
A POLEMICAL REVIEW ON FIRM'S CAPITAL STRUCTURE DECISION

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Abstract

The argument on firm's capital structure decision emanates from the work of Modigliani and Miller in 1958 where they claim indifference in the use of debt or equity in the capital structure. However, this gave rise to other theories countering their assumption. These include the trade-off theory which claims that a firm financing with debt has advantage and disadvantage in the form of tax benefits from interest payment and the cost of financial distress. Whereas the pecking order theory states that there is no well-defined target debt ratio as assumed by the static trade-off model; rather firms financing decisions are determined by the costs of adverse selection emerging from the information asymmetry as such there is a preference on financing decision. On the other hand market timing theory contend that the capital structure of the companies is a function of the managers' options when seeking to implement the changes in the stock price on the capital market and, therefore, enhance the cash inflow of new capital issue when the stock is overvalued and repurchase when it is undervalued. This study reviews the literature on capital structure in relation to the existing theories of capital structure so as to find out the acceptable theory of capital structure supported by empirical studies.

Finally the review finds inconclusive findings with regards to firms financing option and hence it recommends that capital structure should be considered from industry and the company size perspectives.

Key Words: Capital, Debt, Decisions, Equity, Finance

Introduction

Capital structure decision is a decision concerning the liabilities and stockholder's equity side of the firm's statement of financial position, such as the decision to issue bonds (Graham, Harvey & Puri, 2012). Therefore, capital structure decisions involve methods that are used to raise funds for the purpose of making acquisitions and investments. These decisions are generally concerned with the firm's financing option, which is the way in which the company finances its assets using the combination of financing sources. The relevance of capital structure in determining corporate performance regarding profitability and firm's value has been a topic of discussion to researchers. Capital structure decisions are vital because a change in the gearing ratio can affect a company's financing ability, risk, and cost of capital, investment and strategic decisions and ultimately shareholder returns (Adami, Gough, Muradoglu and Sivaprasad, 2015; Muradoglu & Sivaprasad, 2012).

The stepping stone in modern day capital structure argument is (Modigliani & Miller, 1958). They argue that leverage decision has no impact on firm's value, which implies that firms, which fully finance their investment with equity alone or debt or a combination of debt and equity, will make no difference to

the share value. Though they based their argument on an unrealistic assumption of a perfect world with no tax, no transaction cost. However, when they introduced tax in to their model in 1963, they then argue that with tax advantage of debt financing, firms can use as much debt as possible when they have choice of maximising share price. This assumption was criticised for not considering agency and bankruptcy cost of debt financing. This gave rise to the theory that takes bankruptcy costs into account, the trade-off theory.

The trade-off theory predicts that, despite the tax relief that favours debt financing, firm should consider balancing between the tax benefit and cost of financial distress to maximise share value. Hence the trade-off theory predicts a target leverage that optimises firm value. This notion is contradicted by the pecking order theory, introduced by (Myers & Majluf, 1984). The pecking order theory suggests that firms financing policy are made based on preference, but not a target debt ratio as proclaimed by the trade-off theory. They further state that firm financing decisions are determined by the cost of adverse selection emerging from asymmetry of information among the well-versed managers and less-versed investors. This theory posits that there

is a preference of financing from internal source of finance and, when these are exhausted, firms prefer safer debt to riskier equity. Hence inconsistencies exist within the literature on the effective financing pattern of firms.

This study intends to review the literature on capital structure in relation to the existing theories of capital structure. Specifically the study wants to find out the acceptable theory of capital structure supported by empirical studies.

Literature Review:

Introduction

Financing decision is a decision concerning the liabilities and stockholder's equity side of the firm's balance sheet, which involve decision to issue either equity or debt (Harvey, 2012). Thus, financing decisions are decisions regarding the method that are used to raise funds to finance firm's project. Capital structure decisions are vital because a change in the debt to equity ratio can affect a firm's financing ability, risk, and cost of capital, investment and strategic decisions and ultimately shareholder returns (Adami et al. 2015, Muradoglu & Sivaprasad, 2012). Firm's financing behaviour could be explain according to the trade-off between tax benefit of debt and the cost of financial distress

(Modigliani & Miller, 1963) or in contrast, according to pecking order theory, where a firm's financing preference usually begins with the choice of internal financing which involved the use of retained profit to finance new investment then followed by the selection of external funding through the use of new funds like debt, equity, and hybrid securities for the purpose of investment (Myers & Majluf, 1984). Another assumption is that the capital structure of the companies is a function of the managers' options when seeking to implement the changes in the stock price on the capital market and, therefore, enhance the cash inflow of new capital issue when the stock is overvalued and repurchase when it is undervalued (Baker & Wurgler, 2002).

Theories of Capital Structure

Modigliani and Miller's Theory

The choice of financing through equity or a combination of equity and debt arises for the purpose of maximising the shareholders' wealth. One of the leading studies as to how firms make their financing decision is the Modigliani and Miller (1958) theory of capital structure which is known as MM theory. Their final formula which defined the value of a leveraged firm as the total of the market value of the debt finance plus the

market value of the equity capital is the starting point of this argument. Modigliani and Miller (1958) theory states that debt to equity ratio cannot change the firm's overall value, and shareholders wealth cannot be improved by altering the debt-to-equity ratio; it did not matter whether the company had a high level of gearing or minimum debt level (Modigliani & Miller, 1958).

Modigliani and Miller (1958) study includes many unrealistic assumptions. They assume that the firm operates with a perfect knowledge, a world in which individual shareholders can borrow and lend out at the same rate as the bigger corporations and in which taxation and cost of financial distress do not exist. It is also assumed that all free cash flows were continuous, and hence there is no growth. Moreover, it is assumed that there is no asymmetry of information (i.e., inside managers and outside investors have same information), no agency cost, and all debt are risk free (i.e., are borrowed or loaned at risk free rate of return).

Modigliani and Miller (1958, p. 278) further assumed that “the average cost to any firm is completely independent of its capital structure and is equal to the capitalisation rate of a pure equity stream of its class.” After forming these connections, Modigliani and Miller (1958) established the proof by

forming two equal companies, an all equity firm and the other comprise of equity and debt. After their simulation, their conclusion was that the value of the geared firm was equal to the value of un-geared firm.

