



## DEFINITIONS OF SPECIALIZATION-FUNCTION

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### Abstract

This study critically surveyed definition specialization functions, which determine how organizations, institutions, corporate bodies and establishments can effectively guarantee high productivity through specialization of functions. Specialization means that each worker is assigned a particular piece of work or task. This study places premium on the process of focusing one's occupational concentration on a specific area of expertise. This work also examined how specialization of jobs among employees can make them less flexible since it tends to reduce their ability to perform other types of work especially when such task fall outside their specialty. To the degree at which Organization divides individual task, employees specialize in their various tasks and maintain high proficient in their areas of jurisdiction. This arrangement provides for individual worker with a defined quality and excellence, brings in trust, proud in their work, increase productivity, bring down wastage costs and improve revenue without supervision. This work will help employers become independent, people would want you more and more, you become more educated, more opportunity to socialize and save time. The significant of this study is based on its ability to identify the comparative advantage in specialization of tasks with less difficulties and best alternatives, yet maximizing net benefits by minimizing opportunity cost. The study recommends that every fields of human endeavor should encourage specialization of tasks in a community, organization or company so that workers or members may specialize. Countries require specialized capacities and either form combinations or trade to exploit those capacities in others as well as their own specialty.

**Keywords:** Increase Productivity, Down Wastage Cost, Defined Quality And Excellence, Bring Trust, Proud in their Task, Without Supervision.

Reference to this paper should be made as follows:

Obilor, K. (2020). Definitions of specialization-function. *International Journal of Institutional Leadership, Policy and Management*, 2(4), 878-884.

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### INTRODUCTION

In the old good days, every individual knew how to do so many things on his or her own than those in today, everything from shoeing a horse to growing, hunting and preserving food to building a house and repairing equipment. A lot of people cannot do all of those things not because they are not capable of undergoing the training, is because there was no need since we

now have what is called definition-specialization function, though it is a production innovation first put forth by Adam Smith (1790). The essence of this idea is to comprehensively assign tasks or jobs according to one's specialty instead of all the tasks being performed by the same persons.

Specialization of function remains the fastest method of increasing productivity and bring down wastage cost in any organization or business establishment. When the tasks involved with producing goods and services are divided and subdivided, workers and businesses can produce a greater quantity of those goods and services. Apart from providing the individual worker with defined quality and excellence, specialization in a particular task allows workers to focus on the parts of the production process in which they have comparative advantage. It is important to understand that people have different talents, skills and interests, so that they are better at some jobs than the other. This peculiar advantage may be based or result from the choice of education acquire, which consequently shaped the individual in turn by interests, skills and talents. Specialization places high premium on the process of focusing one's occupational concentration on a specific area of expertise. Employers become independent, people would want you more and more, you become more educated, more opportunity to socialize and save time. As workers become highly proficient in their areas, revenue tremendously improves tasks are carried out with less difficulties and best alternatives, yet maximizing net benefits by minimizing opportunity cost.

Specialization defines the role of every profession. For instance, only those with medical training are qualified to become doctors, those with law training are qualified to become lawyers, those with administrative training are qualified to be administrators, those with teachers training are qualified to become teachers, those with leadership training are eminently qualified to be leaders etc. from the foregoing, we can simply deduced that, workers who specialize in tasks often learn to produce better results more quickly and with higher quality. This pattern holds true for many workers of all sectors of the economy. This also corroborates the global demand that for countries to be economically viable, they must specialize in their capacities and either form combinations or trade to exploit those capacities in others as well as their own specialty.

### **Increase Productivity**

Often time, increase productivity is described as a management and economic concept. But productivity mainly inter-changed with the concepts of efficiency and effectiveness. This explains how well resources are prudently utilized in pursuing and performing various tasks in organizations. However, increase productivity can only be efficient when it is used to measure both the input and output relations. While inputs clearly undertake various forms of labour, teaching force, materials and equipment, output deals in educated training and skill acquired by human beings. All these point to the fact that specialization function is key to increase productivity. Akangbu (1985) and Okereke (2012) opined that input in educational context implies the teachers, learners and materials used while the output is the human being produced.

Accordingly, specialization takes the centre stage; hence, it is the product of education and training of skills. Many researchers and planners have described the school as a unit of production, their view is anchored on the planning techniques and principles adopted by the industrial system analysis. The entire stipulations above, sum up to the realization that specialization as the product of education is the central tendency and the most absolute element to achieve increase productivity in any organizational setting, governance, structures, establishments. etc. Owhondah (2006) and Bernstein (1976) were of the view that human beings

are intentional actors. Their opinion ultimately was based on the learners who were captured as factors' inputs who does not respond to the same circumstance in the same way and at all time. Economically, specialization function will make opportunity cost of production lower, which means that globally more goods would be produce and prices are lower while the individual task are separated, employees specialize in their various tasks so that workers become highly proficient.

