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Professional Development and Employee Productivity in Quoted Foods and Beverages Manufacturing Companies in South-South Nigeria

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Abstract- ***The purpose of this study was to evaluate the relationship between professional development and employee productivity of quoted foods and beverages manufacturing companies in south-south Nigeria. The study adopts a cross-sectional survey research design, while its theoretical framework was built on the adaptive learning Theory. The population of the study comprises of one thousand nine hundred and sixteen (1,916) employees, with a sample size of (330) three hundred and thirty employees from the 14 quoted foods and beverages manufacturing companies in south-south Nigeria which was sourced from the human resource department in each company using Taro Yamen's formula to determine the sample size. Data were elicited through questionnaire administration. The Cronbach Alpha Reliability was used in accessing the reliability of the instrument adopted in the study and all the values were above the bench mark of 0.7. Also, the Spearman Rank Order Coefficient technique was used to access the relationship between study variables and to test the stated hypothesis with the use of statistical package for social science (SPSS Vision 26.0) software. Empirical findings showed that there is a strong positive and significant relationship between professional development and the measures of employee productivity (timeliness, quantity output and quality service) of the quoted foods and beverages manufacturing companies in south-south Nigeria. The study therefore, recommends that human resources managers in the organizations notably the foods and beverages manufacturing industry should utilize decision making and critical thinking to improve employee productivity in the organizations. That orientation be improved and conducted in such a manner to progress employee productivity as it is an opportunity to boost employee capabilities, add to their techniques and improve their skills.***

Indexed Terms- ***Professional development, Employee Productivity, Timeliness, Quantity output and Quality Service***

I. INTRODUCTION

Reskilling is the process of learning new skills needed to do an entirely different job or doing an old job in a different way which is a variable tool for employee performance especially in industries which operations are purely technologically driven and constantly undergoing innovation, evolution and revolution. Human reskilling is an important driver, helping the organization and employee towards inclusive growth as well as sustainability. Today, the world cannot slow the rate of technology advancement and the influence of the environment in the business world. Today's world is driven by digitalization, automation and artificial intelligence which are fast reshaping industries. In view of this, firms aiming at meeting up with the dynamic and fast moving business environment intend to adopt reskilling of their existing employees to empower the workforce with the skills required for the future. Hence, to start reskilling, the organization should analyze the skill gap in the lieu of current technological advancement and other challenges emanating from the environment. The organization should identify the professional development need among the employee by skill matrix. By finding this, the organization can create a workforce with the relevant skills and competencies on an ongoing basis in line with the organizational goals. Great reskilling programme meets both organization needs and changes in environment. Professional development helps employees learn and gain certain knowledge, skills and abilities which can make the current performance better (Sridevi & Gayathri, 2021). Training involves a new dimension in perspective, skills and information of an individual with the resultant improvement within the behavior.

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Although, there are empirical studies that have identified human resource reskill transitivity as vital component on employee performance (Ashraf & Hussain, 2020; Brown & Tamunomiebi, 2022) in one hand, and studies have also examined the relationship between disruptive technologies and productivity (Bayo & Emotongha, 2020) in the literature. In a study conducted by Sridevi and Gayathri (2021), need analysis for continuous reskilling of employees for effective performance and capacity building in Try-Steel Private Limited, Pakistan, found out that professional development as a form of reskilling aided employee performance but did not build the employee capacity to handle more sophisticated technological required skills brought about by the industrial revolution. This study amongst other things sought to bridge the gap between professional development and capacity building by investigating the role capacity building play in building competencies for effective performance in this digital age. Their study used as tools chi-square, one way anova, correlation and regression analysis. My point of departure from their studies is the employing of the three basic elements of reskilling to build competences rather than building capacity alone.