Modigliani and Miller (1958) at that point extended their model by including corporate taxes. For them to take tax issue in to consideration, they had to modify the profit earned net of taxes. Furthermore, Modigliani and Miller (1958, p. 285) defined net return as “the sum of interest, preferred dividends, and stockholders income net of corporate income taxes.”

Modigliani and Miller (1958) assessed the consequences of their research for the theory of investments and formulated Proposition III which states that a firm in a class to which it belongs dealing in the best interest of the shareholders will exploit an investment opportunity with a rate of return equal to or higher than the firms cost of capital, regardless of the financing used. They then reveal that additional financing and the retention of profit or the payment of dividends is to be considered. They later revised the impact of investments on the different formulas without taxes and then take the effect of corporate taxes on investments in to consideration.

Modigliani and Miller (1963) issued a paper in order to correct the error in their 1958 research by recognizing the taxation assumption. This has led to a different conclusion claiming that a firm which is interested in maximising shareholders wealth employ as high level of gearing as possible. MM states that when there is corporation tax relief on interest payments, then the cost of capital can be influenced by debt to equity ratio. However, they failed to consider the effect of employing excessive debt as well as bankruptcy and agency costs.

The Trade-off Theory

Miller and Modigliani models were criticised as being supporting unlimited debt and did not compensate for the trade-offs of excessive debt, bankruptcy, and agency costs. Some of the critic's shows that the trade-offs would have to consider the increased volatility of the returns, and ultimately, both the direct and indirect effect of bankruptcy but not only the benefits of higher debt.

The existence of tax relief provides an advantage which favours borrowing. Although, when the proportion of debt in the capital structure increases then the risk of equity owners and even the debt providers increase because the likelihood of rising cost of financial distress increases hence, the idea

of trade-off between tax benefit of debt and the cost of financial distress .

The trade-off theory states that, a firm financing with debt has advantage and disadvantage in the form of tax benefits from interest payment and the cost of financial distress (Bieman & Thomas, 1972). Consequently, as debt increases the marginal tax benefit of additional increases in debt declines, hence a firm that is optimizing its overall value will focus on this trade-off when choosing the combination of debt and equity to be used for financing. The firm's optimal capital structure encompasses the trade-off between the impact of corporate and personal taxes, bankruptcy costs and agency costs.

Thus, static trade-off model stresses the existence of optimal capital structure. The model regarded a firm as setting target leverage ratio which they want to attain as observed by various studies. Robichek and Myers (1966) for example, states that with bankruptcy and reorganisation costs debt policy is relevant, and internal optimal capital structure can exist. Also Baxter (1967) in agreement with Baumol and Malkiel (1967) found that capital structure will be relevant with tax advantage of bonds and nearly zero transaction cost. They further state that there is no basic disagreement between the

conclusions that arise from the new theory of corporation finance and much of what can be observed in a company behaviour, and that both are consistent with the principles of received economic theory. Kraus and Litzenberger (1973) stressed the existence of internal optimal capital structure if there are bankruptcy and reorganisation costs. While Stiglitz (1972) argues that if the bond is dealt in a distinct market where investors are more doubtful about the firm than its equity stockholders, at this moment an adequately significant increase in debt can reduce the firm's total value. Similarly, Rubinstein (1973) claims that if the groups comprising of stockholders and available securities in the respective market are separate and if the bond is dealt in a distinct market where dealers are more risk averse than the shareholders in the firm's equity, then increase in leverage can lower the overall value of the firm.

Myers (1977) also reveals that the cost of expected bankruptcy would balance with the value of tax benefits, such that the firm would attain the optimal capital structure which in the long run would maximise the firm's total value. Furthermore, DeAngelo and Masuli (1980), state that optimal capital structure exists for each firm by including corporate tax code features into Miller's personal tax model. However, Miller (1977) in his critics

against the trade-off model compared the balancing of tax benefit with the cost of financial distress, as similar to "the recipe for the fabled horse and rabbit stew of one horse and one rabbit". Taxes are enormous and they are certain, whereas bankruptcy is uncommon.

Leland and Pyle (1977) argue that financial markets are taut with information asymmetries. They also reveal that with the internal investors' investment in to firms project, firm's value will increase even when there are no taxes, and firms with riskier returns will have lower leverage even without bankruptcy cost. They support their argument by mentioning that managers and entrepreneurs have more information pertaining to their own projects and industries than lenders. They further argue that lenders would benefit by having knowledge of the true features of their borrowers, but moral and ethical hazard block the sharing and transferring the information among market participants. They also reveal that markets would operate more efficiently and the risk of asymmetry of information would decrease as the corporate managers transferred more information to investors and lenders. They further states that information is transferred to investors and lenders indirectly by corporate insiders, they

then interpreted the information together with other external information seeking to gain hidden meaning and clues.

Pecking Order Theory

Myers and Majluf (1984) examined the effect of information asymmetry on firm's investment decisions and suggest a pecking order model of corporate financing. Pecking order theory states that there is no well-defined target debt ratio as assumed by the static trade-off model; rather firms financing decisions are determined by the costs of adverse selection emerging from the information asymmetry between the well-informed managers and less-informed investors. Moreover, Myers and Majluf (1984) assume that managers act in the best interests of older shareholders and that there was a preference for debt and equity financing. They further assume that investors do not participate in management, and do not set their portfolios in response to the company's investment decision, except perhaps to buy a scheduled part of any new issue.

Myers and Majluf (1984) also states that the assumptions makes financing better. A firm with sufficient financial slack where they defined slack as the skill of a firm to be able to invest in a project instantly as a result of

having larger balances of cash and marketable securities, or an ability to issue default risk-free debt straight away would execute all positive net present value opportunities. The same firm without slack would pass up some positive net present value opportunities, as such it is necessary to avoid passing up net present value investment opportunities (Myers & Majluf, 1984). They further argue that slack may also explain "pecking order theory," a firm's preference for internal finance till exhausted and then debt financing at a lower interest rate and finally external equity finance. Similarly, Brounen, Jong and Koedijk (2005) in a survey on capital structure choice has emphasised the presence of pecking order behaviour which was not driven by the information asymmetry. Danis, Rettl and Whited (2014) execute a test of trade-off theories of capital structure on dynamic theories where debt issuance costs bring about the issue of capital structure idleness. They present their test based on the relationship between profitability and leverage where at optimum they find a positive cross-sectional relationship between profitability and leverage. Consequently, their findings were in agreement with the active trade-off model in which irregular capital structure rebalancing is optimal.

