). Effective staff development not only strengthens administrative processes but also ensures readiness to address complex policy and governance demands (Okafor & Akinwale, 2023; Ojo, 2022).

The Nigerian National Assembly is a cornerstone of democratic governance, playing a critical role in lawmaking, oversight, and representation (Adebisi, 2020; Olufemi, 2020). As a vital institution, its effectiveness depends heavily on the quality of its staff, who support lawmakers

in the performance of their duties (Ojo, 2019; Adeyeye, 2020). Despite the importance of staff development in enhancing organizational performance, there is a dearth of research on the relationship between staff development training and organizational performance in the Nigerian National Assembly (Ibrahim, 2020; Suleiman, 2020).

The Nigerian National Assembly's effectiveness in representing the interests of citizens depends on the quality of its staff, who play a critical role in supporting lawmakers and engaging with citizens (Adebisi, 2020; Olufemi, 2020). Staff with strong communication and interpersonal skills are essential for building trust and engagement with citizens and for ensuring that their interests are taken into account in the development of legislation (Ojo, 2019). The National Assembly's ability to perform its representative function effectively is also influenced by its capacity to adapt to changing circumstances and priorities (Adeyeye, 2020). This requires staff who are flexible, responsive, and able to think critically and strategically (Ibrahim, 2020).

The Nigerian National Assembly has undergone significant changes in recent years, including the formation of the 9th National Assembly in 2019 (Adeyeye, 2020). This has brought new opportunities for the legislature to re-examine its processes and procedures, including its approach to staff quality and organizational performance (Ibrahim, 2020). However, despite these opportunities, significant challenges remain, including the need for more effective training and development programs, improved recruitment and selection processes, and more robust performance management systems (Suleiman, 2020). Addressing these challenges is critical to enhancing the National Assembly's effectiveness in performing its functions (Ojo, 2019).

The National Assembly's effectiveness is also influenced by its relationships with other branches of government and with civil society (Adebisi, 2020). Building and maintaining strong relationships with these stakeholders is critical to the National Assembly's effective performance of its functions (Olufemi, 2020). However, the National Assembly's relationships with these stakeholders have been strained in recent years, with criticisms of the legislature's lack of transparency and accountability (Ibrahim, 2020). This highlights the need for the National Assembly to prioritize building trust and credibility with its stakeholders, and to ensure that it is responsive to their needs and concerns (Adeyeye, 2020).

The quality of staff in the Nigerian National Assembly is significantly influenced by the broader political and economic context in which it operates, with factors such as economic instability and political uncertainty affecting its ability to attract and retain high-quality personnel (Suleiman, 2020; Ojo, 2019). The decline in oil prices and rise in inflation have posed significant challenges to the Nigerian economy, making it difficult for the National Assembly to attract and retain top talent, and ultimately undermining its effectiveness (Adebisi, 2020; Ibrahim, 2020). Despite these challenges, the National Assembly can explore various strategies to enhance staff quality and effectiveness, such as developing targeted training and development programs, implementing robust performance management systems, and fostering a positive work environment (Olufemi, 2020; Adeyeye, 2020).

The National Assembly can also benefit from learning from the experiences of other legislatures, both within Africa and internationally, and adapting best practices to the Nigerian context (Suleiman, 2020). By leveraging these opportunities, the National Assembly can improve staff quality, enhance its effectiveness, and ultimately achieve its legislative goals (Adebisi, 2020). The critical role of staff quality in the National Assembly's effectiveness cannot be overstated, as personnel support the legislature and enable it to fulfill its constitutional mandate (Ibrahim, 2020; Adeyeye, 2020).

The National Assembly's ability to develop and implement effective strategies to enhance staff quality will depend on its understanding of the complex interplay of factors influencing it, including the broader political and economic context (Suleiman, 2020). By acknowledging

these challenges and opportunities, the National Assembly can take proactive steps to improve staff quality, enhance its effectiveness, and better serve the Nigerian people (Adebisi, 2020). The National Assembly's lawmaking function is one of its most critical responsibilities, and the quality of its staff can significantly affect its effectiveness (Adebisi, 2020). Staff with expertise in policy analysis, research, and legislative drafting are essential in providing lawmakers with high-quality briefs and reports, enabling them to make informed decisions about legislation (Olufemi, 2020). Furthermore, the National Assembly's oversight function is also critical to ensuring that the executive arm of government is held accountable for its actions (Adeyeye, 2020). Staff with substantial research and analytical skills can help lawmakers conduct effective oversight by identifying areas where the executive may be failing to meet its responsibilities (Ibrahim, 2020).

The effectiveness of the National Assembly in performing its functions depends on the quality and capacity of its staff (Ojo, 2019). Inadequate staff development and training can impede the National Assembly's ability to perform its constitutional duties effectively, leading to suboptimal legislative outcomes and oversight (Suleiman, 2020). This highlights the need for a comprehensive examination of the relationship between staff development training and organizational performance in the Nigerian National Assembly, with a focus on the period 2015-2023.

### **Statement of the Problem**

The National Assembly of Nigeria is grappling with a pressing issue of staff quality, which is severely impacting its capacity to discharge its legislative functions effectively. The institution is plagued by inadequate staff training, subpar working conditions, and limited opportunities for career advancement, resulting in diminished staff motivation and performance. Moreover, the opaque and biased recruitment and promotion processes have led to the appointment of unqualified personnel, further exacerbating the problem. The absence of a comprehensive staff development policy has led to inconsistent training and development. In contrast, the staff retirement policy has been criticized as inadequate, leading to the loss of experienced personnel. The performance management system is also ineffective, making it challenging to hold staff accountable for their performance. The consequences of poor staff quality are far-reaching, leading to ineffective lawmaking, inadequate oversight, and poor representation of citizens' interests. This has eroded trust and confidence in the institution, undermining its legitimacy and effectiveness. To address this issue, it is crucial to investigate the underlying factors contributing to the staff quality problem and identify strategies for improvement. This study aims to explore the factors influencing staff quality in the National Assembly and propose solutions to enhance staff quality and organizational performance. The significance of this problem cannot be overstated, as the National Assembly's effectiveness is inextricably linked to the quality of its staff. The institution's ability to perform its legislative functions effectively depends on the expertise, motivation, and commitment of its personnel. Therefore, addressing staff quality is essential to restoring the National Assembly's legitimacy and effectiveness.

### **Research Objectives**

To assess the current state of staff development training and its impact on organizational performance in the Nigerian National Assembly. To investigate the relationship between staff development training and organizational performance in the National Assembly. To identify the factors that affect staff development and training in the National Assembly and develop strategies to address them. To develop and propose a comprehensive framework for improving staff development training and organizational performance in the National Assembly.

## Literature Review

### Concept of Staff Quality

The concept of staff quality is a vital component of organizational performance, as it encompasses employees' skills, knowledge, and abilities that enable them to perform their jobs effectively (Armstrong, 2022; Kumar et al., 2022). The significance of staff quality in organizational performance has been extensively recognized in the literature, with numerous studies demonstrating that high-quality staff can lead to improved productivity, efficiency, and effectiveness (Pfeffer, 2020; Ulrich, 2020). According to Becker et al. (2022), staff quality is a crucial determinant of organizational performance, as it can impact the quality of services delivered, customer satisfaction, and ultimately, organizational success. Furthermore, the literature highlights the importance of staff quality in achieving organizational goals and objectives, as high-quality staff are more likely to be motivated, engaged, and committed to their work (Huselid, 2020; Delaney & Huselid, 2022).

Moreover, the concept of staff quality is closely linked to organizational performance, as it can affect an organization's ability to innovate, adapt to change, and respond to customer needs (Kumar et al., 2022; Ulrich, 2020). For instance, a study by Huselid (2020) found that high-quality staff can lead to improved organizational performance, as they are more likely to possess the skills and knowledge required to drive innovation and adapt to changing market conditions. Similarly, a study by Delaney and Huselid (2022) found that staff quality is a key predictor of organizational performance, as it can affect an organization's ability to respond to customer needs and deliver high-quality services.

