A COMPARISON OF TWO CLASSES OF CONSTRAINED OPTIMIZATION MODELS IN OPTIMIZING THE COST OF HUMAN CAPACITY BUILDING: A FOCUS ON TERTIARY INSTITUTION

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ABSTRACT

Training and re-training of academic staff and non-academic staff in Nigerian tertiary institution cannot be neglected in other to achieve the millennium goal. However, it is imperative that staff are trained at a minimum cost. The work exploits two mathematical programming models namely; Linear programming (LP) and integer Linear Programming Model (ILP) to minimize the cost of training both academic and non-academic staff in junior and senior categories. The study makes a comparison between the two methods. The result reflects that, some constraints are violated when optimal results of LP models are rounded off to nearest integer. However, all the constraints are satisfied at optimal level when ILP is applied. Therefore, the results obtained indicate that the ILP model is the best approach to the problem of personnel management in terms of efficiency and accuracy.

Keywords: Linear Programming (LP), Integer Linear Programming (ILP), Branch and Bound method (B&B), Dual Simplex Method and Operations Research (OR).

INTRODUCTION

One of the areas which has attracted much attention in the literature about the public sector efficiency during the last few decades is the educational sector. As such, all hands must be on desk to protect this sector during this period of economy recession where prudency is the only way out.

Most tertiary institutions in Nigeria make use of intuition or trial and error method to select number and the category of their staff to be sent for training (academic/professional) at a minimum cost within a specified period of time.

As such, these institutions will find it difficult to allocate limited resources within their capacity to ensure minimum cost on training programs.

Personnel management is the ability to manage problems relating to recruitment, selection, training and development of man power to different areas. Its Optimization is an area of wide research. Highly complex problem can be modeled and solved to optimality or near optimality using LP or ILP. This paper hopes to give the reader an idea about real world scenario that is modeled to

differentiate between LP and ILP. The two classes of constrained optimization model considered in this work share the same general structure of optimization with restriction. Linear programming is the simplest of all and is still the most widely used type of constrained optimization model. Integer linear programming requires one or more of the variables to take on positive integer values and are harder to solve.

Any organization that wants to survive, must embrace operation research as one of the weapons in finding solutions to complex managerial decision. The theoretical techniques use verbal expression while quantitative methods make more use of mathematical symbols in arriving at solutions to model and analyze this decision taking problems. Among these quantitative technique are LP and ILP models.

Some researchers make it pertinent that the use of scientific methods, particularly LP and ILP in the allocation of scare resources is of vital importance for any enviable growth of the organization see Taha (2008), Johannes (2016), Richard (1991), Biniyam and Tizazu (2013), and the references therein.

Human resources of any organization are the largest factor of production. Any citadel of learning without creative mind and innovative personnel will bring zero growth to the nation. Therefore capacity building should be given adequate attention to achieve the millennium goal.

Linear programming can be viewed as part of a great revolutionary development which has given mankind the ability to state general goals and to lay out a path of detailed decisions to make in order to "best" achieve its goals when faced with practical situations of great complexity (Dantzig 2002).

Linear programming and its many extension have come into wide use. In academic circles, industries, military, business and others.

For convenience we define a pure integer problem as linear programs in which all the variables are integer. Otherwise the problem is a mixed integer problem.

More so, if all the variables in the optimal solution are allowed to take 0 or 1, such is referred to as 0-1 or standard discrete programming problem (Kalavathy, 2002). Meanwhile, our approach in this study is a pure integer linear programming techniques.

The significances of ILP are numerous, several occurring situations in business and industry that extend to planning models involve integer valued variables. In manufacturing, production is frequently scheduled in terms of batches, lots or runs. In allocation of goods, shipment must involve discrete number of trucks and in particular personnel management where numbers of staff should strictly assume positive integers.

Aim and Objectives.

The aim of this study is to make a position on the best constrained optimization model which stands as a veritable tool in dealing with personnel management problems.

Objectives of the study

The main objectives of the study are:

- i. To develop a realistic model in minimizing cost of training the staff in tertiary institution.
- ii. To consider the models as LP model
- iii. To consider the models as ILP model.
- iv. To compare the efficacy of ILP and LP in personnel management optimization.

