Financial Resource Management on Sustainable Development in Deposit Money Banks in Nigeria

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Abstract
This examines the effect of financial resource management on sustainable development in deposit money banks in Nigeria. The study adopted a survey research design since it involves distribution of questionnaire to the targeted respondents. Purposive sampling technique applied in determining the sample size. In this method, Eight (8) deposit money banks licenced with international authorization were chosen during the data collection process. The data were analyzed and tested with regression analysis. Based on the empirical evidence, it shows that financial resource management has a significant positive effect on sustainable development in deposit money banks in South East States, Nigeria. Based on the study's findings, the researcher proposed that in equity capital management, long-term capital planning based on the bank's overall financial plan be carried out. This would enable banks to plan resources more efficiently and buy long-term resources based on predicted active transactions.

Keywords: *Financial resource management, Sustainable development Deposit money banks*

Introduction

The efficient and effective deployment and allocation of resources to where they are needed is known as resource management. To avoid harmful environmental effects and disharmony, resources should be managed efficiently (Akanbi & Atanu, 2017). With competent economic management in place, decision makers will be able to recognize scarce economic resources and implement policies that will benefit both current and future generations.

Furthermore, in the face of political upheaval, hunger, sickness, and overpopulation, "resource sustainability" has become a buzzword. Many international, regional, and local problems are considered as having a sustainable resource use solution (Mensah, & Castro, 2004). The Nigerian economy can flourish provided its resources are properly managed to address issues such as overpopulation, infrastructure decay, political/ethnic conflict, pollution, and increasing urbanization without the use of complementary resources to meet restricted resources. Sustainability was defined by the United Nations World Commission on Environment and Development (WCED) in 1987 as "development that meets the demands of the present generation without jeopardizing future generations' ability to satisfy their own needs."

However, the World Commission on Environment and Development's landmark report "our shared future" in 1987 popularized the term "sustainable development." Since then, national governments, development agencies, and non-governmental organizations have used sustainability as a primary criterion for evaluating economic development policies. Although inconsistencies in definition and interpretation have delayed the acceptance of sustainability as a development benchmark, there is agreement that sustainable development includes government involvement in the effective and fair management of natural and environmental resources (Pearson. 2013). Pigou (quoted in Krutilla 1967) stated as early as 1932 that it is the government's unambiguous obligation as trustee for present and future generations to watch over and, if necessary, guard the exhaustible natural resources against impetuous and reckless spoliation. "We cannot continue in our current methods of using energy, managing forests, farming, safeguarding plant and animal species, managing urban growth, and generating industrial goods," the Business Council for Sustainable Development added. As a result of this insight, many governments and corporations are experimenting with ideas to design and implement sustainable economies and businesses.

Many firms are incorporating sustainability methods into their business plans and missions in order to survive and gain a competitive advantage today, demonstrating that sustainability is a worldwide business trend (Goni, Shukor, Mukhtar & Sahran, 2015). Organizations may meet the needs of today's stakeholders while also improving and maintaining people and natural resources for the future by adopting these business strategies and acting accordingly (Danijela, Marija, Marina, Tijana, & Vladimir, 2020). The expanding relevance of sustainability, as well as the larger range of sustainability concerns affecting and influencing stakeholders with various values, has sparked a discussion over the most appropriate motivators and issues (Kwawu & Elmualim, 2019).

Inadequate resource management, on the other hand, is one of the causes of the country's poor infrastructure and low per capita GDP. This has had a severe impact on Nigeria's peace and security, and it must be addressed. The concept of the natural resources curse, according to Onigbinde (2008), is directly linked to poor resource management since it fosters stagnation and conflict rather than economic progress and development. Corruption and misuse of the riches generated by these resources are two elements contributing to the country's poor resource management.

Poverty, health issues, pollution, land and water degradation, a low standard of living, corruption, civil unrest, rising inequality, and other issues have all plagued Nigeria's resource management. Low living standards and rising inequality and Poverty are some of the negative results of poor resource management in the country. Variation in effect of resources wealth on well-being can be seen all over the country and within the oil producing regions (thus making Nigeria a rich country with poor people). This has fueled poverty and has also led to increased ethnic crisis within the oil producing communities and the country.