Conceptual framework

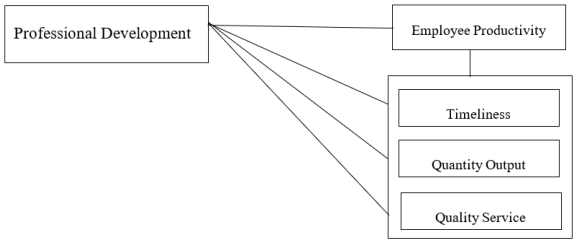

Figure 1; *Operational framework indicate the relationship between professional development and employee productivity.*

Source: Research desk (2026)

The objective of this study was to examine the relationship between professional development and employee productivity in quoted foods and beverages manufacturing companies in South-South Nigeria. The specific objectives of the study are;

1. To examine the relationship between professional development and timeliness in the quoted foods and beverages manufacturing companies in South-South Nigeria.
2. To examine the relationship between professional development and quantity output in the quoted foods and beverages manufacturing companies in South-South Nigeria.
3. To examine the relationship between professional development and quality service in the quoted foods and beverages manufacturing companies in South-South Nigeria.

II. RESEARCH QUESTIONS

The research questions are as follow

1. What is the relationship between professional development and timeliness of quoted foods and beverages manufacturing companies in South-South Nigeria
2. What is the relationship between professional development and quantity output of quoted foods and beverages manufacturing companies in South-South Nigeria.
3. What is the relationship between professional development and quality service of quoted foods and beverages manufacturing companies in South-South Nigeria.

III. RESEARCH HYPOTHESES

The researcher formulated the following hypotheses for validation or rejection at the end of the study.

Ho_1: there is no significant relationship between professional development and timeliness in the quoted foods and beverages manufacturing companies in South-South Nigeria.

Ho_2: There is no significant relationship between professional development and quantity output in the quotedfoods and beverages manufacturing companies in South-South Nigeria.

Ho_3: There is no significant relationship between professional development and quality service in the quoted foods and beverages manufacturing companies in South-South Nigeria.

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IV. LITERATURE REVIEW

Adaptive Learning Theory

Adaptive learning was propounded by the Behaviorist, B.F. Skinner in the 1950s. Adaptive learning is a teaching method that uses computers and technology to facilitate comprehension and retention based on the unique needs of the learning. Skinner (1950) constructed a teaching that focuses on effectively teaching new concepts instead of reinforcing memorization. The machine worked by allowing the student to practice new concepts by answering questions. If the questions were answered correctly, feedback and positive reinforcement was given. If the answer was wrong, instead of just having the student try again, smaller steps were taken towards the right answer through a series of small hints. This allowed students to study not only on their own pace, but also receive immediate feedback so they could see how they were doing while generative learning is a theory that suggests that the learning process is based on the memory that is already stored in the brains. As new data is added to our long term memory, it becomes part of our knowledge base. The theory of generative learning is based on the assumption that the human brain does not simply passively observe its environment or the events it experiences. Rather, it constructs its own perceptions about problems, scenarios and experiences. Generative learning was founded by educational psychologist, Merlin C. Wittrock in 1974 who suggested that new ideas must be integrate with preexisting mental schema. This schema may consist of personal experience, previously acquired knowledge and learning cognitions. Wittrock believed that learners in a process called “generation”, established relationship between stimuli and the information they’ve already stored in their memory. In other words, in order to learn, people need to make a connection between the new concept presented to them and what they already know. Connecting the dots initiative way is the core of generative learning theory.

Generative learning theory involves four key concepts that instructional designers can incorporate into their course. They are: Recall: which occurs when the learning accesses information stored in ions term memory. The primary is to encourage learners to acquire a concept that is based upon facts and information already known; Integration involves the learner integrating new information with similar knowledge they already possess. The aim is to alter this information into a form which the learner can more easily remember and access later on. Organization involves learners linking knowledge they’ve already collected to new concepts in an efficient way that makes them remember, elaboration: involves asking the learner to connect new concepts to information that they’ve already collected in creative ways. From the organization context, Senge (1990) contributed to the adaptive learning theory by defining learning organizations as organizations that are continually expanding their capacity to create their future.

