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# **Influence of Human Resource Development Programs on Workers Job Security in Industrial Organizations: Empirical Evidence from Mobil Oil Nigeria**

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## **Abstract**

The study examined the influence of human resource development programs on workers job security in industrial organizations empirical evidence of Mobil Oil Nigeria . The overall objective of this research is to discover the outcome of the human resource programs on workers job security. The primary method was used in collection of data; the data were collated and analyzed. A sample size of 171 staffs of Mobil Oil was determined using the yards formula. Research questions were set along-side four hypotheses that were formulated and tested using regression and correlation. This result shows that there is a link between performance appraisal and compensation, that training and development influences workers productivity, also collective bargaining has an effect on the work-force of an organization, and there exists a significant relationship between recruitment and employee selection. This study therefore shows that human resource development programs influences workers job security. Recommendations were that Organizations striving to succeed should ensure that they are consistent in the use of factors involved in human resource development. HR Departments are also recommended to ensure that the employees are provided with maximum experience of the factors affecting human resource.

**KEYWORDS:** Performance appraisal, Human resource, Workers, Job security

## **Introduction**

In work organization across the world, emphasis today is placed on human resource development programs. However, it can be immediately ascertained whether human resource development programs have a direct positive influence on job security among workers. In the same vein, it was reported by some researchers (Johnbul, 2001, Rita, 2004 & Peterson, 2004) that manpower development programs did not have any form of influence directly or indirectly on job security in work organization, while some other schools of thought holds a quite opposite view. It goes without saying that the presence of the human resource development programs can lead to organizations' to take strides towards success and growth by