

Democratization, electoral processes and resources development: The Nigeria experience

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Abstract

This paper look at issues surrounding democratization election processes and and resources development. This concept was developed as a fragile democracies installed via multiparty elections resemble sand-castle, vulnerable to the collapse in the under tow of Electoral processes. The focus of this paper was to highlight the consolidating democratic elective principles, elections and democratization disposition and Nigerian's Human Resource, Democratic Experience and its difficulties. The finding of this paper reveals that, both government and private bodies should have the burdened of developing human resources capital formation seriously, adequate learning environment should be employed in a democratization processes and finally full employment be taken as national electoral policy objective to enhanced aggregate electoral and political output.

Keynote: Election, Democracy and Human Resource Development.

Introduction

The basic struggle in advancing the frontier of election and democratization in the state craft has not been easy. This is as a result of interposing democratic principles for Human Resource Development as a new regime types on governance of Nigeria has been most difficult. The historical antecedent of elective and democratic principle's was instituted during anti-colonial struggle to establish independence state, democracy appeared at various point in time. In a multiparty of our pre-colonial system, democratization, electoral processes was concerned with specific tactics and strategies to create prudent electoral decision of a projected skill, ability, attitude and other potential in women, children and men. The unprecedented interest integral democratic, from which other emanated, they include equality before the law, majority or popular consultation, popular sovereignty, role of law, majority rule, minority rule, fundamental association, freedom of expression fundamental human right, freedom of movement and freedom of worship (1999 constitution as amended).

Furthermore, the electoral democratization principle in a political system connotes governance owes it's just power to the basic consent of the governed" and his consent is demonstrated in "representative democracy". In Nigeria, democracy is confers on people to be active participants in the choice of who governs them, more effort was equally put in considerable attention and interest on the mechanism and the basic process of ensuring that the choice of the people is reflected truly. Adamu (2000, P. 452) believes that, for election to be credible, it must be concluded with transparency and efficiency to ensured human resource development, not only on with the political system but will the whole democratic principles and equal endangered. According to international Institute for Democracy and Election Assistance (IDEA) "stated that, the task of achieving credible election which are accessible to the full voting population is not only immense, "The sheer administrative hurdles and financial cost involved are often underappreciated and underestimated".

During election, the sheer size of resource require in institutionalizing democratic principles and human resources development has made everybody to conclude that democracy is expensive and the cost of election is a tiny fraction of the cost of mismanagement and the denial of basic human resource development during democratic era. Moshood (2015) believes that, Nigeria is the largest country with democracy principles in African which experience the unending transition from one civilian role to the other. Has a sina- qua for the success of founding election in a democratic regime, this process of democratization often assorted to political changes which have threatened the unity of Nigeria and human resource development. This have provoked the scholars intervention in the fact of correct challenges such as corruption, soci-economic limitation of authority, poor funding, weak human resource, poor level of communication, poor electoral materials, irregularities, stuffing of ballot boxes, over bloating ballot register etc. It is on this note that the paper lay emphasizes on Election and democratization for resource development: Using Nigeria as a case in point.

Statement of problem

Based on the premise, the gap in the body of knowledge this study attempted to fill is known wether democratization, electoral processes and resources development affect election in Nigeria free and fair using human resource development. Presently election and democratization principle in Nigeria is usually characterized by election litigation and smart care readers problem which is one of the major problem of Nigeria democracy. Other problem include finance, conflict, information and communication technology problem, lack of transparency. This problem are group into human, political and economic due to conflict-triggered, rivalries, resource allocation and ethnic. Despite all this irregularities, the paper suggest that, Nigeria government seems to be incapable of conducting a free and fair election posed by them in order to achieve good governance. It is on

this note that the paper seek to determine the major instrument to be used for the conduct of election in Nigeria using human resource development.

Aims and objective of the study

The study is aimed at election and democratic principle for Human Resources development with the following objective.