Professional Development

The continuous changing work place in the oil and gas servicing sector as a result of technological application, nature of operating and increased societal demand on the organization has put most organisations under pressure to provide knowledge driver services with contemporary attributes (both technical and strategic knowledge) to transform material to value with technical and managerial competence. In this way, the organization ensures their employees successfully adopts to changes within the society by enhancing their knowledge and value. This emphasizes the importance of training and development of the human capital in the work place for effective performance. Professional development had been recognized as an effective strategy and tool for achieving organisation’s performance objective. Thus many organisations have no option than to invest in developing their employees in the latest skill and knowledge on the job; as such professional development satisfies both the organization, the employee and the society. For the organization to cope with the emerging trend and exploit opportunities, it must include in its process the investment of employee professional development to improve their approach to work and skill in managing situation. This is because professional development helps the employee to have relevant knowledge and skill as well as have contemporary information about the latest application in the job. As such professional development is a fundamental tool used to respond to changing attribute within contemporary society and sustain heavy competition (Polyzos, 2014).

Professional development is the process that involves employees to be able to learn or earn professional credentials for instance academic credential such as degrees and formal educational certificates that support their prowess and other informal learning opportunities that are found in practices that are in line with their profession. Employee professional development can be defined as those learning activities that are offered to employees with a goal of providing knowledge and skills that can be applied in the workplace and to enhance work performance while highlighting career prospects.

Decision Making: employee involvement in decision making sometimes referred to as participative decision-making (PDM) is concerned with shared decision making in the work situation (Mitchell, 1973). Locke and Schweiger (1979) define it as 'joint decision making' between managers and subordinates. According to Noah (2008), it is a special form of delegation in which the subordinate gain greater control, greater freedom of choice with respect to bridging the communication gap between the management and the workers. Involvement in decision making is the degree at which employers allow employees to involve in organizational decision-making and encourage them to make contribution.

Critical Thinking: critical thinking has become the most required skill in the 21st century workplace. "When more than 400 senior HR professionals were asked in a survey to name the most important skill their employees will need in the next five years, critical thinking ranked the highest surpassing innovation on the application of information technology (Chartrand, Ishikawa, & Flander, 2013). It has become a pivotal and key element for the workplace success as it enables employees to view situations from diverse angles and offers response from multiple surfaces. Critical thinking enables employees to make good decisions after arriving at a clever, clear and creative conclusion.

Employee Productivity

Productivity is useful as a relative measure of actual output of production compared to the actual input of resources, measured across time or against common entities (Awan & Mahmood, 2009). As output increases for a level of input, or as the amount of input decreases for a constant level of output, an increase in productivity occurs. Therefore, a productivity measure describes how well the resources of an organization are being used to produce input. Productivity is often confused with efficiency. Efficiency is generally seen as the ratio of the time needed to perform a task to some predetermined standard time. However, doing unnecessary work efficiently is not exactly being productive. It would be more correct to interpret productivity as a measure of effectiveness (doing the right thing efficiently), which is outcome-oriented rather than output-oriented.

The standard definition of productivity is actually what is known as a partial factor measure of productivity, in the sense that it only considers a single input in the ratio. The formula then for partial-factor productivity would be the ratio of total output to a single input. Managers generally utilize partial productivity measures because the data is readily available. Also, since the total of multifactor measures provides an aggregate perspective, partial factor productivity measures are easier to relate to specific processes. Labor-based hours (generally, readily available information) is a frequently used input variable in the equation. When this is the case, it would seem that productivity could be increased by substituting machinery for labor. However, that may not necessarily be a wise decision. A broader gauge of productivity, total factor productivity is measured by combining the effect of all the resources used in the production of goods and services (labor, capital, raw material, energy) and dividing it into the output.