Danijela, Marija, Marina, Tijana, and Vladimir (2020) found that using project management methodologies facilitates the introduction of sustainability dimensions, while Fidelis-Umeh, Emoh, and Ewurum (2019); Fadahunsi, Utom, Ochim, Ayedun, and Oloke (2019) found that facilities management had a significant impact on hotel service delivery in south-east Nigeria, as well as the benefits of adopting facilities management principles at Covenant University

Banks, like so many others, were unable to endure Nigeria's severe economic environment, which has seen over ten financial institutions fail, the primary cause of which was the loss of key staff to other banks in the industry (Afolabi, 2015). While a substantial amount of work focuses on macro-level sustainability issues (climate change, natural resource usage), less emphasis has been placed on micro-level sustainability issues. For example, the role played in the management of some of the key resources like; inventory, facilities, projects, natural, financial and likes as key intermediaries in building a sustainable economy. Based on the above backdrop, this study intends to assess the effect of resource management on sustainable development in deposit money banks in South East, Nigeria. This study therefore, examines the effect of financial resource management on sustainable development in deposit money banks in Nigeria.

Conceptual Framework

Resource Management

Activity resource estimation and project human resource management both require resource management. Both are necessary components of a comprehensive project management strategy for a project's successful execution and monitoring. There are resource management software solutions available, much as there are for the larger discipline of project management, that automate and aid the process of resource allocation to projects and portfolio resource transparency, including supply and demand of resources. The purpose of these tools is to ensure that: I individuals within our business have the required specialized skill set and desired profile for a project, (ii) we hire the right amount of people with the right skill sets, and (iii) we allocate our workforce to the right projects. The success of these tools and processes is often measured by billable usage rate within professional services and consulting businesses.

Resource management is the efficient and effective deployment of an organization's resources when they are needed, according to organizational research. Financial resources, inventory, human skills, production resources, information technology (IT), and natural resources are examples of such resources.

Corporate Sustainability development

Corporate sustainability (CS) is a subset of the broader idea of sustainable development, which is described as "development that meets current demands without jeopardizing future generations' ability to satisfy their own needs." (WCEDR, 2020) As a result, Corporate Sustainability refers to sustainability applied to the company level (Dyllick & Hockerts, 2002). Corporate Sustainability, in terms of the notion of sustainable development (SD), can be defined as addressing the demands of a company's direct and indirect stakeholders without jeopardizing its potential to meet the needs of future stakeholders (Dyllick & Hockerts, 2002). This notion of SD has been converted to CS at the organizational level, which "entails the maintenance, regeneration, and development of the ecological, economic, and social systems" (Senna & Shani, 2009). As a result, CS can be thought of as an organizational change process, or change driven by sustainability. The goal of this shift is to get the organization to a point where its strategy includes evenly distributed attention to economic, social, and environmental concerns. Finally, the goal of sustainability-driven change is to transform an organization into a proactive agent for long-term development (Guerci, Decramer, vanWaeyenberg & Aust, 2019).

The HRM system's important role in facilitating and sustaining such transition has been recognized in the literature. As a result, firms who invest in the growth of their CS also invest in the creation of a more sustainable HRM at some time. There are several reasons for Human Resource Management's tight link. HR could guide the organization’s leaders in the incorporation of sustainability in its strategy and help the realization of Corporate Sustainability-goals (Cohen, 2011). Sustainable HRM is seen as 'the' opportunity for HR to prove its own legitimacy and strategic position. Ehnert (2009) regards sustainability as having a strategic potential for HRM.

