

## RESOURCE MANAGEMENT AND ACCOUNTABILITY IN THE FINANCIAL SERVICE SECTOR; EVIDENCE FROM SELECTED LISTED DEPOSIT MONEY BANKS IN NIGERIA

**OMALIKO, E. Ph.D, FSASS<sup>1\*</sup>**

Department of Accountancy  
Nnamdi Azikiwe University  
Awka, **Nigeria**  
el.omaliko@unizik.edu.ng

**ONYEOGUBALU, O<sup>2</sup>**

Department of Accountancy  
Nnamdi Azikiwe University  
Awka, **Nigeria**  
on.onyeogbalu@unizik.edu.ng

**AKWUOBI, B<sup>3</sup>**

Department of Accountancy  
Nnamdi Azikiwe University  
Awka, **Nigeria**  
bu.akwuobi@unizik.edu.ng

### ABSTRACT

This study empirically investigated the relationship between resource management and accountability in the financial service sector. In order to determine the relationship between resource management and accountability, the study measured resource management using the proxy of human resource management (HRM) and financial resource management (FRM) while accountability (ACC) on the other hand was proxy by transparency and value relevance. Two hypotheses were formulated to guide the investigation and the statistical test of parameter estimates was conducted using OLS model. The study employed survey design in our analysis. Primary data was used in the study and was obtained through questionnaire survey administered to those banks with international authorization and commercial banking license i.e (Zenith Bank Plc, Access Bank Plc, UBA Plc, Union Bank Plc, Gtbank Plc, Fidelity Bank Plc, FCMB Plc and First Bank Plc). The findings of the study generally indicated that human resource management (HRM) and financial resource management (FRM) have positive and significant relationship with accountability (ACC) in the bank of industry at 5% significant level. Based on this, the study concludes that there is accountability in the management of human and financial resources among the listed deposit money banks in Nigeria. The study suggests that human resources management and financial resource management should be handled properly in the banking sector as its proper management also ensures banks sustainability. Banks should also have a deep insight into the human resources management and the activities involved in the process. The study contributed to knowledge by modifying existing model, introducing new variable and updating literature on the subject.

**Keywords:** Human Resource Management; Financial Resource Management; Accountability.