HUMAN CAPITAL ACCOUNTING AND MARKET SHARE PRICE OF OIL AND GAS COMPANIES IN NIGERIA

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Abstract
The increasing global emphasis on human capital accounting stems from corporate failures that exposed weaknesses in traditional financial reporting. Within Nigeria's oil and gas industry, where human expertise is central to operations, the omission of human capital from financial reports limit investor's ability to assess the value of firms. This research was carried out to examine the influence of human capital accounting on market share price of oil and gas companies in Nigeria. With a population of all the oil and gas companies in Nigeria, a sample size of eight oil and gas companies on the Nigerian Exchange Group as at 31st December, 2025 was selected using purposive sampling techniques. An *ex-post facto* research design was adopted and data were generated from the annual reports of the selected companies. The study period was from 2016 to 2025 financial year. The actual values of human capital accounting components were generated. Data obtained were analyzed using descriptive and inferential statistics specifically through multiple regression techniques. Human capital accounting was proxy by scholarship and sponsorship cost and welfare cost while market share price of oil and gas companies was proxy by market price per share. Results revealed that, scholarship and sponsorship cost have a significant positive influence while welfare cost have a negligible negative influence on market value per share. The result was evidenced by a beta coefficient of 0.228 and -0.059 for scholarship and sponsorship cost and welfare cost with a probability value of 0.04 and 0.595 respectively. It was recommended that, oil and gas companies should invest more in the area of human resources, especially by engaging the directors and employees with generous scholarship and sponsorship vis-a-vis welfare programmes and retirement benefits.

KEYWORDS: Human Capital Accounting, Market Share Price, Scholarship and Sponsorship Cost, Welfare Cost and Oil and Gas Companies

1. INTRODUCTION

Human capital is a vital source of competitive advantage in the knowledge-driven economy that has gradually replaced the production-based economy in the global economic environment in recent decades. In order to attain sustainable performance and market worth, organizations increasingly rely on the knowledge, skills, competencies, and innovative capabilities of their personnel. The idea of human capital accounting is now at the center of accounting study and practice because of this paradigm shift. The identification, measurement, and reporting of employee investments, including those related to education, training, welfare, scholarships, and sponsorships, are all part of human capital accounting. Despite being considered as expenses in the past, these costs are now more often seen as strategic investments that improve market performance and business value.

Nigeria's oil and gas industry is an essential part of the country's economy, making a substantial contribution to government revenue, foreign exchange gains, and industrial growth. The Nigerian Exchange Group's listed oil and gas firms operate in a highly competitive and unstable market that is marked by shifting oil prices, unclear regulations, and demands from technology. In a situation like this, a company's capacity to invest in, and effectively manage its human capital becomes a crucial factor in determining both success and investor confidence. Understanding how investments in human capital affect market-based performance metrics like market share price and market value per share is of growing relevance to stakeholders, including investors and analysts as well as others stakeholders.

Since traditional accounting systems have been criticized for not fully capturing the value of human resources, human capital accounting has now become increasingly popular. The true worth of businesses is understated by conventional accounting standards, which regard employee development costs like sponsorship and scholarship costs as period expenses. Long-term advantages of such expenditure, according to academics, include improved productivity, innovation, and competitive positioning. Therefore, investments in human capital have a big influence on the value and performance of businesses.

Shekwolo and Peters (2025) stated that, the market value and share price of Nigerian oil and gas companies are positively and significantly correlated with human capital expenses. Financial performance metrics like earnings per share and dividend yield are heavily influenced by human capital accounting components including training, development, and welfare costs. Comparably, data from the oil and gas industry demonstrates that human capital expenditure, such as development costs and pension payments, have a positive influence on shareholders' equity, underscoring the significance of employee-related investments in raising company value (Nwaiwu and Joseph, 2021). These results imply that the valuation of enterprises in the capital market is significantly influenced by human capital accounting.