Timeliness

Time is the most crucial resource to be considered in the performance of any activity. Time determines the imperativeness of any other resources in accomplishing organizational set out objectives and goals (Ugwulashi, 2011). It is an essential resource every manager needs to achieve the goals and objectives of an organization (Adeojo, 2012). Time, according to Nassazi (2013), is the interval between the beginning and the end of an operation. It is so delicate that it cannot be saved but can only be spent and once misused it can never be regained. According to the Oxford Advanced Learner's Dictionary time is

defined as a period either long or short, during which you do something or something happens.

Managing time appropriately leads to achieving results easily with limited resources. Consequently, any productive system, whatever its structure, human, technology or financial support requires efficient and effective time management procedure. Consequently, Mullins (1999) refers time as one of the most valuable, but limited resources and it is important that administrators utilize time to the maximum advantage.

Quantity of Output

Quantity of output measures relationship between inputs and outputs or how successfully the inputs have been transformed into outputs to achieve the organizational goals (Kalu, 2012). Quantity of Output is defined as the real value or volume of the final goods and services produced in the organization or nation's economy. Industry output measures are likewise conditioned by industry classifications and output definitions, particularly as regards the distinction between gross and net output. The labor productivity ratios differ depending on whether the input is defined and measured in terms of employment, or manhours, or manhours weighted by relative average hourly earnings in the various occupations or industries.

The standard definition of quantity of output is actually what is known as a partial factor measure of productivity, in the sense that it only considers a single input in the ratio. The formula then for partial-factor productivity would be the ratio of total output to a single input. Managers generally utilize partial productivity measures because the data is readily available. Also, since the total of multifactor measures provides an aggregate perspective, partial factor productivity measures are easier to relate to specific processes. Labor-based hours (generally, readily available information) is a frequently used input variable in the equation (Hisrich & Peters, 2002).

Quality Service

Several indicators are used to measure the quality of a completed task. The ratio of work output repeated or rejected is an indicator. In a sales environment, a key indicator of quality salesmanship is the proportion of enquiries converted to sales. Service quality is known to be based on multiple dimensions; there is no general agreement as to the nature or content of the dimensions (Brady & Cronin, 2001). Service quality in terms of physical quality, interactive quality and corporate quality. Physical quality relates to the tangible aspects of the service. Interactive quality involves the interactive nature of services and refers to the two-way flow that occurs between the customer and the service provider, or the company representative, including both automated and animated interactions. The success of an organization depends on how productive the organization is. More specifically, productivity is the measure of how specified resources are managed to accomplish timely objectives as stated in terms of quantity and quality. Productivity may also be defined as an index that measures output (goods and services) relative to the input (labor, materials, energy used to produce the output). Hence, there are two major ways to increase productivity: increase the numerator (output) or decrease the denominator (input). Of course, a similar effect would be seen if both input and output increased, but output increased faster than input; or if input and output decreased, but input decreased faster than output.

V. METHODOLOGY

This study is aimed at empirically examined the relationship between professional development and employee productivity. However, with respect to other dimensions of research design, this is a hypothesis testing, correlational, non-contrived and adopted cross-sectional survey design with individual as the units of analysis. The population of the study comprises of one thousand nine hundred and sixteen employees, with a sample size of (330) three hundred and thirty employees from the 14 quoted foods and beverages manufacturing companies in south-south Nigeria using Taro Yamen’s formula to determine the sample size. Data were elicited through questionnaire administration. The Cronbach alpha reliability was used in assessing the reliability of the instrument adapted in the study. For the purpose of data presentation and analysis, tables frequencies, and simple percentage were used. Also, the Spearman Rank Order Correlation Coefficient technique was used to test the relationship and used also in testing the stated hypotheses with the use of statistical

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package for social science (SPSS Version 22) Software.