1. To evaluate the impact of Nigerians to wards election
2. To identify the factors responsible for election mal-practice in Nigeria
3. To establish the basic role of human resources during election
4. To ascertain the basic role play by the Government in cubing election mal-practise in Nigeria
5. To make recommendations on the way forward

Theoretical framework

This study theoretical framework anchored on conflict theory, promogated by Raif Dahrendorf, Wright Mul, George Simmel and Kar Marx (1818-1833) which was goal oriented directed to words democratization institution and social structures. The theory lay emphasis on fundamental right of human resources development between interest and democratization institutions such as voting, education, political parties, orientation, election and mass media. Conflict has become a common persistent feature of the society. the greatest influence is based on Karl Marx contribution. For Karl Marx, human resource creates much of the physical world, and the social physical institution that order it. The world is established and re-establish through human resource developmental labour. To him the historical motivating force is the manner one's relates to each other in their continuous struggle for power in a democratic state (Labinjoh, 2002). In an effort to satisfy human needs, secondary and primary needs. Human resource do engaged in an antagonistic cooperation, from which specialization have emerged in election and democratization principles which gave room for an antagonistic classes in all the societies.

The democratization principles entails a surplus interaction between the electoral college and the masses. On the other hand, the social relationship between electoral college and voters (masses) according to Karl Marx theory of class originated from the premise that history of all existing societies is the history of class struggle in a democratic society. the potential for demoralization and election principle of human resources is tailored on controlling the machinery of government, with much attraction on human and materials exploitation of resources and social demonstrational exploitation which involves the value surple produced by labour (Brown, 2002). In order to sustained itelectoral officers much produced food and materials and objects (tangible and non tangible) which will then enter into social relationship with one another. Therefore conflict term to exist when people or groups of people with different economic, social and political classes and other interests and roles interact within the society.

In Nigeria, every social, economic and political class has basic, exploitation of one social group or the other. In a feudal societies lords exploits their state resource capitalist societies employers exploits employees resources, the family is seen as a conflict management between a man and his wife or wives on extended family relations depends on socio-cultural, economic and political aspect of human life as gender stratification, factor of production and determinant of the society which symbols as a traceable of class subjugation, domination and oppression of women.

Resources development

Ushie (2004 p. 223) defined resources development as a concept that involve critical analysis of demand and supply, surplus and storages, westage and utilization of human resources. This implies during democratic era, skills, attitudes are developed which will match professionalism, occuptionalism, administration and technical demands for states and nation development of all the socio-cultural, political, economical, religious and environmental desirable activities of the nation. The sum total of human and resource development in a democratic society is concerned with tactics and strategies which will create prudent decision of projected skill ability, attitudes and other major potentials in people (children, women and men) among others in society. The role of human resource development in conducting free and fair election and it's democratization principles in Nigeria

For election to be free and fair in Nigeria, it must involve some certain categories of human resources, ranging from domestic observers, foreign observers, party agents, accredited journalist, security agents who are directly involves in handle the supervision and conduct of election and democrational role to accredited contestants as well as voters. This practice is usually carryout based on the major roles played by the electoral officers for the purpose of discharging their duties as affects the degree of confidence voters will have in any given election. The electoral officers is expected to be courteous, polite and helpful in all times as a way of encouraging fairness, equality, respect amongst the voters.

Unethical and corruption practices by electoral officials can incur sever punishment under the law as a way of promoting integrity, impartially transparency, professionalism, gender sensitivity, due consideration and

support for the elderly, pregnant women, nursing mothers and disabilities person. Human resources generally, focuses on the key priority without strategy, such as educational role, managerial role, civil society role, technological role electoral institution and documentation role.

i. Educational role:

Emile Durkheim (cited in Haralambos 1930) believes that education help in developing skills, attitudes that are needed for future occupation. This is most important during a democratic era with an increasing complex and division of labour (specialization). Scholars have argued that, the functional relationship lies between election and democratic principles for human resource development which connotes service forces or labour force which act as a vast apparatus of occupational recruitment and training. However, during election, education, help to educate the masses on how to vote/chose and such person represent the people in a given constituency. This can be seen from the steady increase amongst the school leaving age which provides training and knowledge necessary for specialization and skilled development. This can also connote media reports, which embodies journals, newspapers, drama, music, television, radio and town criers. This must strive to sustain the democratization ideals practice and values and further enlarge the political space in our country.

ii. Technological role

Another important role which entails election and democratic principle for human resource development is technology role. According to Bennis (cited Infliplo, 1984) democracy is a complex organizational strategy which aim at change one attitude, structure and values or organization so that it can best embarked upon a new technological skill, communication challenges and the dizzying rate of change itself. Some of the technological participating electoral role includes trust, candor and support competence political collaboration, and confrontation.