LITERATURE REVIEW

Application of LP began in 1947, (in connection with the planning activities of the military) by George B. Dantzig, shortly after world war II and has been keeping the pace ever since with the extraordinary growth of computing power. Dantzig was fascinated by the work of Wassily Leontief who proposed in 1932 a large but simple matrix structure which he called the interindustry input-output model of the American Economy (Dantzig, 2002).

Linear programming technique is a very resourceful method in various fields. In the study by Snezana and Milorad (2009), they present a method for modeling and optimizing an industrial steam condensing system by linear programming techniques. LP is used to minimizing the total cost for energy net costs in steaming condensing systems.

Waheed (2012), demonstrates the use of linear programming methods as applicable in the manufacturing industry where KASMO industry limited, Osogbo, Nigeria was taken as a case study.

Kourosh, et al (2013), solve transportation problems using linear programming in Services Company. The paper reveals that an evaluation of 500 largest companies in the world showed that 85% of them have used linear programming.

Akinyele (2007), applies LP model based on integer programming to the determination of effective size of manpower to be engaged. His study also incorporate global constraints such as production capacity/demand rate and allowable time of operation into the model to reflect the reality activities in production organization in developing countries.

In the study by Agarana, Anake and Adeleke (2014), LP was applied to the management of loan portfolio of banks, where an answer is provided to the question of how to avoid possible occurrence of non-performing loans, bad and doubtful debts in banks.

In 2013, Mina, et al exploit LP to establish the optimal combination of production and the optimal allocation of human resources in a beverage company.

Integer linear programming began in 1958 by Gomory, unlike the earlier work on the travelling salesman problem (TSP) by Fulkerson (1954).

Land and Doig in 1960, introduced another method called Branch & Bound (B&B) which has turned out to be one of the most successful ways to solve practical ILP (Kurtz, 1992). Fulkerson and Johnson, (1954), on travelling salesman problem (TSP) provided a remarkable sources of idea for solving by hand combinational optimization problems including cutting, B&B and Lagrangian duality. Dantzing, Fulkerson and Johnson pioneered the idea of employing LP relaxation and valid inequalities to solve integer programs by solving (including a proof of optimality) a 49- city TSP

in USA (Richard 1991). It is amazing that the three authors were able to find an optimal solution of such large TSP at instant and prove its optimality by manual computation. Biniyam and Tizazu (2013), worked on personnel scheduling using ILP model in which Avantis Blue-Nile Hotels, in Ethiopia serves as a case study. They used ILP to determine an optimal weekly shift schedule for the Hotel's engineering department personnel.

John, Ganesh, and Narayanan (2010), in their paper proposed a vendor selection model using ILP model for multi-product, multi-vendor environment. As such, their model is validated with a case study by implementing the model for Agricultural equipment whole sale company.

Christodoulos and Xiaoxia, (2005), reviewed the advances of mixed-integer linear programming (MILP) for the scheduling of chemical processing systems.

METHODOLOGY

A linear programming is the problem of maximizing (or minimizing) a linear function subject to a finite number of linear constraints.

Min
$$\sum_{j=1}^{n} c_j x_j$$

Subject to $\sum_{j=1}^{n} c_j x_j \ge b_i (i = 1, 2, ... m)$
with $x_j \ge 0 \ (j = 1, 2, ... n)$.

if $x_i \ge 0$ and x_i are integers then LP model becomes an ILP model.

Mathematical formulation of the model

(i) Decision variables:

Let x_1 represent an individual in the senior category

Let x_2 represent an individual in the junior category

(ii) Objective function:

Minimize (z) = $c_1 x_1 + c_2 x_2$

Where c_1 and c_2 are the cost coefficients of training senior and junior staff respectively. c_1 and c_2 are taken as unity for simplicity and flexibility of the model.

(iii) Constraints:

The constraints for this work are basically the least time available for both academic and professional training. The available time for academic staff is 36 months (equivalent to minimum time for Ph.D degree) while non-academic is 18 months (equivalent to minimum time for professional & academics masters)

Therefore the general model governing the work is given as:

min
$$\sum_{j=1}^{2} c_j x_j$$

Subject to:
 $\sum_{j=1}^{2} a_j x_j \ge bi \ (i = 1, 2, ... n)$
With $x_i \ge 0$, in case of ILP $x_i \in \mathbb{Z}^+$

(iv) Non negativity condition:

Case I

 $x_1, x_2 \ge 0$

Case II

 $x_1, x_2 \in \mathbb{Z}^+$

Case II renders the system as pure ILP models

The models

The models are developed according to Academic and Non-academic units.