Empirical findings are still inconsistent in spite of these revelations. Studies like Spiff (2025) have discovered negligible correlations between specific human capital expenditure and financial performance, especially when it comes to earnings per share in Nigerian oil and gas firms. This discrepancy suggests that more research is necessary, particularly using alternative performance metrics like market value per share, which represents investors' expectations and perceptions of a company's future prospects. From the standpoint of investors, market share price which is frequently a proxy for market value per share is a crucial measure of a company's performance. It includes both financial and non-financial information, such as investments in human capital, and represents the present value of anticipated future cash flows. A company's share price should represent pertinent information about its strategic resources, such as employee welfare and development, in efficient capital markets. Investors, regulators, and company managers must comprehend the connection between market share price and human capital accounting.

Scholarship and sponsorship expenses are intentional investments in staff training and career advancement in Nigeria's oil and gas sector. These expenses improve workers' managerial abilities, technical proficiency, and capacity for innovation, which boosts long-term profitability and operational effectiveness. Healthcare, safety precautions, and employee perks are examples of welfare expenditure that invariably affect employee motivation, retention, and satisfaction. It is anticipated that these human capital accounting elements would have an influence on business performance and, eventually, market valuation. It is still unclear how much these particular human capital accounting elements such as sponsorship and scholarship costs and welfare costs affect market share prices in Nigeria. Previous research, such as that of Doutimiareye and Major (2022), has mostly ignored market-based indicators in favour of accounting-based performance metrics including return on assets, return on equity, and earnings per share. This leaves a gap in the literature, especially when it comes to listed oil and gas businesses, where investment decisions heavily rely on market valuation.

The need for improved disclosure of human capital information has increased due to the growing requirement for financial statements to be transparent and comprehensive. Investors are looking for more information about how companies manage their human resources and generate long-term value; they are no longer content with standard financial measures alone. A framework for these disclosures is provided by human capital accounting, empowering stakeholders to make wise choices. In light of this, this study aims to investigate how market share pricing proxy by market value per share of listed oil and gas companies in Nigeria is affected by human capital accounting proxy by scholarship and sponsorship costs as well as welfare cost.

Statement of the Problem

Scholars and practitioners have paid close attention to human capital as a driver of corporate value. The skills, knowledge, and well-being of employees are vital to operational effectiveness and long-term sustainability in modern businesses, particularly in information-intensive and capital-sensitive industries like the oil and gas. Despite this realization, standard accounting methods still classify expenditure on human capital, such as sponsorship and scholarship fees, as expenses rather than investments. Stakeholders' ability to adequately evaluate business value seems to be hampered by this treatment, which creates a gap between the economic reality of human capital contributions and their depiction in the financial reports. This problem is especially noticeable in Nigeria's oil and gas industry. Crude oil price fluctuations, regulatory uncertainty, technological complexity, and fierce competition all contribute to the industry's unstable operating environment.

Businesses must consistently invest in their workers through employee welfare, education, and training initiatives in order to stay competitive. While welfare costs are intended to improve employee contentment, health, safety, and retention, scholarship and sponsorship fees are incurred to improve employees' knowledge and technical capabilities. It is anticipated that these expenses will result in increased productivity, innovation, and eventually higher market value. It is still unclear how much of these investments are reflected in the market share price of listed oil and gas companies as investors' assessment of a company's present performance and potential is reflected in the market share price, which is determined by market value per share. It combines market-available financial and non-financial data since they demonstrate a company's dedication to long-term growth and competitive advantage, investments in human capital should ideally have a positive influence on market value per share.

Investors may not have sufficient or credible information about the worth of human capital investments due to Nigeria's lack of standardized reporting for human capital accounting. Mispricing of shares and ineffective resource allocation in the capital market may result from this circumstance. Current research on how human capital accounting affects business performance in Nigeria has shown conflicting and ambiguous findings. Human capital costs and financial success metrics have a limited or negligible link, evidenced by some researches. However, Market-based performance metrics like market value per share have received less attention than accounting-based metrics like return on assets, return on equity, and earnings per share. Since market-based metrics are more indicative of investors' opinions and are essential for assessing business value in the capital market, this leaves a reasonable gap in the literature.