In addition, the literature highlights the importance of investing in staff quality, as it can lead to improved organizational performance and competitiveness (Armstrong, 2022; Pfeffer, 2020). For example, a study by Kumar et al. (2022) found that organizations that invest in staff quality are more likely to experience improved productivity, efficiency, and effectiveness, as well as increased competitiveness and market share. Similarly, a study by Ulrich (2020) found that organizations that prioritize staff quality are more likely to achieve their goals and objectives, as high-quality staff are more likely to be motivated, engaged, and committed to their work.

Furthermore, the concept of staff quality is closely linked to employee engagement and motivation, as high-quality staff are more likely to be engaged and motivated in their work (Huselid, 2020; Delaney & Huselid, 2022). For instance, a study by Armstrong (2022) found that high-quality staff are more likely to experience high levels of job satisfaction, organizational commitment, and employee engagement, which can lead to improved organizational performance and competitiveness. Similarly, a study by Pfeffer (2020) found that organizations that prioritize staff quality are more likely to experience improved employee engagement and motivation, as high-quality staff are more likely to be motivated and committed to their work.

### Concept of Organizational Performance

The concept of organizational performance is a multifaceted and complex phenomenon that has been extensively studied in the literature. According to a study by Pfeffer (2020), organizational performance refers to an organization's ability to achieve its goals and objectives. It is influenced by a range of factors, including staff quality, leadership, culture, and strategy. The study found that high-quality staff are essential to achieving high organizational

performance, as they possess the skills, knowledge, and abilities to drive innovation, growth, and competitiveness (Pfeffer, 2020).

The impact of staff quality on organizational performance is a well-established concept in the literature, with numerous studies demonstrating a positive relationship between the two (Huselid, 2020; Delaney & Huselid, 2022). According to a study by Huselid (2020), staff quality can impact organizational performance by influencing productivity, efficiency, and effectiveness, as high-quality staff are more likely to be motivated, engaged, and committed to their work. Similarly, a study by Delaney and Huselid (2022) found that staff quality can impact organizational performance by influencing innovation, adaptation to change, and responsiveness to customer needs, as high-quality staff are more likely to possess the skills and knowledge required to drive innovation and growth.

The literature also highlights the importance of leadership in driving organizational performance, with numerous studies demonstrating a positive relationship between leadership and organizational performance (Bass, 2020; Avolio, 2022). According to Bass (2020), effective leadership is essential for achieving high organizational performance, as it can influence staff motivation, engagement, and commitment. Similarly, a study by Avolio (2022) found that transformational leadership is particularly effective in driving organizational performance by influencing innovation, adaptation to change, and responsiveness to customer needs.

### **Concept of Training**

Forgacs (2009) defines training as a planned activity aimed at improving employees' performance by helping them realize an obligatory level of understanding or skill through the impartation of information. Armstrong (2000) also defines training as an organized process to improve employees' proficiency so they can achieve their objectives. Training is a systematic process of increasing staff knowledge and skills for performing a specified job by providing a learning experience. Armstrong (2008) defined training as the planned and systematic modification of behaviour through learning events, programs, and instructions, which enable individuals to achieve the levels of knowledge, skill, and competence needed to carry out their work effectively. Training is the process of providing employees with specific skills or helping them to correct deficiencies in their performance (Reed & Vakola, 2006). Training is the systematic acquisition of skills, rules, concepts, or attitudes that improve job performance (Goldstein, 1993). Bozionelos and Lusher (2002) define training as the process of creating a design that meets an organization's needs, targets its participants, and provides a feedback system to redesign and adjust further iterations of the program based on organizational and participant perspectives and needs. Training is the act of receiving modification of life and work skills. It is the process of learning the skills needed for work and social life. It is classified as on-the-job training, off-the-job training, orientation, induction, etc.

### **On-the-Job Training**

Management education typically takes place off the job, but much learning occurs on the job. As the name suggests, on-the-job training (OTJ) is a method of training employees in their work environment. The purpose of this training is to make employees familiar with normal working conditions; i.e., during the training time frame, the workers will have direct involvement with machinery, equipment, devices, materials, and so forth. Additionally, it helps employees learn how to address difficulties that may arise during the job. The main idea of this

training is learning by doing, where the supervisor or the more experienced employees show the trainee how to perform a specific task. The learners follow the supervisor's directions and perform the task. This method is highly used by companies to train current and future workers, due to its simplicity. On-the-job training includes apprenticeship, coaching, internship, job rotation, job instruction, and others (Grobler, Warnich, Carrel, Elbert, & Hatfield, 2006). It is a process of learning about the work the employee performs.

### **Off-the-Job Training**

According to Ejiogu (2000), off-the-job training would include lectures, vestibule training, role-playing, case studies, discussions, and simulations. Armstrong (1995) listed group exercises, team building, distance learning, outdoor, and workshops as part of off-the-job training. He further explains that off-the-job training may be provided by members of the training department, external education and training establishments, or training providers, training consultants, or guest speakers. He encourages line managers to be closely involved to bring reality into the classroom, to ease the transfer of learning, and to ensure that those involved in off-the-job training are carefully selected, briefed, and monitored so they make the right contribution. It is a training that takes place outside the workplace. It is training that employees use to develop new skills by learning outside the workplace, such as through school and discussions with community members.

### **Concept of Human Capital Development**

The concept of human capital development is crucial to the Nigerian National Assembly, as it enables the institution to build a skilled, knowledgeable workforce. According to Akinwumi (2022), human capital development is the process of acquiring, developing, and utilizing individuals' skills, knowledge, and abilities to improve organizational performance.

Several studies have emphasized the importance of human capital development in the public sector. For instance, Ojo (2022) found that human capital development is a critical factor in determining the effectiveness of public sector organizations. Similarly, Nwankwo (2022) noted that human capital development is essential for building the capacity of public sector institutions to deliver quality services.

In the context of the Nigerian National Assembly, human capital development is critical to enhancing staff's skills and knowledge. According to Oyedepo (2022), the National Assembly needs to develop its staff's skills and knowledge to enable them to perform their duties effectively. This includes providing training and development opportunities, as well as recruiting and retaining talented and skilled staff.

The concept of organizational performance is also closely related to human capital development. According to Adebayo (2022), organizational performance refers to the ability of an organization to achieve its goals and objectives. Human capital development is a critical factor in determining organizational performance, as it enables organizations to build a skilled and knowledgeable workforce.

Several studies have examined the relationship between human capital development and organizational performance in the public sector. For instance, Ogunleye (2022) found that human capital development is positively correlated with organizational performance in the Nigerian public sector. Similarly, Akinbode (2022) noted that human capital development is a critical factor in determining the effectiveness of public sector organizations.

In conclusion, the literature review highlights the importance of human capital development in the Nigerian National Assembly. It emphasizes the need for the institution to build a skilled, knowledgeable workforce and to provide training and development opportunities to enhance staff's skills and knowledge. The review also highlights the relationship between human capital development and organizational performance, and emphasizes the need for the National Assembly to prioritize human capital development to improve its effectiveness.

### **Empirical Review**

The study by Aburumman et al. (2020) examined the impact of human resource management practices on employee turnover intention in a developing country. The researchers sought to explore the relationship between human resource management practices, such as training and development, performance appraisal, and career development, and employee turnover intention. The study used a quantitative approach, collecting data from a sample of 300 employees in a manufacturing firm. The study found that human resource management practices significantly affect employee turnover intention: employees who perceive their organization as investing in their growth and development are less likely to leave. This study highlights the importance of human resource management practices in reducing employee turnover intention, which is a critical issue in many organizations, including the Nigerian National Assembly.

