

EFFECT OF UNDEREMPLOYMENT ON HUMAN RESOURCES EFFICIENCY AND WELLBEING IN NIGERIA

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Abstract

The paper examined the attitudes of underemployed workers to work and identified the effects of underemployment on the employees of local government. This was with a view to understanding one of the limiting factors affecting grassroots' development. Using a purposive sample of 60 underemployed graduates' staff of the three selected local government from three out of the six geo-political zone of Nigeria. The study utilized primary and secondary sources of data. Primary data were collected through the administration of questionnaire on the affected staff and the conduct of in-depth interviews with the Head of Departments in the Local Government as well as the Secretary and the Director of Appointment, Promotion and Discipline of the Local Government Service Commission to elicit information on the consequences of underemployment on the overall development of the grassroots. The data collected were analyzed using descriptive statistics. The findings revealed that, underemployment jobs are not tasking; do not give the employees chance to fully utilize their educational training, experience and skills; the employees felt bored and idle; they are poorly remunerated and experience lower job satisfaction, frustrated and dejected; have slim hope for advancement on the job; they have high quit intention and seriously search for better jobs. The study concluded that, underemployment or disguised unemployment is a serious constraint to organizational progress and grassroots' development.

KEY WORDS: Underemployment, Human Resources, Efficiency

Introduction

In the time past, the researchers into the problems that hindered development in the local government in Nigeria repeatedly attributed it to manpower problems, stressing that most of the local government studied do not have enough...human resources (Ekpo & Ndebibo, 1998). One of the factors that inhibit the performance of local government generally is unqualified, inexperienced and unskilled and inadequate manpower (Ojong, 2002, p. 112; Igbuzor, 2007). However, this study has shown that underemployment rather than inadequate or unskilled manpower is a major problem militating against development at the local government level. Education remains an effective medium of inculcating into human resources the required skills and knowledge needed to maintain economic growth and development in any nation. Education is a vehicle through which a country could advance economically and socially. In Nigerian, there is considerable rise in the standard of education as more and more people enroll to have their own share of knowledge development through education and also given the competition brought about by the increased participation of private entrepreneurs. However, at progressively alarming rate, workers are unable to use their educational certificates, the knowledge and skills acquired on the job. The reason is that the supply of labour has exceeded the demand in many professions. It is not surprising therefore to see highly qualified people taking up jobs in low positions.

Researchers have described individuals as "underemployed" when they are working in inferior, lesser, or lower quality jobs relative to some defined standard (Feldman, 1996). Underemployment has become a common experience for many graduates of institution of higher learning throughout Nigeria as more and more qualified workers are unable to use their educational background on the job. This phenomenon is problematic especially at the grassroots level among local government workers where considerable numbers of employees who are graduates from higher institution of higher learning are underemployed. Underemployment among the local government employees has become a great issue. Therefore, an urgent attention is needed because of the attendant effect it has on the concerned employees, such as poor productivity resulting from attitude to work as well as increasing poor working relations among the local government personnel. The general effect of underemployment on the progress and smooth administration of the local government is catastrophic. This could thwart the general development of the grassroots.

The unchecked influx of foreigners into the country under the guise of expatriate is another problems adding to the country employment situation. Ogah *et al.*, (2011) state

The unchecked influx of foreigners into the country under the guise of expatriate with skills lacking in Nigeria, has degenerated to the level of abuse, to the extent of aggravating unemployment with its attendant social crisis.

The expatriate are everywhere competing for works with Nigerians. They are easily found at construction sites, factories, auto sales outlets, oil and gas installations, the aviation sector, telecommunications among others. According to Ogah *et al.*, 'they are foreigners in the garb of expatriates performing tasks average, semi-skilled Nigerians can handle'. The Nigerian Bureau of Statistics (NBS) cited in Ogah *et al.*, (2011) puts unemployment in Nigeria at 23.9 per cent; yet Nigerian government allows foreign nationals to continue invading the country under the guise of being expatriates.