Given these difficulties, it is imperative to investigate the nexus between the market share price of listed oil and gas firms in Nigeria and human capital accounting, with particular emphases on sponsorship and scholarship expenses as well as welfare costs. Gaining knowledge about how these factors affect market value per share will help give a better understanding of how investments in human capital affect investors' perceptions and corporate valuation. It will add to the continuing discussion of whether human capital costs in financial reporting should be capitalized or expensed. The study is aimed at addressing the dearth of conclusive empirical literature about the degree to which market share price, as determined by market value per share of listed oil and gas companies in Nigeria, is influenced by human capital accounting proxy by scholarship and sponsorship costs relative to welfare costs. This is further put into the assumption for analytical detail.

Hypothesis

There is no significant influence of scholarship and sponsorship and welfare costs on market value per share of oil and gas companies in Nigeria. The focus of this study was on the oil and gas companies. While market value per share was measured by market share price for the financial years 2016 through 2025. Human capital accounting was divided into scholarship and sponsorship and welfare costs for the pertinent years.

2. THEORETICAL FRAMEWORK AND LITERATURE REVIEW

The relationship between human capital accounting and market value per share is link to human capital theory. Human Capital theory as postulated by Paul Romer in 1986 emphasizes how education increases the productivity and efficiency of workers by increasing the level of their cognitive skills. The idea that those who invest in education increase their stock of human capital was first proposed by Schultz in 1961. Educational, health, nutrition, and on-the-job training expenditure are examples of investments that increase future productive capacity at the expense of current consumption. However, the stock of human capital only increases when gross investment surpasses depreciation over time, whether through intense use or lack of use. The proponents of the human capital hypothesis added that, investing in education is a profitable way to invest in people, and it is even more valuable than investing in physical capital. The investment in human capital remains really three times more than that in physical capital, according to current information in the United States. Basic literacy increases workers' output in low-skilled jobs, according to human capital theorists. The marginal productivity of workers in high-skilled professional positions is increased by instruction that demands logical or analytical reasoning or imparts technical and specialized knowledge. It has been demonstrated that the more education provided, the larger the human capital stocks in society, and as a result, the higher the increase in national productivity and economic growth. Therefore, this theory is related with the stated objectives as the variables listed are well suited and connected in the study.

Understanding the basic causes of a human capital accounting and how it affects an organization's market value per share is very crucial. The whole of a nation's resources, including its people, abilities, and knowledge, is denoted as its human capital. From managerial, scientific, engineering, technical craft, and other skills used or potentially used in the creation, design, and development of organizations to the management and operation of service and productive businesses and economic institutions, human capital has been viewed from diverse prisms. Human capital, according to Anosa (2021), is made up of all personnel, including managers and staff. It works well for addressing a number of issues, such as employee obsolescence, turnover, and socio-technical changes. Akintoye *et al.* (2018) stated that, humans are the most crucial resources of all as they are required to activate other resources. According to him, people are the primary tools for achieving the organization's aims and objectives as well as the advancement of the country. An economy's or organization's operational efficiency is largely determined by how well its human resources are used and managed. All enterprise's operations have started and guided by the individuals who comprise that organization, automated machinery, offices, and plants that a modern business uses are useless without human guidance and effort. Humans are made to obtain the necessary funds and employ the appropriate fiscal processes. The proficiency, restraint, and overall efficacy of human organization determine every facet of a company's operations. Since the success of managing the human component determines the success of all other components, it is the primary and most crucial duty. The largest and most valuable assets of a country are its human capital, which is made up of men and women, young and old, who work in the creation of products and services. Human capital is the distinctive factor that distinguishes one company from another, according to Akerele (1991).