Financial Resource Management Any organization's financial management is critical. It is the process of planning, organizing, regulating, and monitoring financial resources in order to meet the goals and objectives of an organization. It is an ideal practice for controlling an organization's financial activities, such as fund procurement, fund utilization, accounting, payments, risk assessment, and anything else involving money. The financial system, through financial institutions, plays an increasingly important role in directing financial resources to the most productive uses in the economy, including providing facilities for making and settling financial transactions, connecting surplus and deficit economic units (savers and borrowers), and risk and uncertainty management (Bloor & Hunt, 2011). As a result, if these functions are properly fulfilled, economic growth will be achieved through financial system stability, in which case the financial system will be considered efficient; otherwise, inefficiency will be realized. Inefficiency can manifest itself in a variety of ways, including high transaction costs, low quality financial services and products, a lack of responsiveness to consumer needs, and resource misallocation. Financial efficiency can be defined as a bank's ability to create revenue from a set of assets and profit from a set of sources of income (Omete, Namusonge & Sakwa, 2019).

Performance evaluation and efficiency measurement, according to Sowlati (2001), is a critical issue for managers since it allows them to identify and eliminate inherent waste in their processes. As financial mediators, banks help. The efficiency with which this intermediation duty is carried out is important, but it comes at a cost. The expenses of financial intermediation, as measured by the difference between the lending and deposit rates, are critical in establishing a bank's financial intermediation efficiency. While interest rate spreads in Western financial systems normally range between 2% and 4%, they can reach 10% or more in developing countries, including above 30% in Brazil (Laeven & Majnoni, 2005). In 2016, Kenya's government resorted to controlling commercial banks' interest rates on loans and deposits. According to Beck (2007), less developed financial systems have large overhead costs and interest spreads, indicating inefficient financial service provision. Notably, today's bank executives guarantee that the organizations they oversee are profitable, because a loss-making company will eventually deplete its capital base, putting the managers' careers at danger (Omete, Namusonge, & Sakwa, 2019).

In other words, financial management is the application of general management principles to an organization's financial assets. Quality fuel and frequent service are provided by proper financial management to maintain optimal operation. If finances are not handled appropriately, a company may face roadblocks that could stifle its growth and development.

Review of Empirical Studies

Omopariola and Windapo (2019) investigated construction companies' financial management practices to see if they lead to competitive advantages and enhanced project and organizational performance. The study uses a quantitative research approach and conducts a thorough review of existing literature. To collect the information needed to answer the research purpose, a questionnaire survey of construction companies classified in Grades 7 to 9 on the Construction

Industry Development Board (CIDB) Register of Contractors was done. The mean score, regression analysis, and Z-test were used to analyze the data. Budgeting, creditworthiness, risk management, review, and assessment were discovered to be effective financial management techniques among the businesses surveyed, and the financial management strategies utilized had a favorable effect on project and organization performance. The significance of financial management in encouraging sustainable business practices and development was investigated by Mariam and Haitham (2018). It indicates, based on descriptive research, that adequate financial management models are required to boost productivity while reducing financial risks. The studies also revealed that allocating capital budgets for sustainable issues improves a company's competitive edge, and that using both Western and Islamic financial systems is an effective sustainability tool. Financial management, according to the report, is critical in encouraging sustainable business practices and development. In Embu County, Kenya, Njagi, Muathe, and Muchemi (2018) investigated the impact of financial and physical resources on the functioning of public health institutions. The study included 550 employees and 769 outpatients and employed explanatory and descriptive research techniques. A total of 165 employees and 232 outpatients were included in the study. Quantitative data was analyzed using descriptive and inferential statistics, while qualitative data was studied using content analysis. The study's findings revealed that financial and physical resources have a favorable and statistically significant impact on the effectiveness of public health facilities. In Eldoret Municipal Council, Uasin Gishu County, White, Maru, and Boit (2015) investigated the impact of the link between companies' resource utilization on the performance of women-owned and men-owned SMEs in the service sector. Explanatory survey study design was used in this investigation. A total of 600 people were chosen from a target population of 1200. The questionnaire and interview schedule were used to obtain primary data. SPSS programs Version 17 were used to sort, code, and analyze the data. The hypotheses were tested using analysis of variance (ANOVA) and independent sample t tests. Financial resource ($r=135$, $p>0.01$) demonstrated no significant link with business performance, indicating that all factors explain for 66.5 percent variation in SMEs' performance. Onyango and Wanyoike (2014) discovered a favorable association between funding and employee training, which increased employee skill development and improved public hospital performance in Siaya County. The study only looked at one component of human resource management, ignoring aspects like acquiring physical resources like drugs and medical equipment, where money was crucial. The analysis shows that the government has continued to boost financial resources in the health sector, but that the predicted performance improvements have yet to materialize. Lanipekun and Brimah (2019) looked at how CSR sustainability reporting can help companies achieve sustainable development. The data for this study came from secondary sources, specifically five Nigerian banks and five manufacturing companies that have consistently disclosed their CSR efforts. The study used a qualitative data analysis strategy. NVivo software was used to conduct content and thematic analysis of the annual reports using the Global reporting initiative index. Because of the growing concern about sustainable development, environmental degradation, new worries and expectations of citizens, and increased public and investor awareness on problems of corporate responsibility, the study found that the notion of CSR and its reporting is unavoidable.