However, Shyam-Sunder and Myers (1999) argue that pecking order model has better time-series explanatory power than trade-off model. Though, Chirinko and Singha (2000) criticise Shyam-Sunder and Myers (1999) test as it generates misleading inferences and that their empirical evidence can evaluate neither pecking order nor static trade-off models.

Fama and French (2002) argue that both the trade-off and the pecking order theory are in agreement on many predictions and explain some firms financing behaviour and none can be rejected. However, in contrast to the trade-off predictions they find that more profitable firms have less book and market leverage. Moreover, Fama and French (2002) find evidence that leverage is mean-reverting as against the pecking order models prediction.

Market Timing Theory

Market timing theory looks at the capital structure of the companies as a function of the managers' options when seeking to implement the changes in the stock price on the capital market and, therefore, enhance the cash inflow of new capital issue when the stock is overvalued and repurchase when it is undervalued (Baker & Wurgler, 2002). Companies strive to issue new shares once

the market value is high relative to accounting value and historical value (Vergas, Cerqueira & Brandão, 2015). Capital market consideration is closely connected to information asymmetry (Kayhan & Titman, 2007). The level of efficiency of a stock market plays an essential role for several hypothetical approaches that combine information asymmetry and capital structure theory. For example, signalling theory requires that capital markets are efficient at a certain level so that the signal can be efficiently absorbed by price movements caused by a leverage announcement. Similarly, according to Vasiliou, Eriotis and Daskalakis (2009), the suggestions of the market timing theory concerning the effects of market performance correspond with the assumptions of pecking order theory. However, lack of efficiency prompts the mechanism of the market timing approach (Baker & Wurgler, 2002).

Benefits of Debt

Korteweg (2010) studies the broadness of net benefits to debt financing and measure the variation of optimal capital structure with firm characteristics. In his study, (Korteweg, 2010) also examined whether firms are under-levered and to determine the broadness of friction costs of being away from optimal

capital structure. Korteweg (2010) use a sample of 29,753 firm-months for 290 firms across 30 Fama–French industries. Korteweg (2010) find that the average firm at its value-maximizing leverage ratio is worth 5.5% above the same firm without leverage. He reveals that profitable firms with low depreciation, stable profits, and low market to-book ratios, and during economic expansions has greater net benefits. While extremely distressed firm has adverse net gains (cost of financial distress) of -15% to -30% which is higher than Andrade and Kaplan (1998) findings of 10% to 23% with small sample of distressed buy-out firms.

Korteweg (2010) further reveals that for firms with minimum leverage ratio, the net benefits increase in leverage but decrease when leverage becomes high, which is implying that there is an optimal capital structure that maximizes the benefits net of the costs of debt financing. Unlike other studies, Korteweg (2010) find that smaller, more profitable firms have higher optimal-debt ratios and that the optimal leverage move pro-cyclically. In agreement with some of the previous literature, he finds optimal leverage as positively related to the ratio of tangible assets and negatively related to depreciation, profit volatility, and market-to-book ratios. On average, firms are to some

extent under-levered; relative to their target capital structure (Korteweg 2010). This is contrary to the earlier findings of Hovakimian, Hovakimian and Tehranian (2004) who argue that the significance of stock returns in firm financing decision could be attributed to pecking order and market timing behaviour but not target leverage. In their studies on the relationship between profitability and leverage find that profitable firms do not borrow much to offset the leverage deficit. On the other hand, unprofitable firms issue equity to compensate the surplus leverage as a result of accumulated losses. The study examines corporate financing behaviour from 1982 to 2000 of non-financial firms from Compustat. On the other hand, Salman and Munir (2012) argue that firms prefer equity financing than debt as against the pecking order theory. Salman and Munir (2012) indicated that the purpose of their paper was to determine the firm's financing preference between debt and equity and how it impact on the company's performance. Thus, they selected Maple Leaf Cement Company of Pakistan as their sample and collected data for eleven years from 2000 to 2010. Salman and Munir (2012) uses financial ratio analysis to determine the impact of debt and equity finance on firm's performance; the ratios chosen were leverage

ratio, liquidity ratio, profitability ratio, dividend pay-out ratio and price earnings ratio. Salman and Munir (2012) further reveal that they use leverage ratio to ascertain the ability of the firm to meet up its obligation as in Martin and Scott, (1974) a firm whom gearing is lower than its established target or lower than an industry target would be likely to issue debt instead of equity. They also use liquidity ratios to ascertain the credit worthiness of the firm, because a firm with poor liquidity would find it difficult to meet up its current obligation and thus could not satisfy its lenders. An earlier study by Martin and Scott (1974) also reveal that when deciding on debt – equity financing, organisation should analyse the impact of additional finance cost on its liquidity position. The greater the firm's anticipated liquidity position, the better its debt capacity. Similarly, a firm with greater existing liquidity would be expected to have a choice of issuing debt as compared to issuing equity. Salman and Munir (2012) disclose that they choose profitability in their study because of its importance to the business owners, when profits are growing can lead to an increase in market price of common stock there by creating capital gain. On the other hand profitability is also important to creditors as it reveals the firm's ability to pay and service

it debts (Salman & Munir, 2012). According to Martin and Scott (1974), a firm with high level of profitability is more likely to issue debt than equity. Martin and Scott (1974) reveal that market condition influence financing decision, companies with higher price per earnings ratio are more likely to issue equity than debt. If the market price of the firm's ordinary share is low and the anticipated higher profit for the future will raise the price, management might choose the issue of debt to secure the fund needed. Salman and Munir (2012) conclude that equity financing has positive impact on firm's performance than debt financing.

Leverage and Share Price

Unlike other studies, Cai & Zhang (2011) examined capital structure effect on share price and did not find that leverage change adversely affects profits, if return on assets (ROA) and earnings before interest, tax and depreciation (EBITDA) are used as indicators of profit. They found that a change in leverage can affect the share price very quickly but the effect does not usually continue into the next year. Their sample consists of firms with pertinent data obtainable on CRSP and Compustat Monthly stock returns and market capitalisation. Data were collected from CRSP while firm characteristics were collected from

Compustat quarterly industry file from 1975 to 2002 except all financial and utility firms. They also exclude firms with extreme leverage ratios greater than one or less than zero from their sample. Their results reveal that for both the equal and the value-weighted portfolios, shows a decreasing trend in portfolio alphas when change in leverage ratio increases. Thus, they argue that asset pricing factors cannot expound the negative effect of leverage changes on stock price. They further say that, since the negative connection between leverage ratio changes and next-quarter's stock returns cannot be explain by factor models, the firm's capital structure choice may rely on other firms characteristics not considered by these factors.