Specialization creates economic scale because it allows for increase output, supports growth resulting from specialization labour which permits individual worker to perfect one task rather than focus on many. As employees become more efficient, production increases just as economic theory has often indicates that specialization is conducive to growth. This is a pointer that employees can be experts to some degree in their specific task of productivity and higher level of productivity lower quality control costs. When organization uses job specialization, every worker is able to refine the task for which they are responsible, resulting in increased efficiency and increased production. The aggregate impacts of specialization on the economy are massive. Occasionally, people who specialize in a field develop new techniques or new technologies that lead to huge increases in productivity. Benson, (1982), states that increased specialization ultimately leads to higher standards of living for all those involved in economic exchanges, one specific advantage of specialization is that, apart from increased productivity, it is also a process of systematically delegating power and authority throughout the organization to middle and lower level managers.

### **Down Wastage Cost**

According to Nworgu (2006), wastage is insufficient use of resources, these resources are human being (skilled manpower) education institution facilities, company or establishment equipment, labour and other material resources committed to effective service delivery in any country. One could also adduce wastage to mean disuse, uselessness, loss, abandonment or condemnation of resources. Hornby (1995), described wastage as that, which cannot be used, no longer of use, desolate, thrown away and loss of strength by degrees.

Looking at various definitions provided above, this work makes hast to point out that wastage would never help any organization, government, corporate bodies or even at private sector make appreciable progress especially in the mix of highly economic competitive market today.

Specialization of function has enabling potentials to bring down the wastage costs by individual worker or employee. If countries concentrate attention in their comparative advantage manpower and production of specific task, wastage would have been brought down to the least while efficiency and increase productivity with less difficulties and at best alternatives prevail, yet maximizing net benefits by minimizing opportunity cost. Again, if wastage could be seen as stagnation and inability to reach a specific end-point according to Mukherjee (2000), specification of function is therefore the efficient production of desired or anticipated results, at a scale that is considerably lower it has set for itself (Adesin, 1983).

The aggregate impact of specialization function in every country is that, the economy benefits are massive. Recent research has proven that people who specialize in a field develop new techniques or new technologies that lead to huge decrees in wastage but improve productivity. In fact, specialization ultimately leads to higher standard of living for all those involved in economic exchanges. Focusing on a limited scope of task by one person gives the

individual employee opportunity to concentrate attention in order to executing those tasks without error. At this level, it is worth of note that the quality control costs are cut down, it is also understandable that manufacturing units are more specific on the quality of the output, having specialized people will not give room for production of defective products. It simply means that wastage costs would have been drastically cut down.

At the educational level, Nwankwo (1984) and Gramvenie (1995) noted that wastage in the flow of students is manifested quantitatively in the form of drop-out and repetition while quality of learning is determined by inputs of the educational system. This position agrees with Okwelle (1993), which described wastage cost as a loss in investment in education of a cohort of study. It simply underscores the importance of this work and gave it credence that recognizes specialization as key to efficiency and increase productivity.

### **Defined Quality and Excellence**

Every organization, establishments, government, educational institutions cooperative societies sort for the best ways to achieving effectiveness through quality and excellence. Quality has been defined in several ways but often times, it is mostly associated with the final product or services offered to a client or customer. According to Crosby (1979), quality has to do with conformance to specification. This definition has been expanded by Bell (1994) to include the time and cost at which the product or service was delivered; if it was the time customer wanted it and at the price he could afford.

In order to promptly accomplish this demanding situation, jobs specification where tasks are divided or specified for each employee to concentrate on a particular task so that each employee can be an expert to some degree while task refinement by the specialist leads not only to higher levels of productivity but also work can be completed faster and more efficient with quality control cost lowered and excellence achieved due to specialization.

Quality and excellence are two important variables to organization. Those who are successful in any establishment or business organization are those highly patronized while those who are unsuccessful are those whose goods or product stay too long in the warehouse. In other words, successful person or organization are measured by the rate of turnover.

By definition, work specialization is the act of splitting up processes of work into individual responsibilities that each handled by the most qualified individuals available. Specialization often occurs within business and organizations. Because it is not for everyone, there are lots of values that can be extracted from focusing on a specific skill or task. Hammer and Champy (1994) are of the view that quality and excellence would be possible through reengineering, which is the fundamental rethinking and radical redesign of business processes to achieve dramatic improvements in critical, contemporary measures of performance. This conforms to the key objectives of human resources management where quality, productivity and excellence goals affect the number and skills of personnel required by organizations. They affect recruitment, selection and retention, training, performance, measurement as well as the labour relation activities of HRM. Defined quality and excellence are indeed highly linked to the achievement of organizational goals.