METHODOLOGY

Research Design

The study adopted a survey research design since it involves distribution of questionnaire to the targeted respondents. This is in line with Nworgu (2009) emphasis that correlational survey research design is appropriate in testing relationship or associations between two or more variables or set of scores.

Population of the Study

The population of the study consists of branches of deposit money banks in Anambra, Enugu and Ebonyi States, of Nigeria. Purposive sampling technique applied in determining the sample size. In this method, the sample is chosen based on what the researcher thinks is appropriate for the study. Eight (8) deposit money banks licenced with international authorization were chosen during the data collection process. Since the research is a survey designs that needs people's opinion, the researcher choose these banks for easy accessibility in order to administer questionnaires to the respondents. The elements of population which comprise managers, internal control officers, and fund transfer officers. The total number of staff is 351.

These banks are stated in the table 1 below:

Table 1: List of deposit money banks operating in affected States in Nigeria

S/N	Banks Licence with International Authorization	Branches in Anambra	No of staff	Branches in Enugu	No of staff	Branches in Ebonyi	No of staff
1	Access/Diamond bank plc	21	63	15	45	10	30
2	Fidelity bank plc	18	54	7	21	5	15
3	FCMB plc	16	48	14	42	11	33
	Total	**55**	**165**	**36**	**108**	**26**	**78**

Source: Nigerian Exchange Group, 2021

Method of Data Collection

There is a cover letter to the questionnaire addressed to the respondents, where they were assured that all information provided will be treated with utmost confidentiality and used for the purpose of the research. The questionnaire contains close-ended questions on the research study, structured on a scale of Strongly Agree (SA); Agree (A); Undecided (UN), Disagree (D); and Strongly Disagree (SD), to give the respondents choice of ticking most perceived option. The researcher will visit the banks with some assistants to administer the questionnaire to the respondents.

Method of Data Analysis

To test the significant effect and the relationship between the dependent variable and independent variables, Regression analysis will be used to test the formulated hypotheses with the aid of SPSS version 20. 0. at 5% level of significance.

Decision Rule:

The decision for the hypotheses is to accept the alternative hypotheses if the p-value of the test statistic is less or equal to the alpha at 5% and to reject the alternative hypotheses if the p-value of the test statistic is greater than alpha at 5% significance level.

Model Specification

The researcher adopted Olorunsola (2013) job satisfaction model and is used to test the job

satisfaction and components of job satisfaction**.**
By the Olorunsola (2013) Model, the following regression equation can be derived from the model.
$Y = \beta_o + \beta_1 X_1 + \mu$
Where
Y = Sustainable Development
X = Financial resource management
Where:
Y = Sustainable development (dependent variable)
X = Resource management (independent Variable)
β_0 = constant term (intercept)
β_1 = Coefficients of job performance
μ = Error term (stochastic term)
Explicitly, the equation can be defined as:
Resource management = f (Sustainable development) + μ
Representing the equations with the variables of the construct, hence the equations below are formulated:
$SDV_{it} = \beta_0 + \beta_1 FRM_{it} + \mu_{it}$ - - - - - - v
Where:
β_0 = Constant term (intercept)
β_{it} = Coefficients to be estimated for firm í in period t
μ_{it} = Error term/Stochastic term for firm í in period t
SDV_{it} = Sustainable Development í in period t
FRM_{it} = Financial resource management í in period t

DATA ANALYSIS AND RESULT

Data Distribution and Collection

Out of 351 copies of questionnaires distributed 311 were completed and returned. This represents 89%.