Technology connotes a major corner stone where revenues and employment are acquired. Such revenue during democratic era, aimed at ensuring human resources development, such as skills, technological known-how, efficiency and economic gain. This planned aimed at moving the technological behavioral climate to an organic model of communication. Communication can either be external and internal, since it involves both the headquarters, state and the local government areas as a way of communication among the departments and unites of electoral boards. The use of new media will be enhanced through policy advocacy, policy reviewed, improvement in information technology, introduction of new features and capabilities to support more direct interaction between the general public, electoral stakeholders and the electoral officers. Technology also involved improvement on the deployment and utilization of ICT for both its day to day activities of election and democratization programmes. Human resources development will be built on the utilization and deployment of IT. The technical support will be provided as a means of facilitating deployment and utilization of ICT in an independent electoral commission. This IT policy on email with equal be improved upon and implemented.

iii. Civil society role

For democracy to be sustained another elective principle of human resource development to be employed is the civil society role which was massively documented mostly in Nigeria democratic system. Civil society can be term to be either formal or informal organization which include socio-cultural movements, economic and trade movement, which occupy the non-state sphere of public realm. They further include public sector, non-governmental organization, voluntary activity based, pro-democratic organization, professionals mass media, students and community based workers excluded religious, cultural and lanship based association, some of the basic role play by the civil society include:

- It engaged on election monitoring and ensured that good and respected leaders are elected to ensured human resource development.
- They serves as a tool for information dissemination during election and democratic era.
- It help basically in recruiting and training new political leaders in technical and administrative skill, normative standard of public accountability transparency, inclusiveness and responsiveness.
- The serve as a watch-dog to check the excesses of government and basically expose and curtail violation of human rights, power abuse and infringement of the constitution and thus exercise control over political institutions.
- They provides a crucial arena for human resources development of such democratic attributes as for opposing viewpoint.
- It help to cut across and weakening long-standing religonal, ethnic and partisan cleavages.
- It help to create how citizenship in relation to skill, attitude and values and generate expansive and sophisticated political outlook and tolerance.
- It also help traditionalist to gain asses to political leaders through the articulation, aggregation and representation of their interest.

iv. **Basic supply**

The creation of appropriate environment in which basic needs of Nigerian are systematically met. These needs can be group into those dealing such as security, justice, liberty, welfare, dignity, identity and happiness. Within a democratic human principle some of the approaches to basic needs are create to enhanced human resources development with a strong control reliance over his own lives such as food, shelter, education and health with the aim of eradicating poverty and economic under –development. Esekpa (2021) believes that Nigeria have been so far pre-occupied with poverty struggles as a result of inability to provide the essential needs of the massive based on self-anointed miticans or political blunders. He further added that, for democracy to have it meaning, there must be massive investment in the provision of basic needs of the Nigerian people. These include personal safety, security, defence, employment opportunity, development and infrastructural projects, financial resources, electricity, water, good roads, school, hospital and access to political opportunities for gaining experience governance mostly at the grass-roots level.

v. **Electoral institute and documentation**

As a semi-autonomous unit within the electoral institute, with a Governing Board which aim at training, publication and research of electoral matter. This involve people of professionalism, knowledge appropriate and integrity to be made members of the board. Furthermore, electoral body can be improved based on the quality of documentation made across the electoral board. This include human resources development capacity, function activities, trend and issues with the aim of strengthening the electoral board, election, documentation and research report written within the commission.

Resource Mobilization and financial management role

This entail planning through budget, government and other development partners, others resources mobilization are programme design with the federal ministry of finance, bureau of public procurement and budget office. This is done as a way of appraising these institutions of the peculiarities of it challenges and operations. During planning human resource development as entail INEC funding stated ins election 3 of the Electoral Act 2010 as amended. The burden of funding within an election and democratization with help to facilitate planning for elections and democratization processes. This planning moreso, act as a process of automation of its financial management skills including e-payment technology, improvement in accounting skill which entail new policies on claims, payment and vouchering.