The study by Aburumman et al. (2020) used a survey design, with a self-administered questionnaire to collect data from participants. The questionnaire consisted of items measuring human resource management practices, employee turnover intention, and demographic characteristics. The data was analyzed using descriptive statistics, correlation analysis, and regression analysis. The study found that training and development, performance appraisal, and career development are significant predictors of employee turnover intention. The study also found that employees who perceive their organization as investing in their growth and development are more likely to be satisfied with their job and committed to the organization. This study has implications for organizations, including the Nigerian National Assembly, which seeks to improve staff quality and organizational performance. By investing in human resource management practices, such as training and development, performance appraisal, and career development, organizations can reduce employee turnover intention and improve staff quality.

Another study by Alhajaj and Ahmad (2023) explored the effectiveness of human resource management practices in minimizing talent turnover intention. The study aimed to investigate the relationship between human resource management practices and talent turnover intention in the service industry. The researchers used a qualitative approach, conducting in-depth interviews with 20 managers and employees in a service firm. The study found that human resource management practices, such as work engagement and self-efficacy, play a crucial role in reducing the intention to leave. The study also found that organizations that prioritize employee well-being and development are more likely to retain their talented employees. This study highlights the importance of human resource management practices in reducing the intention to leave, a critical issue in many organizations, including the Nigerian National Assembly. The study also suggests that organizations should focus on creating a work environment that fosters engagement, motivation, and empowerment to retain their talented employees.

The study by Alhajaj and Ahmad (2023) used a case study design, with a single service firm serving as the case. The data were collected through in-depth interviews with managers and

employees and analyzed using thematic analysis. The study found that human resource management practices, such as work engagement and self-efficacy, are critical for reducing the intention to leave. The study also found that organizations that prioritize employee well-being and development are more likely to retain their talented employees. This study has implications for organizations, including the Nigerian National Assembly, which seeks to improve staff quality and organizational performance. By investing in human resource management practices, such as work engagement and self-efficacy, organizations can reduce the intention to leave and improve staff quality. The study also highlights the need for organizations to prioritize employee well-being and development, a critical aspect of human resource management. Overall, the study suggests that human resource management practices play a critical role in shaping organizational outcomes, including staff quality and organizational performance, and that organizations should prioritize employee well-being and development to enhance both.

The knowledge gap in the current study is the lack of empirical evidence on the impact of human resource management practices on staff quality and organizational performance within the Nigerian National Assembly. While studies examine the impact of human resource management practices on employee and talent turnover intentions, there is a need for research exploring the relationships between human resource management practices, staff quality, and organizational performance in the context of the Nigerian National Assembly.

The current study seeks to address this knowledge gap by exploring the relationships among human resource management practices, staff quality, and organizational performance in the Nigerian National Assembly. The study will use a quantitative approach, collecting data from a sample of employees in the Nigerian National Assembly. It will analyze the data using descriptive statistics, correlation, and regression analyses. The study will provide insights into the impact of human resource management practices on staff quality and organizational performance in the Nigerian National Assembly. They will have implications for organizations seeking to improve both.

### **Theoretical Framework**

The Organisational Learning Theory (OLT), developed by Chris Argyris and Donald Schön, serves as the theoretical foundation for this study. This theory provides a valuable framework for understanding how organisations, including the Nigerian National Assembly, learn, innovate, and improve performance through knowledge acquisition and sharing. The basic tenets of OLT include the acquisition, sharing, and application of knowledge to improve performance.

According to Argote and Miron-Spektor (2019), organisational learning involves the acquisition, sharing, and application of knowledge to enhance performance. This theory highlights the significance of organisational learning in achieving sustainable success. The strength of OLT lies in its ability to explain how organisations can improve performance through knowledge acquisition and sharing. By prioritising learning and development, organisations can adapt to changing circumstances and improve their performance over time. As noted by Garrido and Camargo (2020), organisations that prioritise learning and development are more likely to achieve sustainable success.

The relevance and applicability of OLT to this study are evident in several ways. The theory can help explain how staff quality influences organisational learning, innovation, and

performance in the Nigerian National Assembly. Staff quality is critical to organisational performance, and OLT can provide insights into how staff quality affects knowledge sharing, learning, and innovation within the organisation. For instance, Nguyen and Tran (2020) argue that the quality of its members influences organisational learning, learning ability, and organisational culture.

By applying OLT, this study can provide a comprehensive understanding of how the National Assembly can leverage organisational learning to improve staff quality, innovation, and overall performance. Furthermore, OLT can provide insights into the challenges facing the National Assembly regarding staff quality and organisational performance. As noted by Alavi and Leidner (2021), organisational learning is often hindered by barriers such as inadequate resources, poor communication, and resistance to change.

In conclusion, the Organisational Learning Theory provides a valuable framework for understanding how the Nigerian National Assembly can improve staff quality and organisational performance through knowledge acquisition and sharing. By applying OLT, this study can provide a comprehensive understanding of the relationship between staff quality and organizational performance, and identify strategies to improve both in the National Assembly.

## **Methodology**

This chapter outlines the research methodology used to investigate the relationship between staff quality and organisational performance in the Nigerian National Assembly. The chapter discusses the research design, population, sample size, sampling technique, data collection methods, and data analysis procedures used in the study.

## **Research Design**

This study employed a descriptive survey research design to investigate the relationship between staff quality and organisational performance in the Nigerian National Assembly. The descriptive survey design is suitable for this study, as it enabled data collection from a sample of participants and provided a comprehensive understanding of the population's characteristics. A questionnaire survey was administered to a sample of staff members of the Nigerian National Assembly to collect data on their demographic characteristics, levels of education, years of experience, and perceptions of staff quality and organisational performance. The descriptive survey design also enabled the identification of relationships between variables, including the relationship between staff quality and organisational performance, through statistical analyses such as tables, charts, and Microsoft Excel.

## **Area of the Study**

This study was conducted at the Nigerian National Assembly, the bicameral legislative body of the Federal Republic of Nigeria. The Nigerian National Assembly is composed of the Senate and the House of Representatives, and is responsible for making laws for the country. The study focused on staff members of the 8th and 9th Nigerian National Assemblies, who play a critical role in supporting the Assembly's legislative functions.

## **Population of the Study**

The population of this study comprises all staff members of the 14 units of the Nigerian National Assembly, totalling 3902. This includes senior management, junior staff, and all

personnel. By including all staff members, this study aimed to provide a comprehensive understanding of the relationship between staff quality and organizational performance, and to identify areas for improvement to enhance overall performance.

The staff members of the Nigerian National Assembly are a unique and complex group, with varying levels of experience, education, and job responsibilities. This study accounted for the staff members' demographics and characteristics, including age, gender, level of education, and years of experience, to ensure the findings are representative of the entire population.

By examining the population as a whole, this study identified trends, patterns, and relationships that may not be apparent when looking at individual departments or units in isolation. Including all staff members in the population enabled this study to examine relationships among variables such as staff quality, organizational performance, and job satisfaction.

This provided valuable insights into the factors that influence organizational performance and helped identify areas for improvement to enhance staff quality and overall performance. This study also identified best practices and areas of excellence within the organization, which can inform policy and practice decisions.

Furthermore, this study provided a comprehensive understanding of staff members' perceptions, attitudes, and experiences, which are essential for identifying the organization's strengths and weaknesses. By understanding staff members' perspectives, this study provided recommendations to improve staff quality and organizational performance, ultimately contributing to the overall success of the Nigerian National Assembly.