Table 1 Cronbach's Alphas of Study Variable

S/N	Variables	No. of items	Alpha (α)
1	Professional development	4	0.971
2	Timeliness	4	0.945
2	Quantity Output	4	0.959
3	Quality Service	4	0.973

Source: Research Data, 2026

VI. DATA ANALYSIS

Table 2 Distributed and Retrieved Copies of the Research instrument

Items	Frequency	Percentage
Copies Distributed	330	100
Retrieved Copies	293	88.8
Copies Not Retrieved	37	11.2
Useful Copies	287	87.0

Source: Field Research, 2024

The results of the questionnaire distribution to the companies as shown in table 2. The evidence showed that out of the 330 copies distributed initially, only 287 copies were finally utilized in the study. Nonetheless, retrieved and utilized cases account for approximately 87.0% of the total number, and can be considered as yet adequate for the study.

Response Rate on Professional Development

Table 3 showed Descriptive Statistics on Professional Development

Descriptive Statistics

	SA	A	M	D	SD	N	Mean	Std. Deviation
1. The present reskilling measures and training programmes put together by your organization	11 3.8%	63 22.0%	146 50.9%	61 21.3%	6 2.1%	287	3.04	.818
2. The company's competence building measures will enhance by capacity	-	101 35.2%	107 37.3%	41 14.3%	38 13.2%	287	2.94	1.012
3. How well does our organization support you on exploring your professional interest and goals?	3 1.0%	95 33.1%	101 35.2%	55 19.2%	33 11.5%	287	2.93	1.011
4. Do I feel challenged at work on a daily basis	3 1.0%	110 38.3%	74 25.8%	64 22.3%	36 12.5%	287	2.93	1.072
Valid N (listwise)						287		

Source: SPSS Version 26.0 Result, 2026

Table 3 showed the analysis for professional development and measure with 4-items measurement in a 5-point scale in the study. The first item was to ascertain the present reskilling measures and training programmes put together by your organization with a moderate mean value of (ẋ= 3.04 and std. = 0.818). The second item was to ascertain if the company's competence building measures will enhance by capacity with a low mean value of (ẋ=2.94 and std. = 1.012). Similarly the third item was to ascertain if how well does our organization support you on exploring your professional interest and goals with a low mean value of (ẋ=2.93 and std. = 1.011).

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Finally the fourth item on the scale was to ascertain if do I feel challenged at work on a daily basis had a moderate mean value of (ẋ= 2.93 and std. = 1.072). However, it was observed that majority of the responses were more on moderate range of professional development in the measurement scale. Therefore, from the manifestation in the scale; professional development was observed to be a significant phenomenon in the study of re-skill transitivity in the foods and beverages companies in the Industry.

Analyses of Employee Productivity

The information stated below relate to the measures of employee productivity: timeliness, quantity output, quality service and analyzed with contingency tables, mean, standard deviation, and skewness and kurtosis to assessed and operationalize the related constructs of in the foods and beverages companies in the Industry.

Response Rate on Timeliness

Table 4 Showed Descriptive Statistics on Timeliness

Descriptive Statistics

	SA	A	M	D	SD	N	Mean	Std. Deviation
1. The employee has excellent knowledge in his/her field of work to achieve results in a time frame.	11 3.8%	108 37.6%	128 44.6%	33 11.5%	7 2.4%	287	3.29	.813
2. I am able to resolve unexpected schedules on time	29 10.1%	65 22.6%	34 11.8%	153 53.3%	6 2.1%	287	2.85	1.109
3. The employee participates in office activities besides work improved output at time.	98 34.1%	134 46.7%	13 4.5%	29 7.0%	22 7.7%	287	3.93	1.164
4. In my firm we always achieve efficiency of production and customer patronage.	111 38.7%	97 33.8%	41 14.3%	32 11.1%	6 2.1%	287	3.96	1.080
Valid N (listwise)						287		

Source: SPSS Version 26.0 Result, 2026

Table 4 showed the analysis for timeliness and measure with 4-items measurement in a 5-point scale in the study. The first item was to ascertain if the people are not penalized for new ideas that do not work with a moderate mean value of (ẋ= 3.29 and std. = 0.813). The second item was to ascertain if I am able to resolve unexpected schedules on time with a moderate mean value of (ẋ=2.85 and std. = 1.109). Similarly, the third item was to ascertain if truest exist among team members with a high mean value of (ẋ= 3.93 and std. = 1.164).