CONSOLIDATING DEMOCRATIC PRINCIPLES FOR HUMAN RESOURCES IN NIGERIA

In order to consolidate democratic elective principles for human resources development, the following methods should be employed. They include:

Political socialization: This instrument serve as democratic transmitting vehicles which obtained political values such as patriotism, equal opportunity, freedom of choice, freedom of speech, association, basic respect of right of other peoples, love of one another, national unity and within the confine of the law and peaceful co-existence. These political values can be fraught or thought or introduced in school curriculum in relevance fields such as political science, public administration, civic education, sociology, economic, geography etc. In Nigeria, emphasis is lay on the basic content of the official curriculum to avoid the problem of “criticism” of political “in-doctrination” Herber (2007) believes that political values was articulated to embark on political democratic principles as an additional advantage for electoral pawns in order to achieved this, caution must be employed, so that schools, colleges are not use as a tool for paws rather than political values, being subjected to changes to political party.

Political party: For political party to consolidate democratic election principle of human resources development, there is need for political influence to avoid in-doctrinate children with creeds or individual into highly specific cast or ideological camps. This political issues can lead to “deleterious” consequences which resulted to retrogressive ideologies of the nation. Inorder to sharpen the political party awareness, the principle of election and democratic politics should be employed which aimed at turning up citizens demand for democracy output. After election and democratic principle, human resource development remain a basic transmitted instrument for political change base on training and re-training of staff, political experts, with adequate knowledge embark upon within a coherent political ideology. Human resources development entails a veritable medium between democratic leaders and the public as a whole which foster effective democratic elective changes and modified the present incessant discordant episode that ventilate strikes and disruption in an organization or society as well as government.

Rule of law principles: This term is seen to be vital in consolidating democratic election in human resources development based on the widening access to it by the citizens. Thompson view Human Resources Development as an effective instrument for harnessing the total development of a nations resources and a basic principle of law targeted toward the basic removal of an internal sources of dissension in order to improved on human capacity and participate in the development of their nation.

Philosophically, human resources are tenets of social justice and egalitarianism with better democratic principles which exist in progressively human resource stages such as Aristocratic, (restricted and discriminating policy) meritocratic (base on merit) and democratic egalitarian which entail the total area is open (flung open) to citizens, regardless of their ethnic background, political inclination of parents, physical or mental disability, socio-economic status of parents, family background and religious affiliation to have equal privileged to vote in any given election. Asira (2010) stated that, the principles of rule of law call for equality before the law. Maurice Cornforth believes that, law originated from right and exist by exercise, in order to avoid being abolished. Law help in protecting individuals or groups against undue process and arbitrary. In a meritocratic policy of democratic principles, modification is employed which termed to gross violate, the fundamental rights of some of the Nigerians who sees to be victims of policy and procedures.

Basic interface between human resources and election: The paper point out some democratic principle between human resources and election as an inexorable linked. The understanding of this inexorability relationship is base on strength and mandate which human resource has been given to sustained democratization policy norms or principles, they include political changes, educational transformation, alert, political consciousness, people enlightens and political role. Human Resource served as venues for national symbols such as flags and also recite national pledges which are democratically derived.

Democratic principles on the other hand influence human resources base on political election which lies on funding and legislative procedure made by the government. This includes political stability which is needed for human development through which election can be used to consolidate democracy. Uya (2000) believes that Human Resource played an important role in terms of recruiting and socializing the leadership of any given political organization as a fostered for raising a new politically oriented elites which aimed at demanding for the basic transferred of power from one democratic governance to the other.

Denga (1999) added that, for democracy to advocated for human resource development, they is need to equipped individuals or group of individual to carry out specialization mandate and citizen understanding of the concept of democratization policy, principles and reports. This understanding is based on crucial democratic values and human resources development: various attempts were made democratically in a liberal democratic order, principles and practice, in respect to election and human resources development. They include electoral college, human resource policy procedures, action, choice, alternative, accountability and political appointment (Cowen and Laasko, 1997). This implies, the basic changes of leadership through periodic election and acquisition of political power which is characterized by its single minded pursuit of power, either by force or fraud and systematic show, person moral, leadership, (executive, legislative and judiciary organs of government).