A source of unique competence for an organization is the human capabilities. One aspect of human endowment that encompasses people's thoughts, motives, beliefs, feelings, aspirations, and culture outside of the workplace is their energy, knowledge, and skills for purely economic purposes. Akintoye *et al*. (2018) posited that, human resources are the wealth of the nations, and they emphasize the significance of developing human capital, which includes human resources, income, or material resources that are the ultimate foundation for the wealth of the nations. Humans are the active agents who accumulate capital, exploit natural resources, build social, economic, and political organizations, and carry forward national development. A country that cannot develop its people's skills and knowledge and use them effectively in the national economy will not be able to develop anything else. Akerele (1991) stated, there are three types or means of investing in human beings. Namely; research, health expenditure, and education and training. This component of investing in human capital will raise the quantity of labour available for work either by decreasing the number of working hours or lowering the rate of worker fatalities, as well as improving the quality of labour in employment. The development of a nation's human capital is viewed as an investment choice, whereby a person forfeits a percentage of their income while undergoing education and training in exchange for higher future profits (Blundell, 1999). Although human capital has been a significant driver of growth in industrialized nations, the amount of human capital invested in less developed nations has not significantly increased the ability of their citizens to handle the demands of rapid development. It is crucial to understand that the goal of human capital development is to raise labour market institutions' effectiveness and workforce productivity (Roberts, 1991). The government has a significant influence on the labour market, and the goal of human capital development is to make the most of a country's people resources.
The matrices for human capital development of a typical oil and gas in Nigeria include but not limited to scholarship and sponsorship cost and welfare cost.

Scholarship and Sponsorship Cost

Scholarships and sponsorship cost relates to situations in which a student receives an amount of money or other forms of assistance based on their excellence and the necessity of their academic endeavours. It involves financial aid or grants given to students based on their academic performance or other accomplishments in order to fund their education. It is the financial aid given to students for their education depending on their academic performance and financial need. It is primarily divided into two categories. Namely; need-based and merit-based. The grantor explicitly specified how the funds were to be used, and the donor or department providing the scholarship establishes the standards for choosing the beneficiary. Scholarships are typically awarded based on a number of factors, including academic achievement, departmental and community involvement, employment experience, areas of study, and financial needs. Scholarship implies the possession of learning characteristics of the advanced scholar in a specialized field of study or investigation. In this study, scholarship and sponsorship cost represent the cost as stated in the annual report of oil and gas companies in Nigeria (Akerele,1991).

Welfare Cost

Welfare cost aids employees feel more motivated to take necessary actions for the company. The cost is expenses related to wealth, contentment, health, or success in a company while helping individuals in need by providing them with essentials or cash. It specifically relates to the utility obtained through the production of tangible things and services and is the degree of wealth and standard of living of an individual or a group of people. It is the aspect of social wellbeing that economic activity may provide (Akerele, 1991). Welfare depends on a number of variables, including employment, income distribution, working conditions, leisure time, output, and the limited applications of environmental functions. In this study, welfare cost represents the cost as stated in the annual report of oil and gas companies in Nigeria.

Market share price involves essential for economic growth as they ensure the flow of resources to the most productive investment opportunities. A share price in an efficient market provides investors with a good measure of any firm's performance and its value. However, given the dynamics of the share market, investors have always been confronted with the problem of predicting stock prices so as to earn decent returns. Understanding the impact of various fundamental variables on stock price is very much helpful to investors as it will help them in taking profitable investment decision. It is of interest to note that many factors both intrinsic and extrinsic influence the movement of share prices, and identifying them is of great importance to investors.

The market share price has become an essential market-metrics playing a vital role in economic prosperity in fostering capital formation and sustaining economic growth. Stock market is more than a place to trade securities; it operates as a facilitator between savers and users of capital by means of pooling of funds, sharing risk, and transferring wealth. Stock markets are essential for economic growth as they ensure the flow of resources to the most productive investment opportunities. Market price per share determines the value of the company based on its earnings. It enhances shareholders' worth and influences the decisions of potential investors. It represents the price a potential investor or buyer is willing to buy or sell its share at an arms-length transaction, in most cases through stockbrokers. Market value and book value are very important tools to measure a firm's portfolios and indicators of how well a corporate organization is performing. It is believed that while market value reveals the current market value of a company, it also provides a clue to a company's financial strength and likely future prospects; book value equally discloses the current state of the company but ignores the future growth potential of the company.