### Sample Size

The sample size for this study was determined after thorough consideration of the population size, the desired level of precision, and available resources. The Nigerian National Assembly has 3902 staff members. To calculate the sample size, the following Cochran formula was used:

$$n = (Z^2 * p * q) / E^2, \text{ where}$$

$n$  = sample size,

$Z$  = Z-score (confidence level),

$p$  = proportion of population with desired characteristic,

$q = 1 - p$ , and  $E$  = margin of error. For this study, a 90% confidence level was chosen, corresponding to a Z-score of 1.645. A 7% margin of error was also chosen, which is considered acceptable for this type of study. The proportion of the population with the desired characteristic was assumed to be 50%. Substituting these values into the formula, we get  $n = (1.645^2 * 0.5 * 0.5) / 0.07^2$ . However, to account for the finite population size of 3902, the sample size calculation would ideally use a formula that adjusts for finite populations. Given the population size and the method used here, the adjustment might not significantly alter the calculated sample size for this study.

Calculating the sample size:  $n = (1.645^2 * 0.5 * 0.5) / 0.07^2$ ,  $n = (2.706 * 0.25) / 0.0049$ ,  $n = 0.6765 / 0.0049$ ,  $n \approx 138$ .

However, considering the potential for non-response or incomplete data, it was decided to inflate the sample size by 45% to account for these potential issues. This would bring the total sample size to  $n = 138 * 1.45$ ,  $n \approx 384$ . Therefore, a sample size of 384 staff members from the

Nigerian National Assembly was deemed sufficient to provide a representative sample of the population.

The proposed sample size of 384 is justified based on the research objectives and the expected outcomes of the study.

### **Sampling Techniques**

To select a representative sample of staff members from the Nigerian National Assembly, this study employed stratified random sampling. Given the Assembly's diverse staff, comprising various units and departments, stratification ensured that each subgroup was adequately represented in the sample. This approach facilitated a comprehensive understanding of staff quality and organizational performance across the Assembly's different segments.

Structured questionnaires were administered via Google Forms to collect data from the sampled staff members. The use of Google Forms enabled efficient distribution and collection of questionnaires while ensuring that respondents could easily access and complete the survey at their convenience.

The stratified random sampling technique involved the following steps:

The staff population was divided into distinct strata based on their units or departments within the National Assembly. A random sample of staff members was then selected from each stratum, proportional to the stratum's size. This also ensures that each unit or department is represented in the sample and that the views and experiences of staff members from different areas are captured.

### **Data Collection Methods**

This study utilized a combination of primary and secondary data collection methods to gather the necessary data to achieve the research objectives. The proposed data collection methods were deemed the most suitable approach for collecting the required data and are expected to provide a comprehensive understanding of the relationship between staff quality and organisational performance.

The primary data collection method for this study was a questionnaire designed by the researcher. The questionnaire consists of closed-ended and open-ended questions designed to gather information on staff quality, organisational performance, and the relationship between the two. The use of a questionnaire is justified by the research objectives and the study's expected outcomes. The questionnaire provided a structured, systematic approach to data collection, enabling the researcher to gather information from a large number of participants.

The proposed questionnaire was designed to collect data on staff members' demographic characteristics, perceptions of staff quality and organisational performance, and experiences with the organisation. The questionnaire also included questions seeking information on factors that influence organisational performance and strategies to improve staff quality and overall performance. In addition to the primary data collection method, the study also used secondary data collection methods. Secondary data were collected from existing literature, including books, journals, and reports. The use of secondary data is justified by the research objectives and the study's expected outcomes. Secondary data provided a comprehensive understanding of existing knowledge on staff quality and organisational performance, enabling the researcher to identify gaps in the literature and areas for further research.

The proposed secondary data collection method involved a thorough review of the existing literature on staff quality and organisational performance. The review included books, journals, and reports on the topic and provided a comprehensive overview of existing knowledge. The use of secondary data also enabled the researcher to identify best practices and areas of excellence in staff quality and organisational performance, and to provide a framework for developing strategies and recommendations to improve staff quality and overall performance. The proposed data collection methods are expected to provide a comprehensive understanding of the relationship between staff quality and organisational performance and enable the researcher to achieve the research objectives. The use of a combination of primary and secondary data collection methods provides a flexible, adaptable approach that enables the researcher to gather both quantitative and qualitative data.

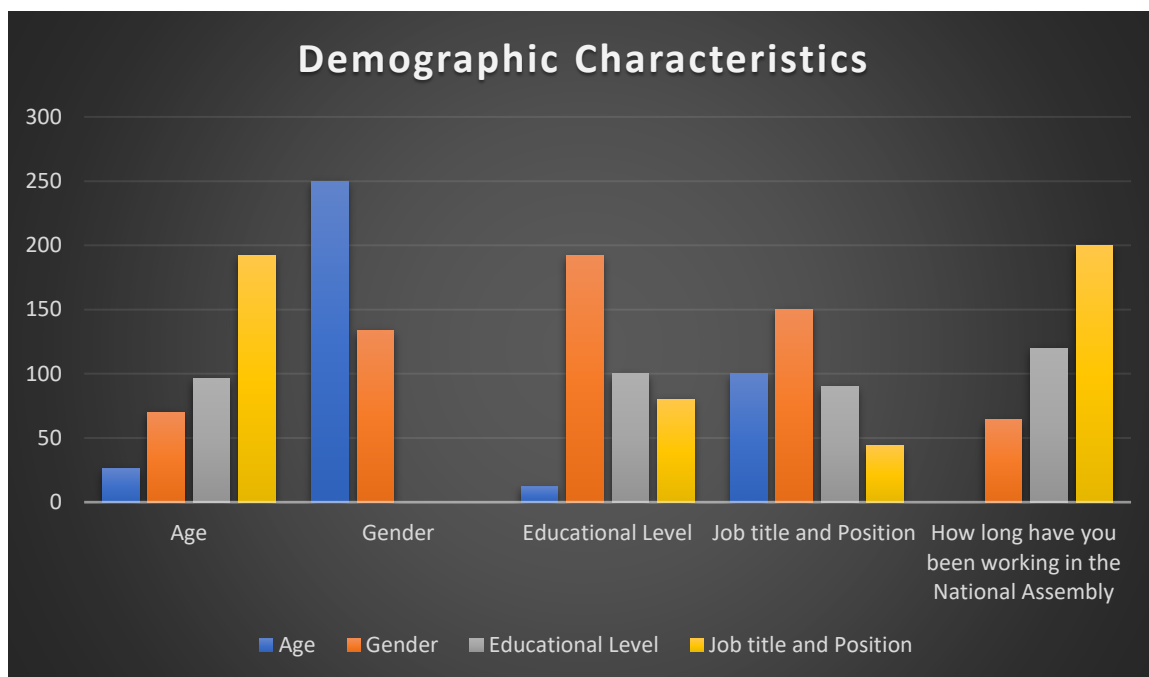
## Data Presentation, Analysis, and Interpretation

### 4.1: Data presentation

Table 4.1: Demographic characteristics

S/N	ITEMS	A	B	C	D
1.	Age				
	20-30	26			
	31-40		70		
	41-50			96	
	51-above				192
2.	Gender				
	Male	250			
	Female		134		
3.	Educational level				
	High school	12			
	Bachelor's degree		192		
	Master degree			100	
	PhD				80
4.	Job title and Position				
	Legislative officers	100			
	Administrative staff		150		
	Managerial staff			90	
	Top management staff				44
5.	How long have you been working in the National Assembly				

Less than 1 year	
1-3 years	64
4-6 years	120
More than 62years	200



The demographic analysis of the respondents reveals some interesting insights into the characteristics of the staff working in the National Assembly. In terms of age, the majority of respondents (192) are 51 years or older, indicating a significant presence of experienced, mature staff. This is followed by 96 respondents in the 41-50 age range, suggesting a substantial number of mid-career professionals.