In agreement with Myers debt overhang theory, Cai and Zhang (2011) find a considerably negative effect of change in leverage on portfolio returns. They further reveal that the negative relationship between leverage change and share prices is robust for firms that have higher leverages, higher default risks, or face more financial constraints. It therefore suggests that an increase in leverage ratio has a more serious adverse effect on share price for firms that are more likely to suffer from debt overhang.

They also find that the negative effect of leverage change on share price is considerable for financially healthy firms. Their result therefore suggests that the default risk cannot fully explain the negative relationship between change in leverage and share prices, but rather it is possible to be driven by change in projected future cash flows.

Discussion

Overall, there is conflicting assumptions between these theories and none of these theories seem to fully explain capital structure decision of a firm. Despite that the theories differ in their interpretation, they all attempts to explain the firm's debt to equity behaviour. However, none of these theories should be rejected, but market timing theory appears to give more explanation of firm's financing option than the other theories. The empirical test on these theories also reveals inconclusive results as the findings did not agree with each other. For example, Graham, Leary and Roberts (2015) argue that current capital structure models are unable to explain the firms leverage change. They further reveal that both change in firm characteristics and change in the relation among these characteristics were unable to explain the firms change in leverage over the decade. But

to some extent macro-economic uncertainty and financial sector development plays an important role on firms leverage changes. Their sample covers a long period from 1920 – 2010 and comprises all non-financial firms in the Centre for Research in Security Prices (CRSP) data base which are also available in Compustat or Moody's industrial manual and find a significant change in corporate financial policy in US firms over the last hundred years. Graham, Leary and Roberts (2015) reveal that total corporate leverage and regulated sector leverage remained stable over the period, while leverage of the unregulated firm has substantially increased. Therefore, empirical studies failed to agree on the optimal capital structure of the firm. Hence, it will be concluded that capital structure of the firm need to be observed from industry point of view and company size.

Conclusion

This study reviewed the existing capital structure theories and some empirical findings on how best the mix of debt and equity will be in the firm's capital structure. A number of scholars have been debating for decades since when Modigliani and Miller came up with the argument that the ratio of debt to equity in the firms' capital structure cannot change the total value of the firm.

They claim that it does not matter whether the firm have high level of gearing or minimum debt level. However, due to various assumptions that are not viable, Modigliani and Miller (1958) considered incorporating tax in to their proposition which resulted to another conclusion claiming that a firm which is interested in maximising shareholders wealth employ as high level of gearing as possible.

Since then various argument arises which brought about the trade off theory which assume that, a firm financing with debt has advantage and disadvantage in the form of tax benefits from interest payment and the cost of financial distress (Bieman & Thomas, 1972). Another argument is that of the pecking order hypothesis which claim that firms choice of capital structure is based on the pecking order of preference while market timing theory looks at the capital structure of the companies as a function of the managers' options when seeking to implement the changes in the stock price on the capital market. In general, there are mixed evidence find in support of these theories and none of these theories seem to fully explain capital structure decision of a firm. Therefore, the review find that capital structure decision of firm remains an issue of debate since there is no agreement by scholars on a single theory.

Hence, none of these theories is rejected. Moreover, the review also finds that empirical studies that tested these theories reveal conflicting results.

Hence, this study recommends that there is need to consider capital structure from industry and the company size perspectives.

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ASSESSMENT OF RECRUITMENT POLICY AND IMPLEMENTATION ON ORGANIZATIONAL PRODUCTIVITY IN NASARAWA STATE CIVIL SERVICE COMMISSION, LAFIA

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Abstract

Recruitment policy of any organization spells out the objectives of the recruitment and provides a framework for implementation of the recruitment programme in the form of procedures. Recruitment procedures are designed to ensure the adequate supply of personnel who are technically sound, highly disciplined and committed to the achievement of organisational goals and objectives. This study attempts to assess the recruitment policy of the Nasarawa State Civil Service Commission and its implementation as it affects organizational productivity. Five relevant research questions were formulated to guide the study. Descriptive statistics was utilized to analysed the data collected from respondents through self-constructed questionnaire designed for this purpose. The results obtained shows that primordial, parochial and political influences affect recruitment exercises conducted by the Nasarawa State Civil Service Commission. The principle of meritocracy is often relegated to the background to pave way for god-fatherism and "man-know-man" syndrome in recruitment exercises in the Commission. The study also revealed that the stipulated periods of recruitment into the State Civil Service is not complied with. This paper concludes by recommending that political office holders and top government functionaries should minimize or stop constant interference in the issue of staff recruitment into the Nasarawa State Civil Service. The Commission should endeavour to absorb the most qualified, highly disciplined and committed human resources that will boost the productivity of the State Civil Service and help the government achieve effectiveness and efficiency in service delivery.

Keywords: *Recruitments, Policy, implementation, organisational productivity.*

Introduction

It is a truism that machines have been developed to do the work human beings used to do it is also true that the machines cannot operate themselves. These machines that have been deployed by organizations must be operated by human beings in order to achieve desired results. It therefore behoves every organization (public or private) to depend on the effective use of its available human resources in order to achieve its objectives. These resources (human and material) should be in the right quantity, quality and time, if they are to be effectively utilized. However, one of the resources of the organisation which is considered as the most vital, most valuable, most complicated and the least predictable is the human resource. This is because it is the human resource that processes the other resources of the organisation so that the goals and objectives of the organization are achieved (Omisore & Okofu, 2014).

All over the world, the services provided by governments are done through public servants. Public servants are those that work in the public service of any country or state. In Nigeria, public servants are made up mainly of senior and junior staff, as well as executive, technical and administrative cadres who are largely distinguished based on their educational qualifications, training, skills, ranks and the duties they discharge. The term Public Service covers agencies of government (federal or state) civil service, the legislature and judiciary as well as their agencies and parastatals. It encompasses the civil service in the strict sense of the ministries and departments of central or state

government and the field administration. It also includes local governments. The Public Service is a dynamic structure of government which operates based on rules that are reviewed every five years in Nigeria so as to keep in tune with changing times to serve the current needs of society and to provide for the future requirements of the people (Yaro, 2014).