Azeez (2024) studied determinant of human development in Nigeria. The study considered the variables affecting Nigeria's growth of human capital. The Nigerian government was viewed to have historically ignored the substantial decline in infrastructure and human capital development, which lowers economic productivity in the nation. This study's main objective was to investigate the variables affecting Nigeria's human capital development. Over a 35-year period, from 1988 to 2022, the study examined the patterns and trends of human capital development in Nigeria. Top of form looked at the variables influencing Nigeria's human capital development. Fertility rate, GDP, inflation rate, and human development index were all examined using time series analysis. The data used in this study came from the Central Bank of Nigeria and the World Bank database. Descriptive measurements such as mean, median, skewness, and kurtosis were employed, as well as inferential statistics such as correlation analysis, unit root test, autoregressive distributed lag model, and error correction estimates as estimation tools. The study discovered evidence of a short-term relationship between the variables. The study also discovered that, while statistically insignificant, the gross domestic product had a favourable influence on the human development index. Fertility rate has a statistically significant negative influence on the Human Development Index ($t = 1.32$; $p = 0.206$). The human development index was positively and significantly influenced by the inflation rate ($t = -0.8$; $p = 0.0215$; $t = -1.66$; $p = 0.002$). This implies that Nigeria's human capital development was more heavily influenced by the country's fertility and inflation rates. Findings, has it that, Nigeria's human capital development was mostly determined by the country's fertility and inflation rates. Based on its results, the research recommended that in order to improve the quality of human development, the government should spend more money on the health sector.

Nwachukwu (2024) examined human capital development, a driver for educational improvement in Nigeria. The potential of human capital development as a catalyst for Nigerian educational advancement was examined. The study examined the foundational ideas of education and human capital development as well as how these components work together to enhance Nigeria's educational system. In order to reduce unemployment and underemployment, there were several ramifications for education, with a special emphasis on the value of offering hands-on training, improving infrastructure, and putting in place efficient workforce planning. The study's conclusion urged the government and curriculum designers to work together to provide students the knowledge and self-reliance they need for Nigeria's educational system to expand sustainably. The importance of fairness, contextualization, child-centered teaching, sustainability, and other crucial elements of high-quality education and human development were recommended as being crucial to the long-term viability of Nigeria's educational system.

Johnson (2024) studied human resource planning and organizational performance of deposit money banks in Awka. The study considered how human resource planning affected organizational performance in the banking