Finally, the fourth item on the scale was to ascertain if team members are prepared to check among themselves to assure progress and overcome obstacles to progress had a moderate mean value of (ẋ= 2.96 and std. = 1.080). However, it was observed that majority of the responses were more on high range of timeliness in the measurement scale. Therefore, from the manifestation in the scale; timeliness was observed to be a significant phenomenon in the study of employee productivity in the foods and beverages companies in the Industry, Nigeria.

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Response Rate on Quantity Output

Table 5 showed Descriptive Statistics on Quantity Output

Descriptive Statistics

		SA	A	M	D	SD	N	Mean	Std. Deviation
1.	Productivity of employees is much higher than industry average	116 40.4%	107 37.3%	38 13.2%	22 7.7%	4 1.4%	287	4.08	.983
2.	The company use fewer input to generate outputs to achieve goals	15 5.2%	160 55.7%	61 21.3%	51 17.8%	- 	287	3.48	.844
3.	The company has operational excellence in the utilization of resources.	37 12.9%	63 22.0%	129 44.9%	55 19.2%	3 1.0%	287	3.26	.950
4.	The company process of gathering and transforming input into output is satisfactory.	74 25.8%	89 31.0%	73 25.4%	45 15.7%	6 2.1%	287	3.63	1.092
Valid N (listwise)							287		

Source: SPSS Version 26.0 Result, 2026

Table 5, showed the analysis for quantity output and measures with 4-items measurement in a 5-point scale in the study. The first item was to ascertain if productivity of employees is much higher than industry average with a high mean value of (ẋ= 4.08 and std. = 0.983). The second item was to ascertain if I carryout assigned duties effectively and efficiently with a moderate mean value of (ẋ= 3.48 and std. = 0.844). Similarly, the third item was to ascertain if I can fully exercise my strengths by working for this organization with a moderate mean value of (ẋ= 3.26 and std. = 0.950).

Finally, the fourth item on the scale was to ascertain if there are enhanced job description packages that provide opportunities for employee mental and psychological growth had a high mean value of (ẋ= 3.63 and std. = 1.092). However, it was observed that majority of the responses were more on high range of quantity output in the measurement scale. Therefore, from the manifestation in the scale; quantity output was observed to be a significant phenomenon in the study of employee productivity in the foods and beverages companies in the Industry, Nigeria.

Response Rate on Quality Service

Table 6 showed Descriptive Statistics on Quality Service

Descriptive Statistics

		SA	A	M	D	SD	N	Mean	Std. Deviation
1.	I am very conversant with the standard operating	111 38.7%	112 39.0%	42 14.6%	18 6.3%	4 1.4%	287	4.07	.952
2.	Our company makes sure a delivered service level matches a customer's expectations	109 38.0%	125 43.6%	44 15.3%	7 2.4%	2 0.7%	287	4.16	.819

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3.	Our company has the ability to perform a promised service dependably and accurately	113 39.4%	107 37.3%	25 8.7%	39 13.6%	3 1.0%	287	4.00	1.059
4.	Our company employees' knowledge, courtesy and their ability inspires confidence and trust in the customer	13 4.5%	158 55.1%	66 23.0%	47 16.4%	3 1.0%	287	3.46	.855
Valid N (listwise)							287		

Source: SPSS Version 26.0 Result, 2026

Table 6 showed the analysis for quality service and measure with 4-items measurement in a 5-point scale in the study. The first item was to ascertain if I am very conversant with the standard operating with a high mean value of (ẋ= 4.07 and std. = 0.952). The second item was to ascertain if I understand my job and how to carry it out with a high mean value of (ẋ= 4.16 and std. = 0.819). Similarly, the third item was to ascertain if I can happily accept any task or responsibility assigned to me with a high mean value of (ẋ= 4.00 and std. = 1.059).