The efficiency and effectiveness of any work place (whether the private or the public sector) largely depend on the calibre of the workforce. The availability of a competent and effective labour force does not just happen by chance but through an articulated recruitment exercise (Peretomode & Peretomode, 2001).

Recruitment is a set of activities used to obtain a sufficient number of the right people at the right time from the right places (Nickels et al., 1999), and its purpose is to select those who best meet the needs of the work place, and to develop and maintain a qualified and adequate workforce through which an organization can fulfil its human resource plan. A recruitment process begins by specifying human resource requirements (numbers, skills mix, levels, time frame), which are the typical result of job analysis and human resource planning activities (Cascio, 1986).

Recruitment of personnel for the state civil service is one of the crucial tasks of modern government and lies in the heart of the problem of personnel administration (Basu, 1994). The state and federal civil service commissions serve as employment agents for the civil services in Nigeria and they do the

recruitment without a fee (Nwachuckwu, 2000). Specifically, the authority for recruitment into the Nasarawa State civil service is the Nasarawa State Civil Service Commission (NCSC). However, the commission delegates powers to ministries and local governments to recruit junior staff on GL 01-06.

The Nigerian federal civil service system emphasizes uniformity, standardization, and transparency (Babaru, 2003) in recruiting competent applicants. Despite these emphases, it is perceived that the recruitment process lacks equity and transparency, making it difficult if not impossible to recruit the best qualified applicants for available jobs in the service. The perceived problems of recruitment in Nasarawa state civil service could be attributed to factors such as ethnicity, nepotism, and religious differences. Environmental influences such as technological, social, political and economic demands also cause problems that affect recruitment into the state civil service. The recruitment process requires monitoring these problems and its impact on the recruitment exercise in order to attract broad range of potential applicants, and screen out unsuitable applicants. It is on this backdrop that this study, therefore, aims to identify the prevalent problems affecting recruitment in to Nasarawa State Civil Service.

Statement of the Problem

Recruitment of competent and qualified staff is vital for organisational competitiveness, and a failure to approach this function effectively will have consequences for future job performance. There are no doubt that there are remarkable consequences of

ignoring to assess the impact recruitment process have on productivity. Consequences could range from high rate of job turnover, as a result of incessant layoff of workers by organisation due to inefficiency and ineffectiveness, underperformance of employees, inability to cope with new challenges or changes, non-competitiveness, lack of service excellence, poor services, waste of organization's money, time and other valuable resources due to inefficiency and finally the bottom line is low level of productivity (Uzuajeme, 2014).

The problem under study is not that one has not been able to address the effect recruitment had on the productivity of civil service in Nasarawa State, Nigeria. But it is regrettable to note that in Nigeria many state civil services do not select the right people to right job as a result of what is termed god-fatherism. The net effect is that the organisation will hire wrong person. It is obvious that hiring someone who does not fit a particular job or who does not suit the culture of the organization may cause serious problems. The symptoms of these problems include disciplinary problems, disputes, absenteeism, high labour turnover, fraud, low productivity, poor service delivery, suppressed creativity, innovations and learning. All these may culminate to yield low level of organizational productivity. It is against this background that it becomes pertinent to examine the effect of recruitment policy on organizational productivity in Nasarawa State Civil Service.

Objectives of the Study

This paper seeks to examine the effect of recruitment policy on organizational productivity in Nasarawa State Civil Service Commission. The specific objectives of this study are:

- i. To determine whether the merit system is adopted in recruitment into the Nasarawa State Civil Service;
- ii. To determine how frequent recruitment is conducted into the Nasarawa State Civil Service;
- iii. To determine whether training and professionalism are used as guiding principles in recruitment into the Nasarawa State Civil Service;
- iv. To determine if there a positive relationship between recruitment policy and productivity in Nasarawa State Civil Service; and
- v. To determine whether recruitment policy is strictly adhered to as against primordial and political influence.

Literature Review

There are a number of resources that contribute towards the success of any organization, such as manpower, money, machine, material, information, idea, and other inputs. While these resources are important, the human factor is the most significant one because it is the people who have to coordinate and use all other resources (Chandan, 1987). Recruitment is integral part of human resource, and involves the process of identifying and attracting or encouraging potential applicants with needed skills to fill vacant positions in an organisation (Peretomode & Peretomode 2001), matching them with specific and suitable jobs, and

assigning them to these jobs (Chandan, 1987). Job analysis, which is the study of what is to be done, where, how, why, and by whom in current and predicted job, begins the recruitment process (McCormick, 1976). This analysis involves compiling a detailed description of tasks, determining the relationship of the job to technology and to other jobs and examining the knowledge, qualifications or employment standards and requirements (Jain and Saakshi, 2005). A Job analysis does two things (Clifford, 1994). First, it tells the recruiter about the job itself by specifying the essential tasks, duties, and responsibilities involved in performing the job.

This is called job description (Ash, 1988). Second, it describes the skills, knowledge, abilities and other personal characteristics needed to perform the job. This is called job specification (Levine, 1983) as cited in Briggs (2007). Job analysis provides essential information for recruitment (Brannick et al., 1992), and a thorough job analysis helps in the placement decision of an organization by specifying the requirements of a job and the abilities of the person to meet these requirements so that specific jobs are assigned to those people who will be most productive.

Concept of Recruitment

Recruitment forms the first step in the process of filling a vacancy which continues with selection and ceases with the placement of the candidate on the job. It is the next step in the procurement function, the first being the manpower planning. Recruiting makes it possible to acquire the number and types of people necessary to ensure the continued

operation of the organisation. Recruiting is the discovering of potential applicants for actual or anticipated organisational vacancies.