industry, specifically in deposit money banks in Awka, Anambra state. The study used a *survey* research design and collected data from two main sources: primary and secondary. The primary source of data was the questionnaires that were given to respondents to get their opinions and views. Textbooks, journals, papers, the internet, unpublished projects, and other relevant studies and comparable discoveries that were significant to the research activity and carried out by other researchers were the secondary sources of data used in the study. Employees of deposit money banks in Awka, Anambra State, were the sample chosen by the researcher. To determine the precise number of workers at deposit money banks in Awka, Anambra State, the whole workforce was obtained from the human resources department. 136 respondents were chosen using Taro Yamane formular. The study found that, human resource training and development has a positive and significant influence on employee effectiveness at deposit money banks; recruitment and selection have a positive and significant influence on employee productivity at deposit money banks, Awka, Anambra State and the study showed that human resource planning has a positive and significant influence on organizational performance. It was concluded that the dimensions of human resource planning have a significant influence on organizational performance in deposit money banks Awka, Anambra State. It was recommended that, deposit money banks and their HR managers should regularly conduct HR planning and evaluation to ascertain the labour market's supply and demand before hiring new staff; train current staff members to prepare them for future job openings and work with training organizations to create specially designed programs to meet their workforce requirements.
Omisope *et al*. (2024) examined the influence of human resource accounting on the financial performance of deposit money banks in Nigeria. The study was aimed at the ability of a manager to manage other resources without unquestionably important to the success of the company. There was a growing interest in the field of human resource accounting and reporting. The study revealed that while other researchers have looked at human resource accounting in various industries with a focus on various businesses, much has not been done to evaluate the influence of HRA in the banking industry. There was a serious debate among scholars regarding the best approach to use when determining the price and worth of employees as an intangible asset for the business's financial records. The study considered how Nigerian deposit money banks' financial performance was affected by human resource accounting. In particular, it looked at how human resource accounting affected Nigerian deposit money banks' return on equity (ROE) and measured how human resource accounting (gross labour cost) affected their profit after tax (PAT). The ten (10) mentioned banks that were listed on the Nigerian Exchange Group Plc provided the secondary data for this study. From 2011 to 2020, their financial summary and yearly reports were utilized. The data obtained from the financial reports of the banks under examination were analyzed using the ordinary least square technique (OLS) regression and descriptive statistical, Pearson correlation using the Statistical Package for Social Science (SPSS) version 23. The study's linear regression models supported the previously established research hypotheses. Return on equity (ROE) was positively influenced by human resource accounting (gross labor cost) by 0.001. However, with a P-value of $0.222>0.05$, the influence of GLC was statistically negligible. Findings showed that human resource accounting positively affects profit after tax (PAT), and that this impact was statistically significant with a P-value of $0.039 <0.005$ at the significance level. The study confirmed that human resource accounting has a major beneficial effect on bank profitability. Using the decision-making theory as a guide, it was conclusion that organizational financial success is impacted by the performance of its constituents. It was recommended that companies should invest more in the education and training of their employees in order to ensure low employee turnover and high employee retention.

Odewusi *et al*. (2024) examined human resource accounting and optimizing investment decisions: Empirical evidence from listed deposit money banks in Nigeria. Deposit money banks were the backbone of Nigeria since they provided financial services to all sectors of the economy. The study demonstrated that deterioration in financial performance has been the outcome of the volatility that the Nigerian banking sector has endured throughout time due to various financial situations. Therefore, it was essential that, the idea should be carefully thought of. This study examined the connection between human resource accounting and the optimization of investment choices made by deposit money banks with Nigerian registrations. An *ex post facto* research design was used in the study. Ten of the 22 deposit money banks listed on the Nigerian Exchange Group (NGX) Plc were chosen using the purposive selection method, making up the study's population. The study was conducted from 2013 to 2022. Data was taken from the audited financial records that were made available to the public and then verified by outside auditors. Both descriptive and inferential statistics were used to analyze the data. With Adjusted R2 = 0.577, F (6, 10) = 1.23, and P-Value = 0.000, the study's results showed that human resource accounting significantly affected the profitability per share of deposit money banks in Nigeria. Dividend per share of Nigerian deposit money banks was significantly impacted by human resource accounting; AdjR2 = 0.476; F (6, 10) = 1.80; P-Value = 0.002. The net profit margin of Nigerian deposit money banks was significantly impacted by human resource accounting (AdjR2 = 0.426; F (6, 10) = 9.20, P-Value = 0.001). The study found that the capacity of Nigerian deposit money banks to maximize their investment choices was significantly impacted by human resource accounting. It was recommended that, policymakers should keep a careful eye on human resources accounting standards and measures, such as the breakdown of staff development, acquisition, and training expenses, and how they affect the deposit money banks' total investment decisions.