Academic units are divided into four schools namely: School of Applied Science, School of Management Science, School of Engineering and School of Environmental Studies. Therefore, the work focuses on formulation, analysis and interpretation of five models as LP and ILP.

Let: Non-academic model = model I

School of Applied Science = model II

School of Management Studies = model III

School of Engineering = model IV

School of Environmental Studies = model V

Model Assumptions

- i. The coefficient of the objective function is assumed to be one million naira.
- ii. The time constraints for non-academic staff is assumed to be at least 18 months.
- iii. The time constraints for academic model is assumed to be at least 36 months.
- iv. The constraints & objective function are linear.

Valuation of the model

The model was validated with a polytechnic academic structure in Nigeria, where the non-academic staff are sub-divided into Rectory, Bursary, Library, Registry, Works & Services and Medical. We collected the data from Personnel Establishment department of a federal polytechnic to validate the models. Due to the agreement of confidentiality the name of the Polytechnic is withheld.

ILP

Academic staff are divided into various schools and departments.

Non Academic Units Model:

LP

Li		11.1
$Min(z) = x_1 + x_2$		$Min(z) = x_1 + x_2$
Subject to:		
$27x_1 + 37x_2 \ge 18$	(Rectory)	$27x_1 + 37x_2 \ge 18$
$36x_1 + 10x_2 \ge 18$	(Bursary)	$36x_1 + 10x_2 \ge 18$
$20x_1 + 22x_2 \ge 18$	(Library)	$20x_1 + 22x_2 \ge 18$
$80x_1 + 23x_2 \ge 18$	(Registry)	$80x_1 + 23x_2 \ge 18$
$55x_1 + 50x_2 \ge 18$	(Works & Services)	$55x_1 + 50x_2 \ge 18$

$$13x_1 + 15x_2 \ge 18$$
 (Medical) $13x_1 + 15x_2 \ge 18$ with $x_{1,1}x_2 \ge 0$ with $x_{1,2}x_2 \ge 0$ & $x_{1,1}x_2 \ge 0$

ACADEMICS UNITS MODEL:

School of Applied Science Model

	ILP
	$Min(z) = x_1 + x_2$
(Food Technology Dept.)	$12x_1 + 14x_2 \ge 36$
(SLT Dept.)	$20x_1 + 23x_2 \ge 36$
(Maths & Stats Dept.)	$13x_1 + 15x_2 \ge 36$
(Comp. Science Dept.)	$9x_1 + 8x_2 \ge 36$
(OTM Dept.)	$10x_1 + 9x_2 \ge 36$
(HMT Dept.)	$9x_1 + 6x_2 \ge 36$
(Nutrition & Dietetics Dept.)	$7x_1 + 7x_2 \ge 36$
	with $x_{1,}x_{2} \ge 0 \& x_{1,}x_{2} \in \mathbb{Z}^{+}$
	(SLT Dept.) (Maths & Stats Dept.) (Comp. Science Dept.) (OTM Dept.) (HMT Dept.) (Nutrition & Dietetics Dept.)

School of Management Studies Model

LP		ILP
$Min(z) = x_1 + x_2$		$Min(z) = x_1 + x_2$
Subject to:		
$7x_1 + \ge 36$	(Bus. Admin. Dept.)	$7x_1+\geq 36$
$8x_1 + 4x_2 \ge 36$	(Public Admin. Dept.)	$8x_1 + 4x_2 \ge 36$
$3x_1 + 4x_2 \ge 36$	(Insurance Dept.)	$3x_1 + 4x_2 \ge 36$
$14x_1 + 4x_2 \ge 36$	(Accountancy Dept.)	$14x_1 + 4x_2 \ge 36$
$10x_1 + 4x_2 \ge 36$	(Banking & Finance Dept.)	$10x_1 + 4x_2 \ge 36$
$9x_1 + 6x_2 \ge 36$	(GNS Dept.)	$9x_1 + 6x_2 \ge 36$
$7x_1 + 4x_2 \ge 36$	(Marketing Dept.)	$7x_1 + 4x_2 \ge 36$
with $x_{1,}x_{2} \geq 0$		with $x_{1,}x_{2} \ge 0 \& x_{1,}x_{2} \in \mathbb{Z}^{+}$