Finally, the fourth item on the scale was to ascertain if the organization job design provide opportunity for employee to adapt to new job roles and tasks had a moderate mean value of (ẋ= 3.46 and std. = 0.855). However, it was observed that majority of the responses were more on high range of quality service in the measurement scale. Therefore, from the manifestation in the scale; quality service was observed to be a significant phenomenon in the study of employee productivity in the foods and beverages companies in the Industry, Nigeria.

Inferential Analysis

Inferential analysis focuses on the strength and direction of relationship between variables and inferring the findings from the sample to the population (Bryman & Bell, 2015). The researcher undertook correlation analysis to establish the underlying relationships between the independent and the dependent variables using the spearman rank order correlation coefficient tool at a 95% confidence interval. Specifically, the test of hypothesis covers HO1 and HO2 which were stated in the null form. The correlation matrix relates to professional development and the measures of employee productivity (quantity output and quality service). These are as follows:

Table 7 Showed the Correlations Analysis on Professional Development and the measures of Employee Productivity

Correlations

			Professional Development	Timeliness	Quantity Output	ofQuality of Service
Spearman's rho	Professional Development	Correlation Coefficient	1.000	.975**	.981**	.972**
		Sig. (2-tailed)	.	.000	.000	.000
		N	287	287	287	287
	Timeliness	Correlation Coefficient	.975**	1.000	.972**	.967**
		Sig. (2-tailed)	.000	.	.000	.000
		N	287	287	287	287
	Quantity of Output	Correlation Coefficient	.981**	.972**	1.000	.976**
		Sig. (2-tailed)	.000	.000	.	.000
		N	287	287	287	287
	Quality of Service	Correlation Coefficient	.972**	.967**	.976**	1.000
		Sig. (2-tailed)	.000	.000	.000	.
		N	287	287	287	287

**. Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS Version 26.0 Result, 2024

Research Question 1: Does professional development affect timeliness of quoted foods and beverages manufacturing companies in South-South Nigeria?
Based on the data presented on table 4.19 where result of (*rho*) = 975**, indicates that there is strong relationship between professional development and timeliness. Thus, professional development has a strong positive relationship with timeliness. That is to say, that the more professional development applied in foods and beverages firms the more the employee timeliness becomes improve in the organizations.

Research Question 2: Does professional development affect quantity output of quoted foods and beverages manufacturing companies in South-South Nigeria?
Based on the data presented on table 4.19 where result of (*rho*) = 981**, indicates that professional development has a strong positive relationship with quantity output. That is to say, that the more the professional development programmes applied in foods and beverages firms the more employee level of quantity output becomes sustainable.

Research Question 3: Does professional development affect quality service of quoted foods and beverages manufacturing companies in South-South Nigeria?
Based on the data presented on table 4.19 where result of (*rho*) = 972**, indicates that professional development has a strong positive relationship with quality service. That is to say, that the more professional development programme applied in foods and beverages firms the more employee quality service becomes sustainable.

Test for hypothesis 1
H_{o1} There is no significant relationship between professional development and timeliness of quoted foods and beverages manufacturing companies in South-South Nigeria.

Table 7 showed the probability value (P-v=0.000 < 0.05%) level of significance on professional development and timeliness, hence from the decision rule, the null hypothesis is hereby rejected restated that professional development has a significant relationship with timeliness. This implies that professional development if applied will have a significant influence on employee timeliness in service delivery in foods and beverages firms in South-south, Nigeria.

Teat for Hypothesis 2:
H_{o2} There is no significant relationship between professional development and quantity output of quoted foods and beverages manufacturing companies in South-South Nigeria.

Table 7 showed the probability value (P-v=0.000 < 0.05%) level of significance on professional development and quantity output, hence from the decision rule, the null hypothesis is hereby rejected restated that professional development has a significant relationship with quantity output. This implies that professional development if applied will have a significant influence on employee level of quantity output in foods and beverages firms in South-south, Nigeria.

Test for Hypothesis 3
H_{o3} There is no significant relationship between professional development and quality service of quoted foods and beverages manufacturing companies in South-South Nigeria.