According to Flippo (as cited by Raney, et al. (2008)), recruitment is the process of searching for prospective employee and stimulating them to apply for jobs in the organisation. It is an important function of staffing. If employer chooses right people for right job it gives them assurance for the success of organisation; and management is able to achieve its target. It leads to good productivity, morale and goodwill. According to Werther and Davis (as cited in Raney, et al. (2008)), recruitment is the process of finding and attracting capable applicants for employment. The process begins when new recruits are sought and ends when their applications are submitted. The result is a pool of applicants from which new employees are selected. Lewis (1985) defines recruitment as: "The activity that generates a pool of applicants, who have the desire to be employed by the organisation, from which those suitable can be selected." In other words, "recruitment is a process of attracting applicants with certain skills, abilities and other personal characteristics to job vacancies in an organisation". Furthermore, it is not only the activity that satisfies the needs of the company, it is also an action that influences the future of the organisation and its sustainable development (Sarma 2008)

Concept of Productivity

Productivity is an overall measure of the ability to produce a good or service. In specific term, productivity could be seen as the measure of how specified resources are managed to accomplish timely objectives as stated in terms of quantity and quality. Productivity may also be defined as an index that measures output (goods and services) relative to the input (labour, materials, energy, and so on). There are two major ways one can increase productivity in an organization: increase the numerator (output) or decrease the denominator (input). Of course, a similar effect would be seen if both input and output increased, but output increased faster than input; or if input and output decreased, but input decreased faster than output. Organizations have many options for use of this formula, labour productivity, machine productivity, capital productivity, energy productivity, and so on. A productivity ratio may be computed for a single operation, a department, a facility, an organization, or even an entire country.

Productivity is often confused with efficiency. Efficiency is generally seen as the ratio of the time needed to perform a task to some predetermined standard time. However, doing unnecessary work efficiently is not exactly being productive. It would be more correct to interpret productivity as a measure of effectiveness (doing the right thing efficiently), which is outcome-oriented rather than output-oriented.

Recruitment Policy

As Yoder et al. (as cited in Raney, et al. 2008) observed, recruitment policy spells out the objectives of the recruitment and provides a

framework for implementation of the recruitment programme in the form of procedures. It may involve a commitment to broad principles such as filling vacancies with the best qualified individuals. The recruitment policy may embrace several issues such as the extent of promotion from within, attitudes of enterprise in recruiting old, handicapped, and minor individuals, minority group members, part-time employees and relatives of present employees. In addition, the recruitment policy may also involve the organisation system to be developed for implementing the recruitment programme and procedures to be employed. Explicitly, an organisational system is a function of the size of an enterprise. In smaller enterprises, there may be merely informal recruiting procedures and the line official may be responsible to handle this function along with their usual responsibilities.

On the other hand, in larger organisations, there is usually a staff unit attached with personnel or an industrial relations department designated as employment or recruitment office. This specialisation of recruitment enables staff personnel to become highly skilled in recruitment techniques and their evaluation. However, recruitment remains the line responsibility as far as the personnel requisition forms are originated by the line personnel, who have also the final word in the acceptance or rejection of a particular applicant. Despite this, the staff personnel have adequate freedom in respect of sources of manpower to be tapped and the procedure to be followed

for this purpose. Recruitment policy covers the following areas:

- i. To prescribe the degree of emphasis inside the organisation or outside the organisation;
- ii. To provide the weight age that would be given to certain categories of people such as indigenes;
- iii. Population, physically-handicapped personnel, personnel from scheduled castes/tribes and other backward classes;
- iv. To prescribe whether the recruitment would be centralised or decentralised at unit levels;
- v. To specify the degree of flexibility with regard to age, qualifications, compensation structure and other service conditions;
- vi. To prescribe the personnel who would be involved in recruitment process and the role of human resource department in this regard;
- vii. To specify the budget for meeting the expenditures incurred in completing the recruitment process (Raney, et al., 2008).

Effect of Recruitment Policy on organizational Productivity

Organisational productivity usually relates to efficiency and effectiveness. Productivity is one of the most challenging issues related to manufacturing and service organisations or agencies. While relatively easy to measure in some environment, such as manufacturing organizations, it is not so easy in service agencies. Yet given the political and economic demands for accountability and resources conservation, public and private

service entities need to address organisational productivity. Productivity usually relates to efficiency (how many valuable resources are used relative to what it produced) and effectiveness (measuring the ability of the manufacturing or service process to produce the desired result). This can be achieved if and only if the recruitment and selection process of an organization is designed up to the standard that is devoid of nepotism and chance to meet the challenging constraints affecting the organization (Irwin, 2003).

Merit Principle in the Nigeria Public Service

The recruitment of civil servants in Nigeria is said to be based on the principle of merit. The concept of merit, according to Nigro and Nigro (1973) as cited in Akintude (2017) involves the application of scientific techniques to analyse job duties, construct examinations and rationalize personnel procedures. The Nigeria civil service inherited the merit system from the British Administration. The merit objective was to promote outstanding service by recruitment the best talented employees through competitive examination. It also sought to remove patronage, nepotism, favouritism and corruption in the recruitment of public officials. The merit principle governed in the recruitments of the merit system in management are; an independent recruitment agency of the civil service commission and competitive examination. Ideally, the first step in the recruitment process should be advertisement of vacancies. But in practice, the advertisements of vacancy are not always done. The commission depends mostly on unsolicited applications, which are made by

job seekers not in response to any advertisement but made in anticipation of vacancies in the organization. Positions are only advertised by the commission when there are little or no unsolicited applications.

These advertisements are always dull and incapable of attracting the most competent men and women to apply. For instance, these advertisements are scanty in information about career prospects. The prevalence of unsolicited application in the Nigeria public service in general is an indication of the existence of large proportions of job seekers who have no patience to wait until there are advertisements. The basic weakness of this technique of unsolicited application is the ignorance of job seekers of areas where there particular talents are most needed. The unemployed are not fully exposed to the employment opportunities open to them, and finally the technique has failed to attract the most talented and available manpower that is required for certain specific posts. Those with requisite qualification are invited for competitive examinations, made up of written and oral test which are in form of a mixture of essay or free answer questions and short answer type with multi-choice questions. Those candidates, who are successful in the written examinations both for appointments to the administrative professional and the standard clerical and technical positions, are subjected to rigorous oral interviews. The principle objective of personal interview is to evaluate the personality traits of the candidates and their potential abilities.