3. METHODOLOGY

The study employed *ex-post facto* research design. With this approach, it is possible to quantify the statistical correlation between and among the study's variables using previously acquired data. The 8 companies in the oil and gas category that were listed on the Nigerian Exchange Group as of December 31, 2025 are included in the study population. Based on the availability and accessibility of their annual reports for the study period, 8 companies made up the study's population using Taro Yamane technique and the purposive sampling technique respectively. The study's secondary data came from publicly available yearly reports and accounts of Nigeria's oil and gas firms. 80 sample points were produced as a result for the study. The data for the study came from secondary sources. Data were analyzed using descriptive and inferential statistics. Dependent and independent variables were the two basic categories into which the study's variables of interest were divided. Market value per share of Nigeria's oil and gas companies, as measured by market share price, served as the study's dependent variable. The oil and gas firms in human capital accounting, which was broken down into scholarship and sponsorship vis-a-vis welfare costs served as the study's independent variables. In order to test the stated hypothesis a functional relationship based on multiple regression analyses were developed in general form as follows:

$$y = f(x) \qquad \text{Equation}$$

Where, y is the market value per share measured by market share price, x is the human capital accounting (HCA) measured by scholarship and sponsorship vis-a-vis welfare costs respectively. In a functional form, it is stated as;

$$MSP = f(SSC, WC) \qquad \text{Hypothesis}$$

Substituting market value per share and human capital accounting variables in a regression statistics equation, the following model were developed thus;

$$MVPS_{it} = \beta_o + \beta_1(SSC)_{it} + \beta_2(WC)_{it} + e_{it} \qquad \text{Hypothesis}$$

Where: MSP = Market Share Price
β_o = Constant Terms
β_1 = Estimated Coefficients of the Independent Variables
SSC = Scholarship and Sponsorship Cost
WC = Welfare Cost
e = Error Term
i = Number of Firms
t = Number of Years

4. DATA ANALYSIS AND FINDINGS

The data analysis for the study was done using Statistical Package for Social Science version 25.0 at 5% level of significance. The analysis includes descriptive analysis and regression analysis.

Table 4.1: Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
MVPS	80	.18	5809.00	415.84	1045.06	4.039	.269	17.619	.532
SSC	80	.00	149123558.00	5119119.03	24871206.74	5.035	.269	24.492	.532
WC	80	.00	25343308.00	770494.31	3377027.93	5.836	.269	38.013	.532
Valid N (listwise)	80								

Source: Author's Analytical Output (2026)

Table 4.1 shows the descriptive statistics of variables used in the study. Market share price which was proxy by market value per share was the dependent variable in the study. From table 4.1, market value per share has a minimum of 0.18 and a maximum of 5809. Also was a mean of 415.84 with a standard deviation of 1045 of the market value per share. This signifies the deviation of mean and standard. The coefficient of skewness of 4.039 implies that the data is positively skewed and tilted towards the right tail of the distribution, hence leptokurtic as the kurtosis value stood at 17.612 but is visualized to be highly peak with a thin bell and a heavy tailed and meet the acceptable criteria.

Scholarship and sponsorship in table 4.1 indicates that, the minimum and the maximum values of 0.00 and 149,123,558 respectively with the mean value of 511,919.03 and standard deviation of 24,871,206.74. This shows a dispersion of the mean and standard deviation of scholarship and sponsorship. The coefficient of skewness of 5.035 implies that the data is positively skewed and the data set and tilted towards the right tail of the distribution. The kurtosis value of 24.492 suggests that, the scholarship and sponsorship is leptokurtic in nature and meets the normal distribution criteria.

Welfare cost in table 4.1 indicates that, the minimum and the maximum values were 0.00 and 25,343,308 respectively with the mean value of 770,494.31 and standard deviation of 3,377,027.93. This shows a dispersion of the welfare cost of the mean and standard deviation. The coefficient of skewness of 5.836 implies that welfare cost is positively skewed and the data set tilted towards the right tail of the distribution. The kurtosis value of 38.013 suggests that the welfare cost is leptokurtic in nature and meet the acceptable distribution criteria.