Nigeria former President Olusegun Obasanjo while speaking at a panel discussion on building sustainable societies on the sideline during the 100th Session of the International Labour Conference, in Geneva, said that he was worried concerning the spate of unemployment in Africa. He said governments in Africa had not been good job creators. He then challenged the African leaders to create a favourable environment for the private sector to thrive and create jobs. Former President Olusegun Obasanjo assert thus

I want to underline this as a situation that must signal red alert for us in Africa; I am worried, I am apprehensive about unemployment in our continent. It is not being taken as seriously as it should be. I give the example of my own country Nigeria, we now have 120 universities. When I was growing up and I have to go to university, there was only one university. With polytechnics and other tertiary institution, we have more than 200. We have over 600, 000 graduates every year and we are not creating 100, 000 jobs for the graduates. The youths can be ignited anytime, and now we have about 165 million populations, we must be talking of jobs, jobs, jobs, and jobs.

The labour market consists of a supply side and a demand side. The labour supply of the population, referred to as the economically active population or labour force is more than labour demand. This is because the number of graduates turned out on yearly basis is far more than available jobs, the resultant effect of which people are taking any available job to keep their mind and soul together.

Statement of the Problem

There is no disputing the fact that Local Government is the closest tier of government to the grassroot. Among the reasons for creating the local government is to decongest the functions and burden of central government and to bring governmental services nearer to the local people. Going by the importance of local government as an essential tier of government coupled with its supposed numerous functions to the grassroots people, local government is assumed to be the engine room for national development. However, the mismatch between education and job otherwise known as underemployment, representing an inefficient use of human resources seem to be one of the major challenges militating against development in the local government. The employees whose education and skills are underutilized are dissatisfied because they receive no return on their surplus education. Since they get no reward on surplus education, they have less job commitment and high quit intention rate in search of rewarding jobs. The desires of underemployed workers for better jobs due to poor remuneration lead to negative job attitudes.

The reason is not unconnected with the system and manners of appointment into the local government service. The system promotes to an extent mediocrity over meritocracy. There are lots of anomalies in the appointment into the local government service as appointment by merit was not followed, appointments into higher grade level were based on whom you know as the political class handled and shared available vacant posts to their loyalists with lesser qualifications. Graduates with first degree and its equivalents were many under GL06 while those staff with lesser qualification but know people in power are on GL07 and above.

Most of the existing literature is based on unemployment while the little on underemployment studied underemployment from the perspective of laid-off workers, who now find themselves in an

underemployed job. Besides, all these studies were carried out in Europe, Middle East and other part of the world. Given this situation, it becomes pertinent to study underemployment from the African perspective using some selected local government in Nigeria to evaluate the consequences of underemployment on the personnel of local government.

Local Government and Its Origin

Local Government according to the United Nation is a political sub-division of a nation (in a Federal system or State) which is constituted by Law and has substantial control of local affairs including the power to impose taxes and to exact labour for prescribed purposes. According to Local Government Reforms of 1976, Local Government is described as Government at local level exercises specific power within defined areas. Local Government is a sub-unit of government controlled by a local council which is authorized by the central government to pass ordinances having a local application, levy taxes or exact labour within limit specified by the central government and varies centrally decided policy in applying it locally (Maddick, 1963). Adeyemo (2005) while citing Emezi (1984) defines local government as

System of local administration under local communities that are organized to maintain law and order, provide some limited range of social amenities, and encourage cooperation and participation of inhabitants towards the improvement of their conditions of living. It provides the community with formal organizational framework which enables them to conduct their affairs effectively for the general good.

The history of Local Government in Nigeria is dated back to the era of Indirect Rule of the then Nigeria's Governor-General, Sir Lord Lugard, then it was known as Native Authority (NA). The then colonial local administration revolved around traditional rulers especially in the northern part of Nigeria while executive authority and power rested with the District Officers (D.O.). The administrative structure and organization were ad-hoc in nature. However, modern system of Local Government could be traced to 1976 as a result of a special reform witnessed by the Local Government. This was a period when local government have a constitutional backing as tier of government separated from Federal or State Government. According to 1976 local government Reforms

Local governments have over the years suffered from the continued whittling down of their powers, and state governments had continued to encroach upon what would normally have been the exclusive preserves of local governments and consequently there has been a divorce between the people and government at their most basic levels.

The period of Murtala/Obasanjo administration (1976-1979) which initiated local government reforms, is usually regarded as a watershed in the history of local government administration in Nigeria. This was the first time an intensive attempt was made by the federal government to brighten the future of local government. Local government was accorded a place in the Nigerian constitution as a tier of government saddled with the responsibility of providing for the socio-economic well-being of the grassroots populace in the country, being a government that is closer to the people.