Implementation of Recruitment Policy in Civil Services

The implementation of recruitment policy in both federal and state civil services in Nigeria is anchored on the principle of meritocracy. Merit system relates to the management of professional personnel in a neutral, pressure-free environment. It is as stated by Sulardi in Sotyowati (2016) "As with many questions in public administration, the issue of how the overall public personnel function should be organized has been plagued by an attempt to realize several incompatible values at once. Thus, achieving neutral competence requires the creation of a relatively independent agency to help insulate public employees from the partisan demands of political executives."

Another obstacle in the implementation of the merit system is personnel management and nepotism. Nepotism is the employment of relatives in the same organization or the use of family influence to employ them in other organization. This means that nepotism is hiring relatives in the same organization or use family influence to hire someone in another organization (Abdallah et al., 1998). Furthermore, Prasojo (as cited by Setyowati, 2016) states that there are three key factors in policy implementation, in particular the recruitment and selection policies: technical factors are directly related to the activities and measures undertaken in the field, political factors related to the actors involved as well as the issues of authority. Gatewood and Field (2001) argued that to implement good recruitment policy, the process needs to be planned and implemented carefully. Gatewood and Field believed that recruitment should be done by a special part of an organization having the ability to predict and accurately assess the ability of

each applicant's talents. This is in accordance with what is stated by Prasojo that in terms of recruitment and selection, executing agency should be separated from policy-making institutions and should be independent to avoid conflict of interest. In the implementation structure, the relationships in the chain must be a minimum; there is prevention and intervention outside, and there is control over the implementation (Prasojo, 2006).

Theoretical Perspective

According to Awamber and Ijeoma (1998) as cited in Okereka (2015) the application or theoretical frameworks to the analysis of any phenomena be it social, political or developmental is crucial in any research endeavours. This is because it serves as a basket to filter the variables of study and present them for possible compassion. In this study therefore, the Marx Weber bureaucratic theory, also known as Weberian ideal bureaucratic model will be adopted to explain the recruitment policies and politics with a view to using its characteristic recommendations to measuring the identified factors inherent in the process of recruitment in public service and the primary level of education in particular. This will enable us to present a clearer understanding of this paper.

According to Thompson, (1983) as cited in Okereka (2015) the Weberian ideal bureaucratic theory thrives on the legal rational authority notion and has become a dominant practice in institutions of modern society. This authority structure is called "Legal" because authority is exercised by means of a system of rules and procedures.

Thus to uphold all the prescribed features of bureaucracy as postulated by weber, the staff must be selected on the basis of merit and are regularly trained.

By way of analysis, the ideal type bureaucratic theory assumes that order i.e prescribed procedures, recruitment based on merit rather than patronage will engender competence, efficiency and overall development. It is our contention in this study that an employee who is recruited based on merit may tend to specialized, be impersonal, keeping good official record as against those recruited based on patronage.

Nasarawa State Civil Service Commission has over the years been criticized for implementing a recruitment policy based on ethnicity, religious differences, nepotism and god-fatherism. It has been identified that ethnicity religion, party loyalty and other primordial factors had always influenced the independence of the commission and other recruiting bodies.

Specifically, the recruitment of personnel based on merit can only become a culture in Nasarawa State Civil Service Commission when it proactively adopt the weberian recommendation as it relates to recruitment and selection. Thus, we believe that with strict adherence to the weberian ideal bureaucratic theory recommendations in implementing recruitment policies, it will help to solve the problem of indolence, incompetence and dwindling efficiency in the Nasarawa State Civil Service.

Methodology

The population of this study is 150 staff of the Nasarawa State Civil Service population is made up of 50 staff of the Ministry of Health, 40 staff of the Ministry of Finance, 35 staff of the Ministry of Agriculture and the remaining 25 were from the Ministry of Justice. Both primary and secondary sources of data collection were utilized for the study. The primary data for the study was collected through the administration of self-constructed questionnaire which were administered to the respondents in the selected ministries mentioned. The secondary data was collected through the review of previous studies, employment legislation and existing literature on the subject matter.

Data Presentation and Analysis

In order to accomplish the objectives of this paper, relevant questions that capture the research objectives were asked in the questionnaire to gather information from the respondents of the Nasarawa State Civil Service. The questionnaire was meticulously filled and returned. The results of the data collected, there from are presented as follows:

Study question 1: How frequent are recruitment exercises conducted in to the Nasarawa State Civil Service?

Table 1

Responses	No of respondents	Percentage (%)
Annually	2	1.3
Biannually	10	6.7
As the need arises	138	92
Total	150	100

Study question 2: Is merit system adopted in the recruitment into the Nasarawa State Civil Service?

Table 2

Responses	No of respondents	Percentage (%)
Yes	27	18
No	95	63.3
Not sure	28	18.7
Total	150	100

Study question 3: Is training and professionalism used as guiding principles in recruitment into the Nasarawa State Civil Service?

Table 3

Responses	No of respondents	Percentage (%)
Yes	47	31.3
No	82	54.7
Not sure	21	14
Total	150	100

Study question 4: is there positive relationship between recruitment policy and productivity in the Nasarawa State Civil service?

Table 4

Responses	No of respondents	Percentage (%)
Yes	98	65.3
No	37	24.7
Not sure	15	10
Total	150	100

Study question 5: Do you think primordial parochial and political influences affect recruitment into the Nasarawa State Civil Service?

Table 1

Response	No of respondent	Percentage
Yes	72	48
No	45	30
Not sure	33	22
Total	150	100

Findings and Discussion

It is quite clear from the analysis of the data presented above that recruitment exercises into the Nasarawa State Civil Service are not conducted annually or biannually but when the need arises. This result is consistent with research conducted by Omisore and Okofu (2014). The need for recruitment in an organization may arise when people go on retirement; quit the service, as due to some highly placed individuals mounting pressure on them. Sometime, it is due to political, ethnic or religious consideration that makes people to quit their job thereby creating vacancies to be filled.

Similarly Table 2 shows that 18% of respondents agreed that merit system is adopted in recruitment into the Nasarawa State Civil Service. Sixty three percent of the respondents claim that some other considerations are used in the recruitment exercises while 18.9% claimed they don't know the criteria used.

Tables 3 Shows that 31.3% are of the view that training and professionalism are guiding principles in employment into the Nasarawa State Civil Service, 54.7% are of the view

that training and professionalism are not considered during recruitment while 14 said they are not sure whether training and professionalism is considered or not.

Table 4 shows that 65.3% concurred that there is a positive relationship between recruitment policy and productivity in the Nasarawa State Civil Service while 24.7% are of the view that recruitment policy does not have any relationship with productivity.