Table 2: Summary of the Responses

S/N	Questions Weight	SA	A	U	D	SD
1	An appropriate rate of return can be attained once funds are put in a safe venture.	70	140	0	70	31
2	For efficient operation, proper finance management provides excellent and consistent service.	70	154	10	55	22
3	Proper financial management speeds up the procurement and utilization of finances for businesses.	101	135	10	29	36
4	Finance management makes it easier to expand corporate activities in line with the company's strategic goals.	121	120	0	70	0

5	Our organization makes the best use of its resources.	90	131	6	80	4
6	Financial managers should put a strong emphasis on sustainability to ensure a sound capital structure.	107	115	16	68	5
7	In essence, sustainable development entails change in which resource exploitation,	70	110	1	90	40
8	Sustainable development makes it easier to protect and regenerate social and economic resources.	72	130	0	70	39
9	Sustainable growth leads to long-term improvements in business life quality.	92	159	5	54	1
10	Sustainable development protects the environment while also promoting intergenerational equity.	91	153	11	31	25

Source: Field Survey, 2022

Test of Hypothesis

H_{O1} Financial resource management has no significant positive effect on sustainable development in deposit money banks in South East State, Nigeria.

H_{O1} Financial resource management has a significant positive effect on sustainable development in deposit money banks in South East State, Nigeria.

Table 3: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.999[a]	.999	.998	10.94528

a. Predictors: (Constant), FRM

The table 3 above shows that the coefficient of determination is $R^2 = 0.999$and the Adjusted R^2 is 0.998. Adjusted $R^2 = 0.998$ implies that about 99% of change in sustainable development of the sampled deposit money banks in South East States is influenced by joint interaction of financial resource management, while 1% of the variable explain by other factors not captured in the study model.

Table 4: ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	258706.603	1	258706.603	2159.503	.000[b]
	Residual	359.397	3	119.799		
	Total	259066.000	4			

a. Dependent Variable: SDV

b. Predictors: (Constant), FRM

Table 5: Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.610	8.040		1.817	.167
	FRM	.953	.021	.999	46.470	.000

a. Dependent Variable: SDV

From table 4 and 5, the goodness of fit shows that the regression equation or model that was used to predict sustainable development is highly significant at 5% level of significance (p-value = 0.000).
The test of hypothesis of whether financial resource management (FRM) significantly affects sustainable development of deposit money banks in South East States, Nigeria shows a positive correlation between financial resource management and sustainable development (β_1 = 0.999). In addition, the probability value of the t-statistic for FRM is 46.470 which is greater than 0.05. Thus, the alternative hypothesis is accepted which says that there is a positive significant effect between financial resource management and sustainable development of deposit money banks in, Nigeria at 5% level of significance (p-value < 0.05).

Decision

Based on the empirical evidence, this study shows that financial resource management has a significant positive effect on sustainable development in deposit money banks in South East State, Nigeria at 5% level of significance; hence, HI is accepted.

Conclusion

Based on the empirical evidence, it shows that financial resource management has a significant positive effect on sustainable development in deposit money banks in South East States, Nigeria at 5% level of significance; hence, HI is accepted. This result is in line with White, Maru and Boit (2015); Mariam and Haitham (2018) who concludes that financial resources management plays a vital role in promoting sustainable business practices and development. Based on the study's findings, the researcher proposed that in equity capital management, long-term capital planning based on the bank's overall financial plan be carried out. This would enable banks to plan resources more efficiently and buy long-term resources based on predicted active transactions.

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