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Editorial Commentary: Accounting for Human Capital Development

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The African Journal of Accounting, Banking, and Intellectual Capital (AJABIC) is established to cover research efforts on the production of knowledge in all fields of accounting, banking and intellectual capital. The journal is essentially aimed at promoting and publicising the research works of scholars and practitioners in the three fields covered in its title. This maiden edition of the journal covers modest articles that were able to scale through the rigorous editorial work conducted on the many submissions received from scholars and practitioners who have shown commitments to having their research outputs published in the journal. Only five (5) articles were accepted as we comply with the deadline for this edition, but there are many other good articles declared work-in-process as their authors have not satisfactorily met the standards set by the Journal. There is also a motivation report on the need to engage accounting students in an effective Student Industrial Work Experience Scheme (SIWES) before graduation.

The first article by Tough Chinoda, Tendai Towo, and Ezekiel Chitombo is entitled **Financial Inclusion and Economic Growth in Sub-Saharan Africa (SSA): The Role of Financial Efficiency.** The article is a product of a study that utilised the two-step system generalised method of moments and the fixed effect model with data over the period 2011-2021 to investigate the moderating effect of financial efficiency on the financial inclusion-economic growth nexus among 16 Sub-Saharan African countries. The study found that: first, the direct effect of financial inclusion and financial efficiency on economic growth in SSA is positive and significant, supporting the supply-leading hypothesis; and second, the interaction between financial efficiency and financial inclusion has a significant positive effect on economic growth. In terms of practical implications, the study found that financial efficiency is a prerequisite for financial inclusion and economic growth. The study recommends that policymakers should design appropriate monetary and fiscal policies that can assist in promoting financial efficiency.

The second article is on **Corporate Social Responsibility's Dimensions and Financial Performance: Modelling the Actual Happenings in the Nigerian Banking Industry,** authored by Dare John Olateju, Olakunle Abraham Olateju, Augusta Mmesoma Stephen and Suleiman Ilyas Idris. The article examines the effect of corporate social responsibility's (CSR) dimensions on the financial performance of commercial banks in Nigeria. It employs the legitimacy theory to model the CSR implementation of Nigerian banks and its implications for their financial performance, using a causal research design and panel data. The research uses SPSS 26 as an analytical tool. In order to explore the relationship between CSR's dimensions and financial performance, social cost and governance cost were regressed with earnings per share (EPS) using multivariate linear regression after taking into consideration all the relevant assumptions. The findings reveal that CSR dimensions have a positive relationship with EPS, while social cost shows a significant relationship with governance cost. To increase earnings, the study suggests that banks can increase their social spending while cautioning them about governance costs. Since the study is restricted to banks, its findings may not be adequate for theoretical generalisations to other firms in the Nigerian economy and, therefore, limited to its context.

The third article is entitled: **Does Human Capital Impact the Financial Performance of Construction Firms in Ghana?** It was contributed by Isa Rehanet, Dandago Kabiru Isa, and Jerry Nana Bright Danquah. The article is a product of a study conducted in Ghana, which assessed the impact of human capital on the financial performance of construction firms in Ghana. The study uses a quantitative survey design. The population involves 200 personnel from selected real estate construction firms in Greater Accra. Primary data were collected using a structured research questionnaire. The data were analysed by means of descriptive and inferential analysis. The study finds that human capital has a significant and positive impact on the financial performance and value creation of construction firms. From the findings, the study concludes that human capital is a major predictor of both financial performance and value creation in construction firms in Ghana. The study recommends that managers of construction firms should prioritise continuous training and development of their employees to enhance their knowledge and sharpen their skill sets to contribute to improving the financial performance of the firms that employ them.

The fourth article, entitled:**Extent and Impact of the Implementation of Cashless Policy on Bank Customers in Anambra State, Nigeria,** authored by Ezeani, N. S., Uzoh, N. E., and Ahmodu, A. O. was aimed at assessing the extent of the implementation of the cashless policy and the impact of the policy on bank customers at GTB Plc in Onitsha, Anambra State, Nigeria. A descriptive survey research design was employed, and data were collected using a structured questionnaire. The study population comprised 5,000 bank customers from the three GTB Plc branches in Onitsha. Stratified random sampling was used to select 130 subjects from these branches. The study revealed that various channels of cashless policy were utilised and implemented in Onitsha, while others were not utilised or implemented. It also indicated that bank customers greatly benefit from cashless policy transactions, though they face numerous challenges in the process of its initial implementation. The policy recommendations include that the Central Bank of Nigeria (CBN) should encourage consistently improved usage of telebanking, point-of-sale systems, credit cards, and other channels of cashless policy transactions in the country.

Human Capital and Community Development: A Case Study of the Ibobo Foundation, Udi Local Government Area, Enugu State, Nigeria, authored by Ukwu Felix Emeka, Ayaogu Veronica Nkemdirim, Ugwu Benson Okwudili and Charles O. Manassey, is the fifth article. The article aims to evaluate the Ibobo Foundation as an initiative for human capital development. The Ibobo Foundation is a programme established by the Umuavulu Abor community group to support youth development through structured programmess. Using the Human Capital Theory as its theoretical framework and content analysis as its research analysis method, the study explores how education and healthcare serve as two powerful instruments for human development and for achieving sustainable development in various communities and nations. The findings suggest that while community development efforts promote human capital, they may also harbour hidden agendas that favour specific socio-cultural interests. To address the challenges facing the Ibobo Foundation, in particular, and similar other community groups, the article recommends that the Foundation strengthen its strategic leadership and advocacy for innovative ideas to achieve sustained solidarity and socio-economic development. Collaborating with relevant organisations and unions and ensuring high levels of accountability and transparency are other essentials.