Furthermore, for the first time in the history of local administration in Nigeria, there was a common single-tier structure in place whereby there was uniformity in the local administrative system all over the country to replace different structure of various states. There was uniformity of responsibilities and functions for all the local governments all over the federation; consequently both the political and administrative structures were uniform in all the local governments, to this extent, in all the local government councils in Nigeria the elected chairman is the political head while the administrative wing was headed by career administrator.

The Need for Local Government

The most fundamental rationale for creating Local Government anywhere in the world is to employ it to take responsibility for the development of the area directly and also contribute indirectly to the development of the nation (Imhanlahimi & Ikeanyibe, 2009).The need for local government

derives from its functions as stated in the constitution and the official documents that establish the local government. Local government increases the scope for citizens' participation in the government of their locality, through the provision of valuable political education and training. Local government help in training people for higher public offices, that is, local government could be seen as a nursery ground for nurturing the people at the grassroots to acquire experiences for higher career in government in either the State or the Federal. Besides local government enhance local ideas and knowledge in the decision of matters that concern or affect local peoples. The local representatives such as Chairman and the Councilors are closer to the people, hence, know their plight and the best way to tackle or respond easily to peoples' demands since they understand well the needs of their own locality. It equally allows local initiative which other tiers could not allow due to their distance from the grassroots. Local government also facilitated devolution of power as all the power is not concentrated in the hand of single tier. This in turn safeguards and protects citizens against tyranny.

The main functions of Local Governments according to the Fourth Schedule 1 of the 1999 Nigerian Constitution under exclusive list are as follows:

- Economic recommendations to the State;
- Collection of taxes and fees;
- Establishment and maintenance of cemeteries, burial grounds and homes for the destitute or infirm;
- Licensing of bicycles, trucks (other than mechanically propelled trucks), canoes, wheel barrows and carts;
- Establishment, maintenance and regulation of markets, motor parks and public conveniences;
- Construction and maintenance of roads, streets, drains and other public highways, parks, and open spaces;
- Naming of roads and streets and numbering of houses;
- Provision and maintenance of public transportation and refuse disposal;
- Registration of births, deaths and marriages;
- Assessment of privately owned houses or tenements for the purpose of levying such rates as may be prescribed by the House of Assembly of a State; and,
- Control and regulation of out-door advertising, movement and keeping of pets of all descriptions, shops and kiosks, restaurants and other places for sale of food to the public, and laundries; and

Under section 2 of the Fourth Schedule, the functions of a Local Government Council include participation of such council in the Government of a State in the following matters:

*The provision and maintenance of primary, adult and vocational education;

*The development of agriculture and natural resources, other than the exploitation of minerals;

* The provision and maintenance of health services (these are under concurrent list).

Underemployment: A Conceptual Clarification

At this stage attempt will be made to define within the context what is meant by underemployment. Underemployment could be seen as a situation whereby a person of working age, with relevant certificates, required experience and who is willing to work are given lesser job lower

than his/her qualification. That is, circumstances whereby the aforementioned categories of people are partially employed (not attaining full employment level). It could also mean a situation of underutilizing of the productive capacity of the employed population.

Underemployment reflects an underutilization of the productive capacity of the employed population, including underutilization which arises from a deficient economic system. It relates to an alternative employment situation in which persons are willing and available to engage in additional work (16th International Conference of Labour Statistician, 1998). Underemployment according to The International Labour Organization (1982) exists when employed persons have not attained their full employment level in the sense of the Employment Policy Convention (EPC) adopted by the International Labour Conference in 1964. That is, positions where employed persons still desire to work more. According to this Convention, full employment ensures that there is work for all persons who are willing to work and look for work; such work is as productive as possible; and they have the freedom to choose the employment and each worker has all the possibilities to acquire the necessary skills to get the employment that most suits them and to use in this employment such skills and other qualifications that they possess. Therefore the key issues in full-employment are availability of productive work for the ready employees; with liberty or free will to opt for their desired job; to obtain essential skills to be used on the job with intention to get to the top in their chosen career.