Chibuzo (2000 p. 302) believes that human resource development contribute to the “prestige and preeminence of democracy” which include “organizational safeguarding and the people at large with basic approximation of “equality” among them and also to promote operative opportunity, the remove of the existing regime and encouraged peaceful and institutionalized means of right to form political parties, campaign, debate, publicize, to met and to stand for a periodic election. Esekpa (2020) believes that the political values constitutes the basic hallmark of a core democratization principles which populace the need and values of human resources development in terms of education, industrial development, and basic essential needs. This is necessary not for enhancement but for the chances of democratic survival or a country Nigeria. Emerson (1973) further added that, for all practical purpose, the informed liberal democracy exist literate politically participant while citizen is a fundamental indispensability for democratic and human resources to exist or developed.

Political human resources organs in election and democratic principles: in Nigeria today, has little or no experience towards election and democratic principle of human resources development, since principle from the amalgamation or emergence as a nation state in 1914 based on a grappling structure. Elaiguwu (2002) believes, Nigerians have internalized authoritarian values, attitude and norms that democracy is seen very slow and strange in terms of manpower development which fore-front government supported programmes. Such programmes includes community development, mass campaign literary, war against indiscipline and corruption (WAIC) people’s or public forum and mass mobilization for economic recovery, self mobilization for economic recovery, self reliance and social justice (MAMSER) programme was established in 1993 with the aim of promoting socio-economic, political human and material development through systematic enlightenment, education, orientative values, democratization, principles, social mobilization and National Orientation Agency (NOA). National Orientation Agency effort involves basic public affairs that affect them, it is also directed towards building individuals or group of individuals by creating or improving awareness, internalization of values such as obligation between the governed and the government, understanding, privilege and identity to human right (Ogbuagu, 2006).

Channels employed by this programmes includes, mass media, work slopes, public rallies, public dialogues, opinion moulders, seminar, discussion and conferences. Others include posters, Jingles, advertisement, drama, handbills and stickers. Other important messages include day to day dirty politic ruins a nation, corruption and economic crime ruin the nation, disciplined and patriotic Nigerian, always wait for your turn, work hard to make Nigeria greater, avoid violence, politic is for the living, democracy is the gateway to

national development, sell your vote and lose your rights, eschew violence and corrupt practices in politic and politic is not war, it is a sportsmanship.

Furthermore, Chibuzo (2000) observed that elections and campaigns are orchestrated messages which conveyed through human resource development among various values in a democratic society which impact on the behaviour of the populace not only for the introduction of democracy in Nigeria but also for it to survival over time. Other organs that exist on human resources development include private sectors and the civil society which are directly or indirectly involved in public affairs such as professional association poverty alleviation bodies, cooperative society, woman organization, religious bodies, non-governmental organization, commonly based group and trade union which serves as sponsors and defenders of autocracies on human resources development.

Many researcher, believed that good programmes of political norms during election must be taking into consideration, as it lay emphasis on human capacity building which is largely centered on the democratic norms which deal with developmental aspect and political changes and the crises and aspect of “arising”. Chicot (1981. 272) believes that norms are focuses on issues of election and constitutional legitimacy while human resource development implement this values can be appreciated by ways of reciving basic political and economic attention of those engaged in human resources development through press freedom, multiparty system, respect for human right, election political legitimacy, pluralistic participation and competitive politic in other words human resources development serve as institutional framework which build human capacity and citizenship through mass mobilization which are considered as an important values for election and democracy. On the opposite side according to Huntington 1965 it include lack of effective democratic participation, political decay, authoritarianism, corruption, political instability, inequality and political violence.

Election and democratization disposition on human resource development in Nigeria

This paper gave a clear disposition of human resource development as an instrument for election and development in Nigeria as it appraised learning, exhibition and knowledge of political economic, and culture that are needed for democratization survival. Notwithstanding, this assertions is based on experience and observation of Nigeria political education either by transferred or not. Basically, democralization occurs through human resource development institution which enriched democratic laws, and procedures, respect to human right, widespread and meaningful political involvement of citizens, values international of democracy, public affairs and manifestation of discipline. Inspite of all this, some scholars still argues that, no matter how slow democratic principles are in term of human resource development, social mobilization and internalization of democratic law or norms which are valuable mostly in the society. some of the sustainable programmes of human resources development will yield positive dividend than doing nothing.