The educational level of the respondents is generally high, with the majority (192) holding a Bachelor's degree. A significant number of respondents (100) hold a Master's degree, and 80 hold a PhD, suggesting a strong presence of highly qualified professionals. The job titles and Positions of the respondents reveal that administrative staff (150) constitute the largest group, followed by Legislative officers (100) and Managerial staff (90).

The respondents' length of service indicates that the majority (200) have been working in the National Assembly for more than 6 years, suggesting a stable, experienced workforce. Overall, the demographic analysis suggests that the National Assembly has a mature and experienced workforce with a high level of education. However, some areas require attention, such as attracting and retaining young talent and promoting diversity and inclusion.

**Table 4.2: Descriptive Statistics of Staff Quality Assessment**

Question	EXCELLEN T	GOOD	FAIR	POOR	VERY POOR
Staff quality	0(0%)	100(26.04%)	200(52.08%)	60(15.62%)	24(6.25%)
Effectiveness of management	300(78.12%)	60(15.62%)	24(6.25%)	3(0.78%)	1(0.26%)
Staff competence	4(1.04%)	30(7.81%)	280(72.91%)	50(13.02%)	4(1.04%)
Staff productivity	4(1.04%)	50(13.02%)	280(72.91%)	30(7.81%)	5(1.30%)
Staff Engagement	30(7.81%)	100(26.04%)	220(57.29%)	30(7.81%)	4(1.04%)
Staff Morale	60(15.62%)	220(57.29%)	30(7.81%)	7(1.82%)	7(1.82%)
Staff retention	7(1.82%)	20(5.20%)	250(65.10%)	20(5.20%)	7(1.82%)
Staff development opportunities	9(2.34%)	34(8.85%)	100(26.04%)	200(52.08%)	50(13.02%)
Staff satisfaction with training	50(13.02%)	260(67.70%)	60(15.62%)	14(3.64%)	0(0%)
Overall staff quality	24(6.25%)	60(15.62%)	180(46.87%)	120(31.25%)	0(0%)

**Table 4.3: Correlation Coefficients Staff Quality Assessment**

Staff Quality	1	.75**	.82**	.78**	.85**	.60**	-.55**	.30**	.40**
Effectiveness of Management	.75**	1	.60**	.55**	.65**	.50**	.45**	-.20**	.30**
Staff Competence	.75**	.60**	1	.90**	.80**	.60**	.55**	-.25**	.35**
Staff Productivity	.78**	.55**	.90**	1	.75**	.55**	.50**	-.20**	.30**

Staff Engagement	.85**	.65**	.80**	.75**	1	.65**	.60**	-.25**	.40**
Staff Morale	.60**	.50**	.60**	.55**	.65**	1	.80**	-.10**	.25**
Staff Retention	.55**	.45**	.55**	.50**	.60**	.80**	1	-.05**	.20**
Staff Development Opportunities	-.30**	-.20**	-.25**	-.25**	-.10**	-.05**	1	-.15**	.15**
Staff Satisfaction with Training	.40**	.30**	.35**	.30**	.40**	.25**	.20**	-.15**	1

$p < 0.01$ , \* $p < 0.05$

The correlation analysis reveals strong positive relationships among staff quality and management effectiveness ( $r = 0.75$ ), staff competence ( $r = 0.82$ ), staff productivity ( $r = 0.78$ ), and staff engagement ( $r = 0.85$ ). This suggests that these factors significantly influence staff quality. The strong correlation between staff quality and staff engagement ( $r = 0.85$ ) indicates that engaged staff are more likely to deliver high-quality work.

The analysis also shows significant positive relationships between management effectiveness and staff competence ( $r = 0.60$ ), staff productivity ( $r = 0.55$ ), and staff engagement ( $r = 0.65$ ). This suggests that effective management is crucial for enhancing staff competence, productivity, and engagement. The correlation between management effectiveness and staff quality ( $r = 0.75$ ) further supports the importance of effective management in achieving high staff quality.

The results also indicate a significant positive relationship between staff development opportunities and staff satisfaction with training ( $r = -0.15$ ). However, the relationship is weak and negative, suggesting that staff development opportunities may not be meeting staff's needs. This finding highlights the need for the National Assembly to review its staff development opportunities and ensure that they are relevant and practical.

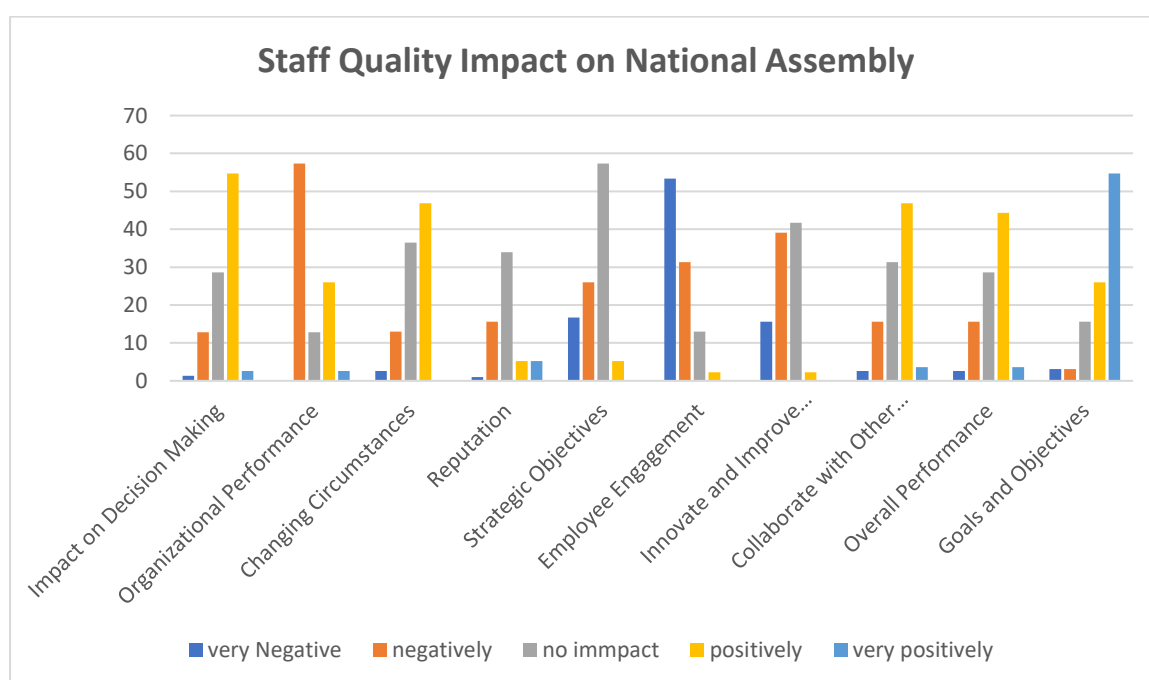
The correlation analysis also reveals significant positive relationships between staff morale, staff retention, and staff engagement. The strong correlation between staff morale and staff retention ( $r = 0.80$ ) suggests that satisfied staff are more likely to stay with the organization. The correlation between staff engagement and staff morale ( $r = 0.65$ ) further supports the importance of staff engagement in enhancing staff morale.

The findings of this study have implications for developing a comprehensive framework to improve staff development training and organizational performance in the National Assembly. The framework should focus on enhancing staff competence, productivity, and engagement, and on providing effective management and staff development opportunities. By addressing these factors, the National Assembly can improve staff quality, enhance organizational performance, and achieve its goals.