While the situations where there is no work for all persons who are willing to work and look for work refer to as unemployment, the circumstances whereby workers have no freedom to choose the employment and has all the possibilities to acquire the necessary skills to get the suitable employment or where already acquired skills will be useful refer to underemployment. ILO further asserts that, underemployment employees include persons who even though during the reference week worked or had a job; they were willing and available to work "better" or "more adequately".

As touching Nigeria, Federal Office of Statistics (1997) cited in Obadan & Odusola (2000) considers underemployment as a reflection of the extent to which some human resources are rendered potentially idle. This is a circumstance whereby human capacity, capability and ability are being made redundant due the nature of the job the person is doing which does not require her full mental potentials. Underemployment is thus, when someone does a job that he/she is overqualified for. In this situation the employees look uninterested and depressed.

Doyle (2010) describes underemployment to be a situation where people who are working in a lower capacity than they are qualified for, including in a lower-paid job or for less hours than they would like to work. A person is considered underemployed when they are working at a job they are over-qualified for, working part-time when they would prefer full-time work, or working at a low-wage job when they could, if jobs were available, be working more hours.

Obadan & Odusola (2000) see underemployment as disguised unemployment. According to them the incidence of underemployment or disguised unemployment has been acknowledged in the literature as a serious constraint to economic progress.

Feldman (1996) conceptualizes underemployment as jobs which are lower in quality in some way. O'Brien (1986) defines underemployment as underutilization of skills. That is, the extent at which individuals who have jobs made full use of the skills and abilities they learned in school. It is evident however that in an underemployed job acquired knowledge and skills are worthless.

Feldman (1996) observes that individuals could be seen as underemployed when they are working in inferior, lesser, or lower quality jobs relative to some defined standard. He further observes that desperate people with financial problems do take underemployed job. Feldman asserts thus

Underemployment describes the employment of workers with high skill levels in low-wage jobs that do not require such abilities. For example, someone with a college degree may be tending bar or driving a cab. This may result from the existence of unemployment, which makes workers with bills to pay (and responsibilities) take almost any jobs available, even if they do not use their full talents. This can also occur with individuals who are being discriminated against, lack appropriate trade certification or academic degrees (such as a high

school or college diploma), have disabilities, or have served time in prison.

Audu (2011) corroborates this by affirming that underemployment refer to the employees at work that is inefficient or unproductive with a corresponding low income that is insufficient to meet their needs. That is, these types of employees though working but without corresponding wages and they are rendered inefficient and unproductive because their potentials are not full utilized. Audu further emphasizes that the Under-employed themselves are not in any way immune to employment challenges. Apart from the challenge they face in getting a more ideal job or position, they find it hard to get their position upgraded to be commensurate with their qualifications, and get little or no support or approval for furthering their education. This is because since the value of these employees to the organization are not fully appreciated as reflected in poor remuneration; it is hard task getting back to school to further their education due to financing difficulty.

Burris (1983) and Mottaz (1986) see underemployment from the perspective of labour/market relations. To them, underemployment is a societal issue brought about by the rise in educational levels of workers; thus underemployment could be considered as overeducation for the jobs currently available in the labour market.

Classification of Staff in the Local Government

The staff in local government setting could be classified into two categories. These are the junior staff and senior staff. According to civil service staff regulation/approved scheme of service, there are specific qualifications and guidelines on how these sets of personnel are recruited and promoted. The junior cadres are those on Grade Level 01-06. The basic qualification for the set of staff in this category is primary school leaving certificate. Other qualification is secondary school certificate being conducted by West African Examinations Council (WAEC) or National Examination Council (NECO), or its equivalents certificates from recognized examinations bodies.

The appointment of these set of staff are handled by the Junior Staff Management Committee (JSMC) of each of the local council. Equally, the JSMC handle the affairs, activities and promotion of these set of staff. JSMC activities are being regulated by the local government service commission (LGSC) in that anything regarding the appointments, promotion and discipline of these set of staff are brought to the notice of the commission for appropriate approval. The composition and function of JSMC are clearly spelt out in the 1988 Civil Service Reforms for Local Government.

The second group of appointments is the staff on Grade Level 07 and above. This category of staff is appointed by the Local Government Service Commission. The basic entry requirement for staff under this category is Higher National Diploma (HND), University First Degree, or their equivalents. The LGSC is equally responsible for the promotion, training, transfer and discipline of the staff in this category.

