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You have been invited by the current president of Nigeria, General Muhammadu Buhari to make an argument for the optimization of engineering resources in the country. As an aspiring Engineer, briefly discuss your view on this and make viable recommendations that will facilitate timely completion of engineering projects within the allocated budget without jeopardizing economic and legal regulations of Nigeria.

Engineering resources in the country can be optimized by having a transparent contractor-worker relationship. Contracts are awarded to engineering firms, i.e. rehabilitation of an express way. Such contracts should have a human resources manager, an engineering supervisor, an economist. Likewise an ecological expert should be on board.

Human Resource Management (HRM) is the term used to describe formal systems devised for the management of people within an organization. The responsibilities of a human resource manager fall into three major areas: staffing, employee compensation and benefits, and defining/designing work. Essentially, the purpose of HRM is to maximize the productivity of an organization by optimizing the effectiveness of its employees. This mandate is unlikely to change in any fundamental way, despite the ever-increasing pace of change in the business world. But with the help of a human resource manager the optimization of projects will be achieved.

While the engineering managers should be able to determine equipment required and justification through conducting feasibility studies and develop and maintain relations with Engineering Manager, manufacturing, quality and maintenance departments on manufacturing concerns to enable the speed and optimization of resources in the country.

The economist here must work hand in hand with both the human resource manager and the supervisor as he controls their funding. However, this power shouldn't be abused. He must correlate with the supervisor to know how the material chosen, the engineering approach taken and a few other factors affect the funding. Likewise he should seek to support human management as some or more workers may have troubles either individually or collectively.

The ecologist literally plays a behind the scenes role and only steps in when any step taken into the project seeks to harm the environment.

All these put in place should be able to convince the president the recommendations to enable optimization of projects in the country.