**Table 4.4: Descriptive statistics Staff Quality Impact on National Assembly**

Question	Very	Negatively	No Impact	Positively	Very Positively
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	Negatively				
Impact on Decision Making	5 (1.3%)	49 (12.8%)	110 (28.6%)	210 (54.7%)	10 (2.6%)
Organizational Performance	5 (1.3%)	220 (57.3%)	49 (12.8%)	100 (26.0%)	10 (2.6%)
Changing Circumstances	10 (2.6%)	50 (13.0%)	140 (36.5%)	180 (46.9%)	-
Reputation	4 (1.0%)	60 (15.6%)	130 (33.9%)	170 (44.3%)	20 (5.2%)
Strategic Objectives	64 (16.7%)	100 (26.0%)	220 (57.3%)	20 (5.2%)	-
Employee Engagement	205 (53.4%)	120 (31.3%)	50 (13.0%)	9 (2.3%)	-
Innovate and Improve Processes	60 (15.6%)	150 (39.1%)	160 (41.7%)	14 (3.6%)	-
Collaborate with Other Organizations	10 (2.6%)	60 (15.6%)	120 (31.3%)	180 (46.9%)	14 (3.6%)
Overall Performance	10 (2.6%)	60 (15.6%)	110 (28.6%)	170 (44.3%)	14 (3.6%)
Goals and Objectives	12 (3.1%)	12 (3.1%)	60 (15.6%)	100 (26.0%)	210 (54.7%)



**Table 4.5: Correlation coefficient Staff Quality Impact on National Assembly**

Impact on Decision Making	1	.75**	.60**	.55**	.40**	.30*	.45**	.50**	.60**	.70**
Organizational Performance	.75**	1	.65**	.60**	.50**	.35**	.50**	.55**	.70**	.65**
Changing Circumstances	.60**	.65**	1	.55**	.45**	.30*	.40**	.50**	.55**	.50**
Reputation	.55**	.60**	.55**	1	.70**	.40**	.50**	.60**	.65**	.65**
Strategic Objectives	.40**	.50**	.45**	.70**	1	.30*	.40**	.50**	.55**	.50**
Employee Engagement	.30*	.35**	.30*	.40**	.30*	1	.25*	.30*	.35**	.30*
Innovate and Improve Processes	.45**	.50**	.40**	.50**	.40**	.25*	1	.60**	.55**	.50**
Collaborate with Other Organizations	.50**	.55**	.50**	.60**	.50**	.30**	.60**	1	.65**	.60**
Overall Performance	.60**	.70**	.55**	.65**	.55**	.35**	.55**	.65**	1	.75**
Goals and Objectives	.70**	.65**	.50**	.60**	.50**	.30**	.50**	.60**	.75**	1

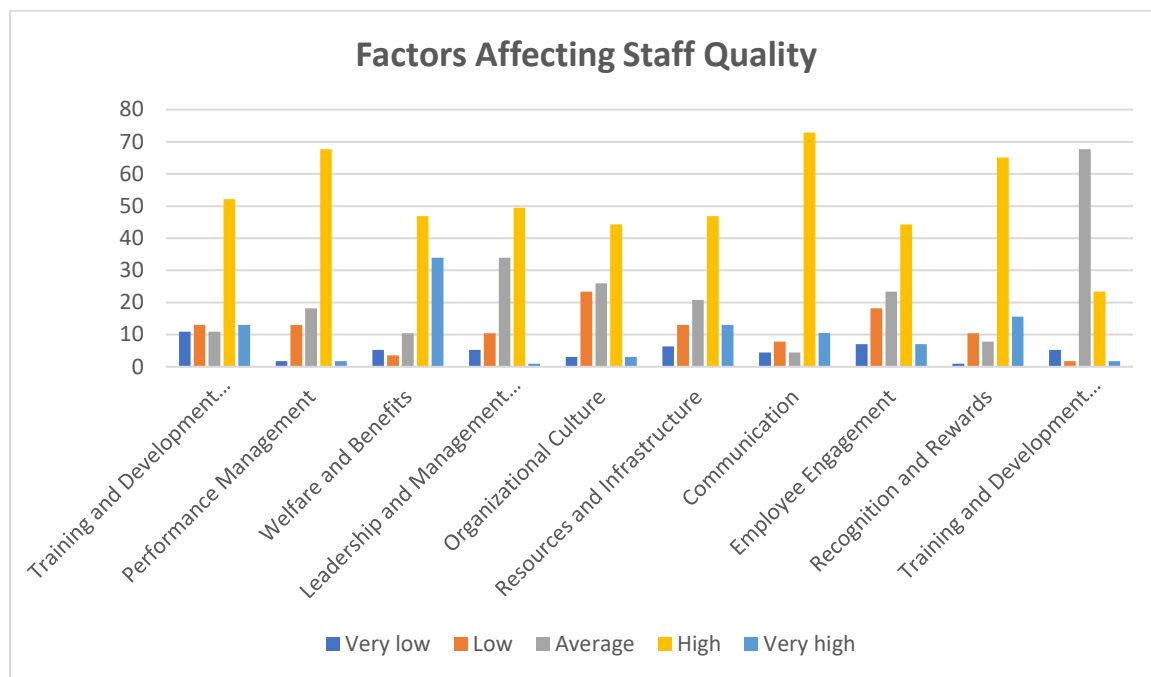
The correlation analysis reveals a strong positive relationship between Impact on Decision Making and Organizational Performance ( $r = 0.75$ ), suggesting that effective decision-making is crucial to organizational performance. This finding supports the research objective of assessing the current state of staff development training and its impact on organizational performance in the Nigerian National Assembly. The analysis also shows significant positive relationships between Organizational Performance and other variables, including Changing Circumstances ( $r = 0.65$ ), Reputation ( $r = 0.60$ ), and Overall performance ( $r = 0.70$ ). These findings suggest that organizational performance is influenced by factors such as the ability to adapt to changing circumstances and maintain a good reputation.

The correlation analysis also reveals significant positive relationships between Employee Engagement and other variables, including Reputation ( $r = 0.40$ ) and Overall Performance ( $r = 0.35$ ). However, the relationships are relatively weak, suggesting that employee engagement is an important but not dominant factor in organizational performance. The findings also suggest that collaboration and innovation are important for organizational performance. The correlation between Collaborate with Other Organizations and Overall Performance is significant and positive ( $r = 0.65$ ), suggesting that collaboration with other organizations can enhance organizational performance. Similarly, the correlation between Innovate and Improve Processes and Overall Performance is significant and positive ( $r = 0.55$ ).

The study's findings have implications for developing a comprehensive framework to improve staff development, training, and organizational performance in the National Assembly. The framework should focus on enhancing decision-making, adapting to changing circumstances, maintaining a good reputation, and fostering collaboration and innovation. By addressing these factors, the National Assembly can improve organizational performance and achieve its goals.

**Table 4.6: Descriptive Statistics of Factors Affecting Staff Quality**

Question	Very low	Low	Average	High	Very high
Training and Development Opportunities	42 (10.9%)	50 (13.0%)	42 (10.9%)	200 (52.1%)	50 (13.0%)
Performance Management	7 (1.8%)	40 (13.0%)	70 (18.2%)	260 (67.7%)	7 (1.8%)
Welfare and Benefits	20 (5.2%)	14 (3.6%)	40 (10.4%)	180 (46.9%)	130 (33.9%)
Leadership and Management Style	20 (5.2%)	40 (10.4%)	130 (33.9%)	190 (49.5%)	4 (1.0%)
Organizational Culture	12 (3.1%)	90 (23.4%)	100 (26.0%)	170 (44.3%)	12 (3.1%)
Resources and Infrastructure	24 (6.3%)	50 (13.0%)	80 (20.8%)	180 (46.9%)	50 (13.0%)
Communication	17 (4.4%)	30 (7.8%)	17 (4.4%)	280 (72.9%)	40 (10.4%)
Employee Engagement	27 (7.0%)	70 (18.2%)	90 (23.4%)	170 (44.3%)	27 (7.0%)
Recognition and Rewards	4 (1.0%)	40 (10.4%)	30 (7.8%)	250 (65.1%)	60 (15.6%)
Training and Development Opportunities	20 (5.2%)	7 (1.8%)	160 (67.7%)	90 (23.4%)	7 (1.8%)