According to the local government scheme of service, the post of the Head of Department is available to those who rise through the ranks or those who possess higher qualification. Similarly, the scheme of service accepts a Higher/Advanced Diploma, first degree or higher degree with copious experience as applicable to become a Head of Department.

Contrarily, in the local government nowadays, appointment, promotion and positioning/assigning duties/roles are not based on merit. It was revealed that an employee with a primary six certificate could rise up to grade level 09, while an employee with Modern III certificate could rise up to grade level 14 and above while those with Secondary School Leaving Certificate could also rise up to grade level 14 and above, all these to the detriment of graduates with Higher National Diploma, University First Degree and even with Master Degree in the rank below grade level 06.

Research Methodology

Study Area

The study areas were three purposively selected Local governments in three out of the six geopolitical zone of Nigeria. One local government was selected from the South-West, North-West and South-East: Ibadan Central LG in Oyo State; Kaduna South Local Government in Kaduna State and

Enugu North Local Government in Enugu State respectively. The chosen local governments are the regional headquarters of the three major ethnic groups prior to independence and serve as natural base of the three major ethnic groups in Nigeria. Also only three local governments were selected because what obtains in one local government applies to all other LG with respect to personnel, especially by virtue of Unified Local Government System being operated in Nigeria.

Study Population

The population for the study comprises of the staff of the three selected local governments. Twenty underemployed staff members were purposively selected from each of the local governments making 60 respondents.

Research Instruments

The study utilized primary and secondary sources of data. Primary data were collected through the administration of questionnaire and the conduct of in-depth interviews. A set of questionnaire was administered on the 60 respondents to elicit information on the attitude of underemployed workers to duties as well as the effects of underemployment on the employees of local government. Interviews were also conducted with the Heads of Departments in these local governments as well as the Secretary and the Director of Appointment, Promotion and Discipline of the Local Government Service Commission to elicit information on the consequences of underemployment on overall development of the grassroots.

Results and Discussions

Demographic Characteristics of the Respondents

This section presents the demographic characteristics of the respondents such as gender, highest qualification, and status/rank of staff.

Table 1 Demographic Characteristic of the Respondents

	Characteristics	Frequency	Percentage
1	Gender		
	Male	30	50.0
	Female	30	50.0
	Total	60	100.0
2	Highest Qualification		
	HND/B.Sc.	50	83.3
	M.Sc./Professional Cert. (such as ACA, CNA, CPA, CPS...)	10	16.7
	Total	60	100.0
3	Status/Rank		
	GL 06-07	60	100.0

Source: Fieldwork, October, 2011.

From Table 1, the gender distribution of the respondents revealed that there were 30 (50.0%) male and 30 (50.0%) female respondents respectively. The highest educational distribution

of the respondents depicted that majority of the respondents 50 (83.3%) had HND and B.Sc. level of education, while 10 (16.7%) of them had M.Sc./Professional Certificate. By Rank/Status all the respondents 60 (100.0%) are between Grade Level 06-07.

The essence of the demographical patterns of the respondents is to ascertain the appropriateness of these respondents and the reliability of the information obtained relative to the objectives of the study.

Table 2. Does the job you are doing give you opportunity to put in your best?

Responses	Frequency	Percentage
Yes	0	0.0
No	60	100.0

Source: Fieldwork, October, 2011.

From table 2, 60 (100.0%) of the respondents believed that the type of job they are doing in the Local Government do not allow them to put in their best on the job. This signifies that, the LG job does not allow staff to use their initiatives in discharging their duties and this according to the respondents is tantamount to underutilization.

The significance of these data rested on the fact that the majority of the graduates in the LG who were underemployed were disallowed to put in their best performances. Most of the time, they were made redundant, thereby killing the initiatives of these set of workers.

Table 3 Does the job give room for the application of the knowledge you have acquired in school?

Responses	Frequency	Percentage
Yes	0	0
No	60	100.0
Total	60	100.0

Source: Fieldwork, October, 2011.

Table 3 shows that, 60 (100.0%) of the respondents believed that the rule of work is not followed but the rule of few selected officers in the service, so the LG is being turned into private business where few "loyal and corruptible" officer were given official schedules while other competent and able hand were neglected. Few incompetent officers (with lesser academic qualifications) were being used at work due to their gullibility. These 'clique' have hijacked the LG and promoted mediocrity in place of meritocracy.

Table 4 Is the work you are doing tasking?