School of Engineering Model

LP		ILP
$Min(z) = x_1 + x_2$		$Min(z) = x_1 + x_2$
Subject to:		
$21x_1 + x_2 \ge 36$	(Electrical/Electronic Dept.)	$21x_1 + x_2 \ge 36$
$22x_1 + 4x_2 \ge 36$	(Mechanical Engineering Dept.)	$22x_1 + 4x_2 \ge 36$
$13x_1 + x_2 \ge 36$	(Civil Engineering Dept.)	$13x_1 + x_2 \ge 36$
$9x_1 \ge 36$	(Computer Engineering Dept.)	$9x_1 \ge 36$
with $x_1, x_2 \ge 0$	with	$x_1, x_2 \ge 0 \& x_1, x_2 \in \mathbb{Z}^+$

School of Environmental Studies Model

LP		ILP
$Min(z) = x_1 + x_2$		$Min(z) = x_1 + x_2$
Subject to:		
$9x_1 + 10x_2 \ge 36$	(Surveying & Geoinformatics. Dept.)	$9x_1 + 10x_2 \ge 36$
$8x_1 + 7x_2 \ge 36$	(Architecture Dept.)	$8x_1 + 7x_2 \ge 36$
$6x_1 + 8x_2 \ge 36$	(Quantity Surveying Dept.)	$6x_1 + 8x_2 \ge 36$
$11x_1 + 9x_2 \ge 36$	(Urban & Regional Planning Dept.)	$11x_1 + 9x_2 \ge 36$
$7x_1 + 7x_2 \ge 36$	(Estate Management Dept.)	$7x_1 + 7x_2 \ge 36$
$10x_1 + \ge 36$	(Building Technology Dept.)	$10x_1 + \ge 36$
with $x_1, x_2 \ge 0$		with $x_1, x_2 \ge 0 \& x_1, x_2 \in \mathbb{Z}^+$

DATA ANALYSIS

The work exploits two techniques Dual simplex and Branch & Bound techniques to obtain solutions to our LP and ILP models respectively via TORA Mathematical package.

Results: See the appendix for the output of the work sheets

Table 1: Optimal results of different models.

Model	LP Optimum Solution	ILP Optimum Solution
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1	Min $(z) = 1.23$	Min(z) = 2
	$x_1 = 0.22$	$x_1 = 1$
	$x_2 = 1.01$	$x_2 = 1$
2	Min $(z) = 5.14$	Min(z) = 6
	$x_1 = 1.71$	$x_1 = 2$
	$x_2 = 3.43$	$x_2 = 4$
3	Min(z) = 10.29	Min(z) = 11
	$x_1 = 5.14$	$x_1 = 6$
	$x_2 = 5.14$	$x_2 = 5$
4	Min(z) = 4	Min(z) = 4
	$x_1 = 4$	$x_1 = 4$
	$x_2 = 0$	$x_2 = 0$
5	Min $(z) = 5.40$	Min(z) = 6
	$x_1 = 3.60$	$x_1 = 4$
	$x_2 = 1.80$	$x_2 = 2$

Table 2: Comparison table between approximated optimal result of LP and ILP

MODELS	LP			ILP				
Model I	Z	χ	1		χ_2	x_1	x_2	Z
		Actual	Rounded	Actual	Rounded	Actual	Actual	
		Value	Value	Value	Value	Value	Value	
	1.23	0.22	0	1.01	1	1	1	2
Model II	5.14	1.71	2	3.43	3	2	4	6
Model III	10.29	5.14	5	5.14	5	6	5	11
Model IV	4	4	4	0	0	4	0	4
Model V	5.40	3.60	4	1.80	2	4	2	6

INTERPRETATION OF RESULTS

The various models output are presented in table 1. The approximated optimal value of IL is presented in table 2 to conform to reality (human beings cannot assume a fractional value)

1. Considering the LP models

From model 1, No senior staff is expected to be sent for training to minimize the cost of training at $\[mathbb{N}1.23\]$ m. From model II, 2 senior staff and 3 junior staff can be sent for training to minimize the cost at $\[mathbb{N}5.14\]$ m. From model III, equal number of senior and junior staff can be sent for training ($x_1 = x_2 = 5$) at $\[mathbb{N}10.29\]$ m. From model IV, 4 senior staff can be sent for training and no junior staff should be sent for training to optimize cost of training at $\[mathbb{N}4\]$ m. From model V, 4 senior staff can be sent for training and 2 from the junior cadre at a cost of $\[mathbb{N}5\]$ m.