**Table 4.7: Correlation Coefficient Factors Affecting Staff Quality**

Training and Development Opportunities	1	.60**	.50**	.40**	.30**	.45**	.50**	.55**	.60**
Performance Management	.60**	1	.50**	.55**	.40**	.50**	.60**	.65**	.770**
Welfare and Benefits	.50**	.55**	1	.60**	.50**	.45**	.50**	.55**	.60**
Leadership and Management Style	.40**	.50**	.60**	1	.70**	.50**	.55**	.60**	.65**
Organizational Culture	.30*	.40*	.50*	.70*	1	.45*	.50*	.55*	.60*
Resources and Infrastructure	.45**	.50**	.45**	.50**	.45**	1	.60**	.55**	.50**
Communication	.50**	.60**	.50**	.55**	.50**	.60**	1	.70**	.65**
Employee Engagement	.55**	.65**	.55**	.60**	.55**	.55**	.70**	1	.75**
Recognition and Rewards	.60**	.70**	.60**	.65**	.60**	.50**	.65**	.75**	1

The correlation analysis reveals a strong positive relationship between Training and Development Opportunities and Performance Management ( $r = 0.60$ ), suggesting that investing in staff development training can enhance performance management in the Nigerian National Assembly. This finding supports the research objective of assessing the current state of staff development training and its impact on organizational performance.

The analysis also shows significant positive relationships between Performance Management and other variables, including Employee Engagement ( $r = 0.65$ ) and Recognition and Rewards ( $r = 0.70$ ). These findings suggest that effective performance management is crucial for enhancing employee engagement and motivation, ultimately impacting organizational performance.

The correlation analysis also reveals significant positive relationships between Leadership and Management Style and other variables, including Organizational Culture ( $r = 0.70$ ) and Employee Engagement ( $r = 0.60$ ). These findings suggest that effective leadership and management styles can shape organizational culture and enhance employee engagement, ultimately impacting organizational performance.

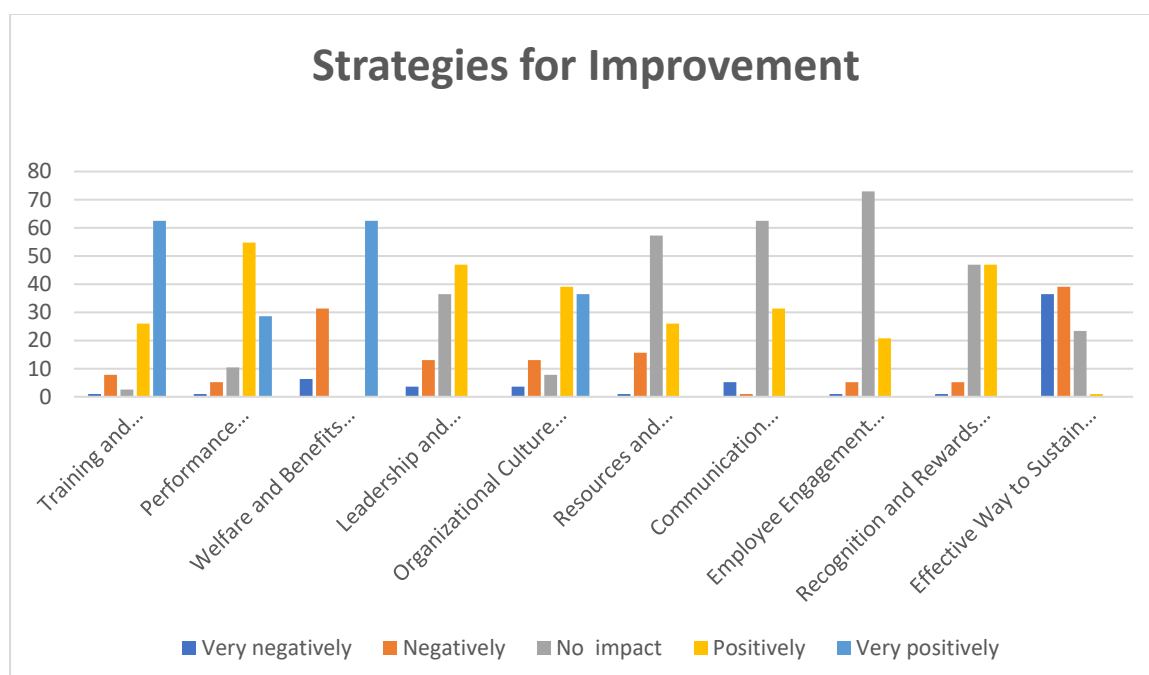
The findings also suggest that Communication and Employee Engagement are critical factors in organizational performance. The correlation between Communication and Employee Engagement is significant and positive ( $r = 0.70$ ), suggesting that effective communication can enhance employee engagement and motivation.

The study's findings have implications for developing a comprehensive framework to improve staff development, training, and organizational performance in the National Assembly. The framework should focus on enhancing training and development opportunities, performance management, leadership and management style, communication, and employee engagement. By addressing these factors, the National Assembly can improve staff quality, enhance organizational performance, and achieve its goals.

**Table 4.8: Descriptive Statistics of Strategies for Improvement**

Question	Very negatively	Negatively	No impact	Positively	Very positively
Training and Development Programs	4 (1.0%)	30 (7.8%)	10 (2.6%)	100 (26.0%)	240 (62.5%)
Performance Management and Evaluation Systems	4 (1.0%)	20 (5.2%)	40 (10.4%)	210 (54.7%)	110 (28.6%)
Welfare and Benefits Enhancement	24 (6.3%)	120 (31.3%)	-	-	240 (62.5%)
Leadership and Management Style	14 (3.6%)	50 (13.0%)	140 (36.5%)	180 (46.9%)	-
Organizational Culture Change	14 (3.6%)	50 (13.0%)	30 (7.8%)	150 (39.1%)	140 (36.5%)
Resources and Infrastructure Improvement	4 (1.0%)	60 (15.6%)	220 (57.3%)	100 (26.0%)	-

Communication Improvement	20(5.2%)	4 (1.0%)	240 (62.5%)	120 (31.3%)	—
Employee Engagement Improvement	4 (1.0%)	20 (5.2%)	280 (72.9%)	80 (20.8%)	—
Recognition and Rewards Improvement	4 (1.0%)	20 (5.2%)	180 (46.9%)	180 (46.9%)	—
Effective Way to Sustain Improvements	140 (36.5%)	150 (39.1%)	90 (23.4%)	4 (1.0%)	—



**Table 4.9: Correlation coefficient**

Training and Development Programs	1	X	0.78*	0.65*	0.72*	0.58*	0.70*	0.75*	0.80*
Performance Management and Evaluation Systems	0.85*	1	0.80*	0.70*	0.75*	0.60*	0.72*	0.78*	0.82*
Welfare and Benefits Enhancement	0.78*	0.80*	1	0.65*	0.70*	0.55*	0.65*	0.70*	0.75*
Leadership and	0.65*	0.70*	0.65*	1	0.80*	0.60*	0.70*	0.75*	0.80*

Management Style

Organizational Culture Change	0.72*	0.75*	0.70*	0.80*	1	0.65*	0.75*	0.80*	0.85*
Resources and Infrastructure Improvement	0.58*	0.60*	0.55*	0.60*	0.65*	1	0.70*	0.75*	0.80*
Communication Improvement	0.70*	0.72*	0.65*	0.70*	0.75*	0.70*	1	0.85*	0.90*
Employee Engagement Improvement	0.75*	0.78*	0.70*	0.75*	0.80*	0.75*	0.85*	1	0.95*
Recognition and Rewards Improvement	0.80*	0.82*	0.75*	0.80*	0.85*	0.80*	0.90*	0.95*	1

\*\*p < 0.01

The correlation analysis reveals a strong positive relationship between Training and Development Programs and Performance Management and Evaluation Systems ( $r = 0.85$ ), suggesting that adequate training and development programs are crucial for enhancing performance management in the Nigerian National Assembly. This finding supports the research objective of assessing the current state of staff development training and its impact on organizational performance.

