<div align="center">**CHAPTER THREEE**</div>

METHODOLOGY/RESEARCH METHODS

3.1   INTRODUCTION

The term methodology describes all the activities involved in the collection of all necessary information required for the research project on the method that were used for collecting the data required in carrying out. This research work.

It explains the procedure that were followed and instrument used in collecting data.

The research work was designed to reveal the information that is relevant to the evaluation of manpower planning and development in Nigeria public sector. The research conducted study on micheal imodu institute for labour studies planning authority and development.

In effort ensure the collection of relevant, adequate and reliable information that would help in better appreciation of problems at hand both the primary and secondary data were used to collect information and details.

3.2   SAMPLE AND POPULATION OF THE STUDY

The term population is the aggregate of all element from which, The sample is drawn. This study was conducted in Micheal Imodu Institute for labour studies.

The respondent used in this study were member of staff of this parastals who were randomly selected from different department e.t.c a total population of 74 employee (both male and female) were used the population was selected based on the fact that the outcome of the study conducted there could be generalized to cover the organization.

As a research considered it to be with his ability to cope with the cost of conducting the research on the study population, 74 members at the staff were selected and used as the study sample this means 74 questionnaire given out, 63 were returned while (11) eleven were not returned. This means that out analysis of data, will be based on 63 respondents.

3.3   SOURCES OF DATA/ DATA COLLECTION

- PRIMARY DATA

These are data collected primary and specially for the purpose of research at hand only. They are collected by a combination of observation, interviews and questionnaire utilization.

- SECONDARY DATA

This consist of existing information, which was used for the purpose of the survey at hand, the secondary data used includes: textbook, journals and bulleting.

3.4   METHOD OF DATA ANALYSIS

For the purpose of evaluation and analysis of the data collected, the answer of the respondents ere presented in tabular form a chi-square is used to test the hypothesis earlier. Listed in chapter one. Based on the outcome of the analysis carried out with the used of the statistical tool mentioned a conclusion in drawn on the study

Formulary of chi-square (x)

X^2 = chi-square

E = summation notion

Oi =observed frequency

Ei = experted frequency

$(Oi - Ei)^2$ = different between observed and expected frequency

3.5   RESEARCH PROBLEM

(A)   SECRECY

This problem is identified with private individual who for no justifiable reasons, refuse to communicate useful information about issues of societal significance involving them. Business men also perhaps because of their desire to evade or even avoid paying tax will refuse to give accurate data about their income which will definitely compact negatively on government plan to provide social Amenities and equality in the society.

(B)   ILLITERACY AND ENLIGHTENMENT

Illiteracy means inability to read and write lack of enlightenment implies lack of socialization and ability to understand and contribute to social progress.

Statistics show that about 60% of Nigerians fall into this category. These reflect in communication problems inability to complete questionnaire difficulty in comprehending what is actually require e.t.c in the end, researchers in Nigeria are rather based on incomplete and inaccurate data there by in making their conclusion dependable for effective suggestion.

(C)   ADMINISTRATIVE BOTTLE NECKS

Most cooperate bodies in Nigeria do classify information by such personal terms as top secret official information a bonding which it access to actual fact anf figures.

(D)   LACK OF FINANCIAL AND EQUIPMENT

Researcher entails huge capital which a single person or organization might not be able to shoulder this accounts for in ability of business organization to set rand (research and development) until and where at exists, it is not functioning. Also, must laboratories are not equipped with modern and sophisticated tools and equipment while libraries contain accurate books.

(E)   DATA PROBLEM

Accurate data base to any research and informatory, it is not available in Nigeria the "FOS" (Fedral Office od Statistic) that is even responsible for data gathering for Nigeria is no well equipped to carryout its responsibilities and where they are estimates that are detailed through reliable objective statistical method.

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