In Nigeria, citizenship mobilization is seen as a sina-gua-non mostly during civilian or transition which provides an avenue to reached a certain right and behaviours that are amendable to the growth and development of democracy. The paper further state that human development gave ream for modernizing democratic functional principles through educating citizens and elite groups. This effort is mostly targeted toward rural people where over 75% (percent) of the people live. Other instrument use include television serves which termed to be limited in their reach, thereby missing out local notability, opinion and movers. In comparativeness, radio service are widely reach audience since it can afford the purchase and battery powerlly during power fallows;

Methodology

The methodology centered on qualitative analysis. If way accredited to Agba (2014) who observed that, it saves deeper information on the existing communication process in the research. Base on the research questions the data was analysis for clarity and variety of secondary data from the available literatures such as online journal, book magazines and newspaper to establish the impact of Nigerians to ward election, identify the factors responsible for mal-practice in Nigeria and to ascertain the basic role play by the government and recommend the way forward.

Table 1 bellows shows the presidential election result state by state declared by INEC in February 27th, 2023 with the four leading parties such as all progressive congress (APC), People Democratic party (PDP) , Labour party (LP), New Nigerian People Party (NNPP) and others with its percentage

PARTIES	VOTES	PERCENTAGE
APC	8,794,726	36.61%
PDP	6,984,520	29.0%
LP	6,101,533	25.4%
NNPP	1,496,687	6.23%
Others	648,474	2.7%

Source: Independent National Electoral Commission

From the analysis so far, the chairman of the election human resource development Prof. Mahmood Yakubu declared the APC candidate (Bola Tinubu) winner based on a constitutional affirmational order a “di – most vote and 25% or ballots cast for the third of Nigerian 36 states.

Nigerian human resources, democratic experience and its challenges

Human resource development has been an important tool for democratic experience and its difficulties. Seeing democratic principle has interposed democratic norms with limitation of anti-colonialization struggle towards elective principle as a faulty start Nigeria democratization difficulty include the phenomena of electoral office and democratic elective principle experience is obviously as a dialectical relationship which provides educational vineyard for training and retaining, scholarship, resource and seminar for capacity building. The democratic experience aimed at revolving round the deficiency gross in terms of beliefs, attitude and norms commensurate with election. As it is often rendered with the absence of human resource development, meaning reservoir absence empathy and ability to govern rather than merely administering the state in the interest of all Nigeria's.

Thirdly difficulty in manifests in political economy of both electoral offices and democratic principles where the modern to initial ingredients were imposed upon the rudimentary and pre-modernizational structures and the basic instrumental processes of social relationship and production. In an attempt to manage the Nigeria political economy democracy classes were introduced such as elites, capitalism unprincipled competition, native use of ethnicity, regionalism, corruption, skewing of the national interest, gross misallocation of source resources and excessive politic allocation.

Fourth, the problem of interposing democratic and human resource was upon multiparty or our pre-colonialization society and nation as a whole. One can believe that pre-colonial governance was built under monarchies and caliphate with non-democratic elective principles, dictatorship and tradition. They also include semi-democratic regimes with basic institutions of check and balance in the interest of government and between individuals and the government. republicans were highly pre-colonized in a system called “anthropologists cephalous or stateless system” which brought about togetherness under the umbrella of Nigeria modern state. The principle of colonial rule was introduced known as “Antithetical” democracy, this gave rise to democratic experience arising from the consternation of force of human colonial and pre-colonial history.

Electoral college should remain independent in any democratic state. According to the International Democratic Institution for Electoral Assistance (IDEA, 2001) sees democracy as a competition with civil, multi-party that guaranteed by law, accountability operating through citizen electoral relationship and their representative. Idea (2001) believes that, the important democratization institutions are the major impediment to human resources including the socio-economic limitation of authority of various electoral colleges, poor finances, weak human resources, poor level of communication, poor electoral matters (Sensitive and non-sensitive), corruption amongst the electoral officers, poor media reports, poor level of transferred result, problem of viva mechanizes and community leader problem which are characterized by “flawed Democratic principles”.

Basically, Nigeria electoral processes constitutes political immense of corruption which is determined by both socio-economic and political factors as a sustenance emergences for cultural socialization amongst other problems include annulment and falsification of election results, doctoring or distortion of result, overstuffing of ballot boxes, over bloating ballot register and special treatment of voters.