Hypothesis: There is no significant influence of scholarship and sponsorship cost and welfare cost on market value per share of listed oil and gas companies in Nigeria

Table 4.2: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.236[a]	.056	.031	1028.57795	1.689

a. Predictors: (Constant), Scholarship and Sponsorship Cost and welfare Cost
b. Dependent Variable: Market Value Per Share
Source: Author's Analytical Output (2026)

Table 4.3: ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4816007.975	2	2408003.988	2.276	.110
	Residual	81463890.645	77	1057972.606		
	Total	86279898.620	79			

a. Dependent Variable: Market Value Per Share
b. Predictors: (Constant), Scholarship and Sponsorship Cost and welfare Cost
Source: Author's Analytical Output (2026)

Table 4.4: Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	381.000	120.474		3.162	.002		
	SSC	9.563	.000	.228	2.055	.043	1.000	1.000
	WC	-1.832	.000	-.059	-.534	.595	1.000	1.000

a. Dependent Variable: Market Value Per Share
Source: Author's Analytical Output (2026)

Table 4.2, presents the summary of the influence of scholarship and sponsorship cost and welfare cost on the market value per share of listed oil and gas companies in Nigeria. The Adjusted R-square of 0.031 indicated that 3.1% of the scholarship and sponsorship cost and welfare cost actually contributed to the market value per share of the listed oil and gas companies in Nigeria and is explained in the regression model. Table 4.3 showed a p-value of 0.110> 0.05. This implies that null hypothesis was accepted and the alternate hypothesis rejected. This implies that, there is no significant influence of scholarship and sponsorship cost vis-a-vis welfare cost on market value per share of the listed oil and gas companies in Nigeria. Table 4.4 showed a beta coefficient of 0.228 and -0.059 of scholarship and sponsorship cost and welfare cost. For scholarship and sponsorship cost, it implies that, if other variables are held constant, as scholarship and sponsorship cost increases, market value per share increases in that magnitude. A ₦1 increase in of scholarship and sponsorship cost would lead to a ₦22.80 increase in market value per share. For welfare cost, it implies that, if other variables are held constant, as welfare cost increases, market value per share decreases in that magnitude. A ₦1 increase in welfare cost would lead to a -₦5.90 decrease in market value per share.

Discussion of Findings

Inspired by the quest to find out if human capital accounting influences the market share price of listed oil and gas companies in Nigeria, human capital accounting was stratified into scholarship and sponsorship cost and welfare cost dimensions. In line with these classifications, three hypotheses were developed and analyzed. Data for the variables across eight listed oil and gas companies for a period of ten years were computed and analyzed and the result are discussed below.

The hypothesis with a t-statistics of 2.276, a probability value of 0.110 greater than 0.05, and a regression coefficient of 0.228 and -0.059 demonstrated an insignificant positive and negative influence of scholarship and sponsorship cost vis-a-vis welfare cost on market value per share. This implies that the scholarship and sponsorship cost vis-a-vis welfare cost have an insignificant positive and negative influence on market value per share of listed oil and gas companies in Nigeria. The analysis of this result implies that, a unit increase in the independent variables will cause about 0.228 increase in market value per share of the sector. In the same vein, a unit increase in the independent variables will cause about -0.059 decrease in market value per share of the sector. This assumes that investing in human wealth improves the creation of value in the long run. This finding is in line with that of Onyekwelu and Ironkwe (2021) who asserted an insignificant effect of human capital cost on financial performance of listed industrial goods manufacturing firms in Nigeria for the period studied.

5. CONCLUSION AND RECOMMENDATIONS

Based on the test results, the researcher draws the conclusion that there is a significant and a negligible influence of human capital accounting on market value per share of oil and gas companies in Nigeria. Therefore, human capital accounting has a greater influence on market value per share, which improves effectively firm performance. The researcher suggests the following:

1. Oil and gas companies should invest more in the area of human resources, especially by engaging the directors and employees with generous scholarship and sponsorship programmes as well as retirement benefits.

2. To improve on the quality of human capital accounting, government should spend more money on the welfare of staff specifically, the health sector to boost the morale of workers.

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