## **Bring Trust**

Specialization is such a broad concept that touches upon almost everything in our daily life. Also our natural interest for specialization is also one of the main reasons why professional services exist. Society and businesses cannot know everything, therefore requires specialists with practical experience to help and guide us. Apart from the valuable role of specialization to our society, you would generally find that specialization leads to higher job satisfaction which comes with a greater sense of trust in the eyes of the employers. The reason for this is rooted in a number of factors, for so many people, it's a result of doing something that you love. That's because professionals generally focus on a skill that they enjoy. Other persons are happier because they get immense trust and increased pleasure from doing something they are trusted for at a good record time, thus, professional employees have more credibility in their workplace. As specialization lead to increase in productivity, quality and excellence, it means that the employee has achieved trust from the employer because, honesty, character and integrity are very necessary and desired personal virtues by employers. Not minding the process of arriving at the success of a particular task, employers need to feel like you have the moral integrity for long term success. Trust helps to maintain good internal relationships, but it also helps to sustain organization's reputation in dealings with customer and the public.

A company leader likes to know that he can trust you and believe what you say, or do. Generally, positive attitude and kind nature contributes to a positive workplace morale. Employee with positive attitudes can help bring up the spirit of trust even to co-workers and colleagues.

## **Proud in their task**

As a specialist, who can undertake his responsibility or task and complete it effectively at record times, it gives the employee drive to a sense of purpose in a particular specialty because you have contributed meaningfully through your hard work and dutiful performance. Many leaders of organization prefer employees with self-motivation because they typically require less hard-holding and fewer pep talks. Instead, the leader can provide basic direction and training and turn you to complete your task.

Hard work and determination to carry out a task and successfully complete same, gives you advantage and makes you proud in your task than those with less determined self-motivation in completing their work or task and improvement. Taking responsibility and accountability are additional virtues that goes hand in hand. Proud on the particular task at workplace means that the employee can effectively step up to make good decisions and take actions when his position demands for it. It suggests that such individual worker can take burden of responsibility when things go wrong. If there is a mistake internally, accountability causes such a person to own up to it and work to make things right. When there is mess-up with customers, takes the necessary steps needed to correct things. Employers like accountable workers because they are typically want to work to improve and overcome challenges.

## **Without Supervision**

The main reason for carrying out supervision is to ensure a safe, supportive opportunity for individual worker to perform assigned task or responsibility according to specifications. The

supervisor plays the role of educating, coaching, counseling, sponsoring and directing the employee to effectively undertake a task efficiently.

However, specification of function which provides the worker with concentration and specialty in a particular task, also foster independence of the employees once they learn the required skills to perform their jobs. When a worker is self-sufficient through specialization, it gives the worker confidence and demands less or no supervision but may be at liberty to train new hired workers. Specialization function addresses this situation because there are learned skills necessary to meet the needed services without continual oversight.

Mschane and Von (2003) stated that professionalism includes a worker's candor, drive and willingness to improve his/her performance. Professional employees have more credibility in their workplace because they specialize into a particular task because they focused on their area of comparative advantage.

From the foregoing, one could simply deduce that, specialization of function encompasses a strong sense of ethics, which is crucial to running a successful business organization and avoiding legal problems and minimize costs while gaining high quality and excellence. Any organization or establishment that operates specialization-function would definitely enjoy self-directed teams, self-managed teams, self-contained teams, high performance team, autonomous work groups or super teams. This is possible because they comprised highly trained individual (specialist) whose jobs are interdependent but have the responsibility and autonomy to complete identifiable pieces of work without supervision. Thus given goals by the management and they decide how to meet the goals in terms of planning, scheduling, sourcing, performing, operation and carryout quality control maintenance because of their expertise, the leadership of the organization established them to improve quality, increase motivation and satisfaction and lower costs.

## **CONCLUSION**

This work tried to discuss the meaning and concept of definition-specialization-function as regards to its benefits, necessities to organizations, institutions, government and private establishments. This was considered important because major decision of every organization is on how to get work done or services completed faster and more efficiently. Therefore, specialization becomes imperative to achieving quality control and lower opportunity cost of production. As a pivotal ingredient for the increase and successful leadership strategy, specialization focuses on individual occupational concentration on a specific task of expertise. This work further elucidates the degree at which organization divides individual task into separate jobs and consequently enables employees become professional in their various tasks, thereby given them opportunity not only to be proud of their work but also brings trust, increase productivity, down wastage cost as well as quality and excellence without supervision.

Most importantly, specialization is self-directed in scope, it focuses on skills that people are happier because they get immense satisfaction and pleasure from doing something that they're good at and create value that will not allow wasting time on low-returning tasks but increase drill down to what really matters.

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