Furthermore, in February, 2023 election in Nigeria, recorded election forged, falsification result and above irregularities within the electoral colleges in the presidential, gubernatorial National and state houses of Assemblies and Local Government Area election results have seriously undermined by the democratization principles of electoral offices. The procedural act, stroke against elective principles which posed serious threats to the National and co-operate existence. Other problematic factors include undermining consistent competitive election, and democratization principles such as lack of discipline in the form implementation of electoral process and spirit, excessive political monetization, absence of clear ideological underpinning, religious, limited extent ethnic chauvinism poor mandate capacity and conflict triggered by political competition, ethnic, commercial, religious and resources allocation.

The on undue election rigging in Nigeria started in 1961 till date which connotes all forms of on undue authority that affects election manipulation resulting in a dubious way of protecting a particular interest, against the sovereign wishes of the people. The interest of the people are articulated in a free and fair election. The government in power is look upon as a “sovereign legitimacy of the people” resulting to dubious imposition of an un-popular candidate (Larnreolu, 2012) alleged manipulation of court judgment in many of election tribunals in Nigeria which views that the history of election and democratization in Nigeria is based on electoral violence and fraud (Ajayi, 2012).

Despite all this, it is important to note that in 2023, the general election recognized as the least characterized with mal-practices which lead to the introduction of card reader which have been associated with success. However, the independent electoral commission chairman, has demonstrated his impartiality again 2023

general election. Another recorded success include an undue transparency as well as introduction to card reader to avoid traditional way of manipulating election result.

DEVELOPMENT IN NIGERIA

Some of the sustainable programme of human resources development with yield positive dividend such as autonomy, transparency, team work integrity, equity, credibility, excellence, impartiality and dedication doing nothing (INEC, strategic plan, 2017-2021, p. 12). The paper further state that, human resources development gave reams for modernizing democratic functional principle through educating citizen, elites training, research, registration of political parties/votes, monitoring devices operations, organization and reposition for sustainable conduct of free, fun credible election, provision electoral system and infrastructural support delivery. Other activities carry out by human resoucrs development include pre-election which was spend across the seven functional designated areas as “ Bussiness principal” such as election day training (EDT), Election day support (EDS), Election day Logistic (EdL) Election Staff Management (ESM), continuous voter registration (CVR) Political party and candidate management (PPM) and election day procurement (INEC strategic plan 2017-2021 p.14 – 15)

Discussion of findings

The study revealed that election and democratization in Nigeria have not been able to make significant improvement through human resource development in Nigeria. Due to some major problems confronting election such as funding, card reader problem, rigging, falsification of result sheet, and conflict triggered which encouraged court issues for a greater population of Nigerian approximately with an increasing number. The problem of card readers are yet to be addressed. The study also states that, electoral offices personnel’s remains the best institution to addressed such major problems through government funding, principles policy and legislation to create room for free and fair election in the country. Furthermore, as a human resoucrs development agency it caution is not taken to addressed the above mention problems in election and democratization in the state, it will result to electoral damages and economic hardship. Moreso, electoral body should be made up of people of integrity, honesty and hospitality were money’s cannot influenced.

Conclusion

Election and democratic principle played an important role in Nigeria’s resources development, if the whole sector is restricted from it current planless democratization state. Attempting to do so would among other things required training, experience, social interaction and basic supply/social amenities. The focus of this paper is centered on creativity, innovativeness and training. The emphasis was layed on consolidating democratic elective principle for human resource development in Nigeria which involves political socialization, political party” rule of law, basic interfere, democratic values or norms and human factors. However, human resource was use according to the paper as a symbol of authority which deal with basic technology used for constructing and reconstructing democratical principles. This ideas was basically rooted on empirical and validity items which function best on plurality of electoral processes and basic network of religious, social, education, economic, legal, items, and democratic values or norms.

Recommendations

Based on the foregoing discussion, the following recommendations were proffer towards election and democratic principles for human resources development in Nigeria.

Firstly, full employment should be taken as a way of developing electoral policy options in order to enhanced adequate economic and political output,

Secondly, capital formation should be taken seriously to enhance the basic provision of conducive learning environment such as electoral colleges, and other relevance bodies.

Thirdly, there is an urgent need for the basic provision of essential infrastructural amentias in both rural and urban areas to enhance electoral processes such as electricity, roads, healthcare and water.

Fourthly, the devolution of power and human capacity building should not be taking for granted. Instead power should not only be devolved but should be seen to have devolved.

Finally, zoning system should be employed as a tool for human resources development, to ensured that each zone is represented adequately.

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