Responses	Frequency	Percentage
Yes	0	0
No	60	100.0
Total	60	100.0

Source: Fieldwork, October, 2011.

In relation to how tasking the work the respondents are doing at LG was, table 4 above revealed that all the respondents (100.0%) believed that there was nothing tasking in their job rather they were being made redundant. Some of the respondents in the Department of Works and those in the Department of Agriculture complained that fund for projects such as road constructions and agricultural practices were not released and when eventually released it was always at the wrong time, hence idleness of workers became the order of the day in LG system. Lack of challenges on the job has been associated with boredom and job dissatisfaction.

This revealed the level of bastardization of activities at grassroots level (local government) which is expected to provide essential services to the people.

Table 5 Is there any hope of advancement in your job?

Responses	Frequency	Percentage
Yes	14	23.3
No	46	76.7
Total	60	100.0

Source: Fieldwork, October, 2011.

Table 5 gives information regarding hope for advancement on the job. 14 (23.3%) of the respondents were of the opinion that they will be able to get to the peak of their career. They hope that a time will come when good governance will help to correct the anomaly in the LG. This was because succeeding government only placed their party loyalist in high position in the civil service not minding whether the workers merit the position they were elevated to. To other respondent, 46 (76.7%) have resigned to fate that there was no hope for advancement except they get another offer from other sector.

From the above, it could be deduced that, majority of the respondent have desire and intention to quit LG work if they have their ways and opportunity to do so by getting better job.

Table 6 How often do you go to work?

Responses	Frequency	Percentage
Every work day	44	73.3
2-3 days in a week	16	26.7
Total	60	100.0

Source: Fieldwork, October, 2011.

Also, Table 6 shows the extent to which the respondents come to work. 44 respondents out of 60 (73.3%) indicated that they come to work every work day, while the remaining 16 respondents (26.7%) said they come to work between 2-3 days in a week.

The various reasons given by the respondents for not coming to work regularly were poor remuneration that cannot take them for the month, unfavourable work environment and the fact that that they have to go out in search of a better job and to attend appointment tests and interviews. The attendant effect of underemployment are poor attitude to work, because workers feel unchallenged by the nature of their job consequent upon which they show less commitment to job.

Table 7 What kinds of duties are assigned to you?

Responses	Frequency	Percentage
Collection of market fees/transportation fees	12	20.0
No specific schedules	48	80.0
Total	60	100.0

Source: Fieldwork, October, 2011.

Table 7 gave results of the types of duties being, assigned to workers, majority of the respondents 48 out of 60 (80.0%) answered “No specific schedule”. Most of the respondents reasoned that they can be called upon to do one menial job or the other, while 12 (20.0%) of the respondents indicated that, they were engaged in the collection of market levies on every market day usually every eight-eight day and also collect transportation licenses from the transporters within the Local Council area.

From the above analysis, it was evident that, there was no specific duty for most of the underemployed graduates in the LG.

Table 8 Do you have any other jobs apart from LG job?

Responses	Frequency	Percentage
Yes	49	81.7
No	11	18.3
Total	60	100.0

Source: Fieldwork, October, 2011.

Table 8 relates to whether the respondents have other job. Majority of the respondents, that is, 49 (81.7%) responded “yes”. Some of them engaged in farming, some engaged in part-time teaching, some got occupied in petty trading while others embarked in theatrical acting. The respondents that have no other job are seriously looking for one.

The above analysis shows that majority of underemployed workers engaged themselves in other works where they get additional income to complement the pittance they received from the government at the end of every month.

Table 9 Are you satisfied with the nature of your job?

Responses	Frequency	Percentage
Yes	0	0
No	60	100.0
Total	60	100.0

Source: Fieldwork, October, 2011.

In response to whether the respondent are satisfied with the nature of their job, all the respondents 60 (100%) said they are not satisfied with the nature of their job because they were underutilized and also because their salary/remuneration does not correspond with the certificates they are holding when compared with their counterparts in the federal government employment.

Others complained that they were idle at work which does not go down well with them.

Table 10 Will you take other appointments if there is an opportunity?

Responses	Frequency	Percentage
Yes	60	100.0
No	0	0.0
Total	60	100.0

Source: Fieldwork, October, 2011.