2. Considering the ILP models:

The same number of senior and junior staff ($x_1 = x_2 = 1$) can be sent for training at a minimum cost of \mathbb{N}^2 m. From model II, 2 senior staff and 4 junior staff can be sent for training at a cost of N6m. From model III, 6 senior staff and 5 junior staff can be sent for training at an optimal cost

of N11m. From model III, 4 senior and no junior staff should be sent for training in order to minimize the cost at N4m. From model IV, 4 senior and 2 junior staff should be sent for training at a minimum cost of N6m

CONCLUSION

The work successfully established the models of optimizing the cost of building human capacity in the citadel of learning. Furthermore, the study obtained the optimal solution to the five models with the help of Dual Simplex Method (LP) and Branch & Bound Technique (ILP).

With critical observation from our findings, in the case of **model I;** when this model is taken as (LP) we obtained the optimum solution to be min (z) = 1.23, $x_1 = 0.22$, $x_2 = 1.01$. Since we are dealing with human beings, the results of our decision variables $x_1 = 0.22$ & $x_1 = 1.01$ are meaningless (fractional part of staff cannot be obtained as a living being). Hence we are forced to round them off to nearest integer i.e. $x_1 = 0$, $x_2 = 1$. With these rounded off values, we observed that the rounded values of x_1 and x_2 violate all the constraints except the first constraint. This implies that our solution is not a good optimal solution. Taken the model as ILP, we obtained solution given as min (z) = 2, $x_1 = 1$, $x_2 = 1$, in all ramifications values x_1 and x_2 satisfy all the constraints. Hence one junior and one senior staff should be sent for training within the cost implication.

Similar observation was made in **Model II**, If taken as LP; we have min (z) = 5.14, $x_1 = 1.71$ and $x_2 = 3.43$, if these values are rounded to nearest integer i.e. $x_1 = 2$ and $x_2 = 3$. The seventh constraint is going to be violated (hence not a good solution). But if the model is treated as ILP we shall obtain an optimum solution that satisfies all the constraints i.e. min (z) = 6, $x_1 = 2$, $x_2 = 4$.

Also another typical observation was made in **Model III**; If examined as LP, we have min (z) = 10.29, $x_1 = 5.14$ and $x_2 = 5.14$, rounding off gives $x_1 = 5$ and $x_2 = 5$. These value violate the third constraint. But if the model is viewed as ILP we have optimum solution as min (z) = 10, $x_1 = 4$, $x_2 = 6$, which automatically satisfies all the constraints.

Though models IV and V after rounding off to nearest integer do not violate any of the constraints. This is not always the case. In conclusion, it worth noting that the rounded values in **model I**, **Model II** and **Model III** do not give the exact objective when substituted into the objective function. In this research work, the best approach to personnel management model is the ILP model because it alleviates this computational burden dramatically, since B & B method embraces an intelligent search procedure designed to reach optimum integer solution without rounding off the result. Therefore, we recommend that a viable approach to solving personnel management of the type investigated in this work is ILP.

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APPENDIX

List of academic and non-academic staff:

Units	Department	Senior Staff	Junior Staff
Non Academic unit	Rectory	27	37
	Bursary	36	10
	Library	20	22
	Registry	80	23
	Works & Services	55	50
	Medical	13	15
Academic unit:	Food Technology	12	14
School of Applied	SLT	20	23
Science	Maths & Statistics	13	15
	Computer Science	9	8
	Office Tech & Mgt.	10	9
	Hospitality Mgt.	9	6
	Nutrition & Dietetic	7	7
Academic unit:	Business Adm.	7	-
School of Mgt.	Public Adm.	8	4
Studies	Insurance	3	4
	Accountancy	14	4
	Banking & Finance	10	4
	General Studies	9	6
	Marketing	7	4
Academic unit	Electrical/Elect.Engineering	21	1
School of	Mechanical Engineering	22	4
Engineering	Civil Engineering	13	1
	Computer Engineering	9	-
Academic unit	Surveying&Geo-Info.	9	10
School of	Architectural Design	8	7
Environmental	URP	6	8
Studies	Estate Magt.	11	9
		7	7
	Building Tech.	10	-



