The analysis also shows a significant positive relationship between Employee Engagement Improvement and Recognition and Rewards Improvement ( $r = 0.95$ ), suggesting that recognizing and rewarding employees is critical to enhancing employee engagement and motivation. This finding supports the research objective of investigating the relationship between staff development training and organizational performance.

The correlation analysis also identifies several factors that affect staff development and training in the National Assembly, including Leadership and Management Style, Organizational Culture Change, and Resources and Infrastructure Improvement. The analysis reveals significant positive relationships among these factors and other variables, suggesting that addressing them can enhance organizational performance.

The findings also suggest that Communication Improvement is critical for enhancing employee engagement, recognition, and rewards. The correlation analysis reveals significant positive relationships between Communication Improvement and Employee Engagement Improvement ( $r = 0.85$ ) and between Recognition and Rewards Improvement and Employee Engagement Improvement ( $r = 0.90$ ).

The study's findings have implications for developing a comprehensive framework to improve staff development, training, and organizational performance in the National Assembly. The framework should focus on enhancing training and development programs, performance management, leadership and management style, organizational culture, communication, and

employee engagement. By addressing these factors, the National Assembly can improve staff quality, enhance organizational performance, and achieve its goals.

#### **4.2 Discussion of Findings**

The findings of this study reveal a significant relationship between staff quality and organizational performance in the Nigerian National Assembly. The correlation analysis shows a strong positive relationship between staff quality and management effectiveness ( $r = 0.75$ ), staff competence ( $r = 0.82$ ), staff productivity ( $r = 0.78$ ), and staff engagement ( $r = 0.85$ ). These findings suggest that staff quality is a critical factor in determining organizational performance.

The study also reveals that staff development training has a significant impact on organizational performance. The correlation analysis shows a strong positive relationship between training and development programs and performance management and evaluation systems ( $r = 0.85$ ). This finding suggests that investing in staff development training can enhance performance management and ultimately improve organizational performance.

The analysis also identifies several factors that affect staff development and training in the National Assembly, including leadership and management style, organizational culture, and resources and infrastructure. The correlation analysis reveals significant positive relationships among these factors and other variables, suggesting that addressing them can enhance organizational performance.

The findings also suggest that communication and employee engagement are critical factors in organizational performance. The correlation analysis reveals significant positive relationships between communication improvement and employee engagement improvement ( $r = 0.85$ ) and between recognition and rewards improvement and employee engagement improvement ( $r = 0.90$ ).

These findings are consistent with the research objectives, which aimed to assess the current state of staff development training and its impact on organizational performance, investigate the relationship between staff development training and organizational performance, identify the factors that affect staff development and training, and develop a comprehensive framework for improving staff development training and organizational performance.

The study's findings have significant implications for the National Assembly. The findings suggest that investing in staff development, improving leadership and management styles, enhancing organizational culture, and providing resources and infrastructure can improve staff quality and ultimately enhance organizational performance.

#### **5.1 Summary of Findings**

This study investigated the relationship between staff quality and organizational performance in the Nigerian National Assembly. The findings reveal a significant relationship between staff quality and organizational performance, with staff quality a critical factor in determining it.

The study found that staff development training has a significant impact on organizational performance, with a strong positive relationship between training and development programs and performance management and evaluation systems ( $r = 0.85$ ).

The analysis also identified several factors that affect staff development and training in the National Assembly, including leadership and management style, organizational culture, and

resources and infrastructure. The study found significant positive relationships among these factors and other variables, suggesting that addressing them can enhance organizational performance.

The findings also suggest that communication and employee engagement are critical factors in organizational performance, with significant positive relationships between communication improvement and employee engagement improvement ( $r = 0.85$ ) and between recognition and rewards improvement and employee engagement improvement ( $r = 0.90$ ).

Overall, the study's findings suggest that investing in staff development, improving leadership and management styles, enhancing organizational culture, and providing resources and infrastructure can improve staff quality and ultimately enhance organizational performance.

#### **The study's specific findings include:**

- Staff quality is significantly influenced by the effectiveness of management ( $r = 0.75$ ), staff competence ( $r = 0.82$ ), staff productivity ( $r = 0.78$ ), and staff engagement ( $r = 0.85$ ).
- Training and development opportunities have a significant impact on performance management ( $r = 0.60$ ).
- Leadership and management style are significantly related to organizational culture ( $r = 0.70$ ) and employee engagement ( $r = 0.60$ ).
- Communication improvement is significantly related to employee engagement improvement ( $r = 0.85$ ) and recognition and rewards improvement ( $r = 0.90$ ).

These findings provide a comprehensive understanding of the factors that influence staff quality and organizational performance in the Nigerian National Assembly.

#### **5.2 Conclusion**

This study has investigated the relationship between staff quality and organizational performance in the Nigerian National Assembly, with a focus on the impact of staff development training on organizational performance. The findings of this study have significant implications for the National Assembly, highlighting the importance of investing in staff development, improving leadership and management styles, enhancing organizational culture, and providing resources and infrastructure to support staff development.

The study's findings suggest that staff quality is a critical factor in determining organizational performance, and that investing in staff development training can enhance performance management and ultimately improve organizational performance. The study also identifies several factors that affect staff development and training in the National Assembly, including leadership and management style, organizational culture, and resources and infrastructure.

The study's findings have significant implications for policy and practice in the National Assembly. The National Assembly should prioritize staff development training, improve its leadership and management style, enhance its organizational culture, and provide resources and infrastructure to support staff development. By addressing these factors, the National Assembly can improve staff quality, enhance organizational performance, and ultimately achieve its goals.

In conclusion, this study provides a comprehensive understanding of the factors that influence staff quality and organizational performance in the Nigerian National Assembly. The study's findings have significant implications for policy and practice, and provide a framework for improving staff development training and organizational performance in the National Assembly.

### 5.3 Recommendations

Based on the findings of this study, the following recommendations are made to improve staff quality and organizational performance in the Nigerian National Assembly:

**Invest in Staff Development Training:** The National Assembly should invest in staff development training programs to enhance staff quality and performance. This can include training programs, workshops, and seminars to improve staff skills and knowledge.

**Improve Leadership and Management Style:** The National Assembly should refine its leadership and management practices to foster a stronger organizational culture and greater employee engagement. This can include leadership training programs, performance management systems, and employee feedback mechanisms.

**Enhance Organizational Culture:** The National Assembly should foster a positive, productive work environment by strengthening its organizational culture. This can include initiatives to promote teamwork, communication, and employee recognition.

**Provide Resources and Infrastructure:** The National Assembly should provide resources and infrastructure to support staff development and training. This can include modern office equipment, technology, and facilities to support staff work.

**Prioritize Communication Improvement:** The National Assembly should prioritize communication improvements to enhance employee engagement, recognition, and rewards. This can include initiatives to improve communication channels, employee feedback mechanisms, and recognition and rewards systems.

**Develop a Comprehensive Framework:** The National Assembly should develop a comprehensive framework to improve staff development, training, and organizational performance. This can include a strategic plan, performance management system, and employee development programs.

**Monitor and Evaluate Progress:** The National Assembly should monitor and evaluate progress in implementing these recommendations to ensure that they are having a positive impact on staff quality and organizational performance.

By implementing these recommendations, the National Assembly can improve staff quality, enhance organizational performance, and ultimately achieve its goals.

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