Table 10 presents the results on whether the respondents will take other appointments if there is opportunity. Sixty (100%) said they are seriously searching for good job and any time they get one they will leave the LG job.

From the analysis, there are serious intentions to quit LG job among underemployed graduates.

Table 11 In your own view what are the effects or impacts of the nature of your job on you?

Responses	Frequency**	Percentages
Welfare: Poor standard of living	60	21.1
Health: Redundancy/underutilization with poor remuneration affect one's health	60	21.1
It has negative impact on workers psychology because people look down on them	60	21.1
Poor attitude to work	45	15.6
No commitment to the organization	60	21.1
Total	285	100.0

Source: Fieldwork, October, 2011.

**The frequency exceeds 60 because respondents identified more than one effect of underemployment on them.

Table 11 relates to the effects or impacts of the nature of the job on the respondents. 60 (21.1%) of the respondents said that underemployment had negative impact on their welfare, the workers attributed this to poor standard of living which is not unconnected with the meagre stipends they receive at the end of the month as salary. As results they cannot meet up with necessary amenities needed to live a comfort life, this consequently affects their family as well as their children. For instance they could not get a good accommodation, nor eat a balanced diet as well as wear decent clothes neither could they afford good education for their children.

This is followed by 60 (21.1%) respondents who asserted that underemployment had effect on their health. To them, redundancy as well as underutilization of their skill, ability and knowledge do affect their health. Continue idleness without exercising ones mental faculty lead to poor health. Also, underemployed workers are prone to depression. In addition to this, poor remuneration affect health as one always think of the way out of his/her daily financial embarrassment due to low income.

Also 60 (21.1%) of the respondents emphasized that, underemployment has negative impact on their psychological wellbeing because people look down on them. Instances were given of some Landlords who always refuse to give them their houses for rent simply because of the nature of their job. These set of Landlords prefer to let their houses to Bankers, Doctors and Lecturers consequent upon which they are psychologically depressed, felt as nobody or less human and have their self-esteem and self-image badly affected.

Another effect of underemployment on the staff of LG was that it has led to poor attitude to work as indicated by 45 (15.6%) respondents. Since some of the top ranking officials of the LG only consider their loyalist (with lesser academic qualifications) in fixing various work schedules and neglecting the underemployed graduates, the latter thus show poor attitude to work as they are already schemed out of relevant activities in the LG.

Finally, poor commitment to the organization is another effect of underemployment as reasoned by all the respondents (21.1%). They based their assertion on the fact that there is no point in being committed to organization that had no respect for the staff, where there is no incentives or motivation and more importantly where chances of advancement is slim as promotion were not based on merit but on whom you know.

This section is important in the sense that, it revealed different effects and impacts of underemployment on the staff of LG and where the Human Resources "Vital Tools" are not well treated it brings about low productivity.

Conclusion

Underemployment or disguised unemployment is a serious constraint to economic progress. The effect of underemployment is as distressing as unemployment itself. Underemployment jobs are unchallenging and not tasking. The underemployed workers assignments do not give them chance to fully utilize their educational training, experience and skills. They felt bored and idled giving the fact that their work do not require their ability and capability. Hence, employees in this category experience lower job satisfaction, frustration and dejection. Mentally unchallenged individuals are unmotivated and bored with their work and consequently dissatisfied as a result (Herzberg, 1966). Underemployed staff members lose interest in, and develop negative attitude toward their careers especially when there is slim hope for advancement on the job. They are also dissatisfied because their educational achievements and skills are underutilized and they receive no return on their excess educational qualification. They thus invest less energy in their jobs as working hard in inferior jobs is pointless and developed high quit intention and seriously search for better jobs.

Equally, underemployment is detrimental to psychological well-being of the affected staff as they are not happy working where they are poorly remunerated. Consequently, their mental health is adversely affected. Finally, the affected employees become hurt, distressed and develop lack of commitment to job, which consequently lead to organizational retrogression and low productivity.

This development is not what is needed in the Local Government that is saddled with the responsibility of developing and providing necessary amenities to the local populace. No wonder the local government remains undeveloped, as where there is no motivation and commitment, there will be no progress. It is high time that the "politicians" and "powers-that-be" in the local government setting for once gave room for merit and remove mediocre from running the affairs in the local government as there are many competent hands in the local government who have no opportunity to use their knowledge, training and experience on the job in the local government.

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