Table 7 showed the probability value (P-v=0.000 < 0.05%) level of significance on professional development and quality service, hence from the decision rule, the null hypothesis is hereby rejected restated that professional development has a significant relationship with quality service. This implies that professional development if applied will have a significant influence on employee level of quality service in the foods and beverages firms in South-south, Nigeria.

VII. DISCUSSION OF FINDINGS

Professional Development and Employee Productivity of quoted foods and beverages manufacturing companies in South-South Nigeria

The result between professional development and measures of employee productivity using Spearman's Rank-order Correlation Coefficients techniques showed that professional development has a strong

positive and significant relationship with timeliness, quantity of output and quality of service in the quoted foods and beverages manufacturing companies in South-South Nigeria. As a result, the hypothesis that career development has a positive and significant influence on employee productivity is accepted. The better the career development program, the better the employee productivity. The findings of this study are consistent with the findings of Kaengke (2018), who demonstrated that career development can positively and significantly affect employee performance. This happens because career development through education and training programs is considered to be able to improve the ability of employees in carrying out their duties, so that in the end it can improve employee performance. Meanwhile, career development carried out through promotion programs and assignment rotations is considered capable of motivating employees to carry out their duties well, so that in the end it will also be able to improve employee performance.

The findings corroborate with the conclusion of Suherman and Ahman (2023) investigated the effect of career development and employee engagement of Pt. Pos Indonesia (Persero) and the study's findings, showed that career development and employee engagement have a combined or partial impact on employee performance. Furthermore, the determinant value is 0.800, indicating that career development and employee engagement can account for 80% of employee performance. The study findings are in line with Mukii (2020) study the influence of professional development and training on employee performance: a case of the institute of human resource management membership with a the target population consists of individuals registered as per IHRM statistics in 2019 who are approximately 16,000 registered IHRM members. Data was analyzed using descriptive statistical techniques such as mean and standard deviations in order to understand the data. The findings identified that training need assessment also had an impact on the employee performance as the r value turned to 0.856.

Cherono (2017) examined the effect of employee development on performance of Unilever Kenya limited in Kericho County. The findings indicated that there exist significant effect between employee development and the performance of the organization. Training and mentorship were significant in contributing to the performance and participation and delegation were not significant in affecting the performance. Asfaw, Argaw and Bayissa (2015) investigated the effect of employee development on the performance and effectiveness of the employee in Addis Ababa, Ethiopia at District Five Administrative office. The research was carried out on 87 employees PT Indonesia POS (Persero). The saturated sampling technique was used for sampling. The Multiple Regression Analysis was used to analyze the data. Data was collected through systematic technique with a respond rate of ninety four percent indicated that there was correlation and significant relationship between employee development and the performance of employee. The gap that exists in this study since it only focused on one measure of performance, which is employee effectiveness.

VIII. CONCLUSION

The present study aimed to establish an empirical relationship between professional development and measures of employee productivity such as timeliness, quantity output and quality service in the quoted foods and beverages manufacturing company in South South Nigeria. Based on the findings of the study; it therefore, concluded that there is significant relationship between professional development and employee productivity in the quoted foods and beverages manufacturing company in South South Nigeria. There is a positive and significant relationship between professional development and employee productivity in quoted foods and beverages manufacturing company in south south Nigeria.

IX. RECOMMENDATION

The following recommendations were made:
It is recommending that human resources managers in the organizations notably the foods and beverages manufacturing industry should utilize on-the-job training programs in product development skill formulation, labeling regulations and innovation to improve employee productivity in the organizations. That orientation be improved and conducted in such a manner to progress employee productivity as it is an

opportunity to boost employee capabilities, add to their techniques and improve their skills.

That management of foods and beverages industry needs to improve employee career development and provide clear career guarantees for employees who perform well. The industry players are expected to improve its career development system by making clearer and more mature career plans for each employee in order to further and encourage employees to improve their productivity.

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