Table 5 also shows that 48% of the respondents agreed that primordial, parochial and political influences are among the factors that affect the recruitment into the Nasarawa State Civil Service.

Conclusion

It is safe to conclude that recruitment of staff into the Nasarawa State Civil Service is a critical indispensable institutional activity that adds significant value to the Nasarawa State Civil Service. The singular task of the civil service is to operate the administrative machinery of the state in accordance with policy established by the political executive (Omisore and Okofu, 2014)

The failure of the civil service in Nigeria in providing effective and efficient services to the public is due to the high level of political inference and manipulation by the political class, top administrative echelon and others, through the exploitation of such factors as ethnicity, nepotism, favoritism, institutional and state politics, top government connection and outright corruption which is dysfunctional with consequential effects and negative implications for human resource competence quality decision and service delivery.

Recommendation

On the basis of the findings of the study, the following recommendations are put forward, with the hope that if implemented religiously it will make the Nasarawa State Civil Service a model in Nigeria.

- a. The Nasarawa State Civil Service Commission should endeavour to conduct recruitment into the civil service as soon a vacancy is created either through death, retirement, or resignation of an officer of the service.
- b. Staff recruitment into the Nasarawa State Civil Service should be based on merit and devoid of unlawful discrimination in the recruitment of staff into the service on the ground of sex; ethnic group and religion should be avoided.
- c. Staff recruitment into the Nasarawa Sate Civil Service should be based on the skills of the applicants alone. In addition, positive attitudes should also be considered because it helps to

maintain workplace moral and improve organizational performance.

- d. The Nasarawa State Civil Service commission should recruit or think through of and understand that recruitment or incompetent employees into service has negative implication for the productivity state civil service.
- e. Political office holders and top government functionaries should minimize or stop constant interference in the issue of recruitment of staff into Nasarawa State Civil Service.

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INVOLVING YOUTHS IN PROJECT EXECUTION AND MANAGEMENT AS A CREDIBLE METHOD OF FIGHTING CRIMINAL ACTIVITIES IN NIGERIA'S NIGER DELTA REGION

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Abstract

Youths' unrests in Nigeria's Niger Delta region have not only defied all attempts at finding solutions for some time now but have also often threatened the national security apparatus. The unfortunate socio-political developments in the Niger Region have become issues of very serious concerns to the subsequent administrations in Nigeria for quite a while. Students of Nigerian affairs are generally agreed that the signs of unrests in the region which were first noticed by the tail end of the Obasanjo administration had by the time the late President Yar'adua assumed power in 2009 become a serious problem to contend with. The situation arose because Present Obasanjo never really took steps to address the crises. As a consequence, the crises that followed ended up gulping billions of Naira from the nation's purse. In order to mitigate the situation, the Yar'adua government that took over from the Obasanjo administration in 2009 seemed to have hit the ground running by setting up an attractively packaged Amnesty Programme to appease the aggrieved Niger Delta Youths. However, attractive as the Amnesty packages appeared to be, the programme only succeeded in establishing a temporary truce as the crises metamorphosed into complicated and widened problems soon after the death Yar'adua. Thereafter, the Jonathan government that took over after Yar'adua's death had to contend itself with frequent confrontations with an upsurge of criminal activities. This study is designed to explore the plausible approaches to addressing youth restiveness and community crises in the Niger Delta. This approach underlines the importance of involving the youths of the area right from the project conception to execution and management. Obviously, a close collaboration among the three tiers of government, the oil companies and the communities on one hand, and an equal synergy between the oil companies and the communities on the other hand would achieve this objective. The involvement of the youths in the project execution and management would not only go a long way to engaging the youths positively, but would also enable them to acquire the skills required to live decently in their respective communities. It is tenable to hold that active involvement of the youths would divert their attention away from all sorts of social vices. To achieve this, it is desirable to exploit other alternatives deliberately targeted at attracting the citing of more investment projects in the region with active collaboration with the youth. And to conclude the empowerment of the Niger Delta Ministry can hardly be over emphasized.

Key Words: Crisis, Resolution, Project and Management.

Introduction

Of recent, Nigeria has experienced a spate of internal crises, ranging from the Niger-Delta Crisis to the “Boko Haram” Crisis in the North. As expected, these crises impacted negatively on the way of life of the people and consequently rendered many communities restive and unsettled (Abu, 2009). The Niger Delta region, also commonly referred to in Nigeria as the South-South geo-political zone is made up of six states, viz: Akwa Ibom, Delta, Bayelsa, Cross River, Edo, and Rivers States. It is a region made up of a number of ethnic nationalities such as the Ijaw, Ikwerre, Efik, Mbembe, Ejagham, Yakurr, to mention but these few. Studies on the Niger Delta have revealed a number of socio-economic crises such as environmental degradation, widespread unemployment, absolute poverty and a dearth of socio-economic infrastructure (Afinotan and Ojakorotu, 2018). The Niger Delta region is not only home to the greater part of Africa’s largest mangrove forest, but also the source of Nigeria’s oil wealth (Afinotan and Ojakorotu, 2018). Here, in this amazing network of creeks and an aquatic splendour comprising marine, blackish and freshwater ecosystems abound the operational bases of a kaleidoscope of ethnic militia and insurgent organizations committed to the socio-economic emancipation of the area. The incessant crises in the region are direct results of the geographical features of the area. Thus, the area has become a hot bed of violence, insurgency, kidnapping, hostage-taking, oil pipeline sabotage, bunkering, gang wars, internecine struggles and so much else byway

of anarchy and chaos (Afinotan and Ojakorotu, 2018).

Youth restiveness is a direct consequence of idleness in which they have found themselves, particularly in the oil rich Niger-Delta area of the country, a development that has often been violently expressed by a strong desire to have control of the resources of their geographical area.

Community restiveness and agitations for resource control do not only centre on oil related operations, they transcend oil operations to other sectors of the local economy, particularly in the Niger-Delta States of Rivers, Bayelsa and Delta, (Abu, 2009). The pulling out of Julius Berger Nigeria Limited from the construction of the East-West Road; linkage between the Niger-Delta region and the Western States, are good illustrations that readily come to mind.

The involvement of communities, including the youths in project construction and management in the Niger Delta of Nigeria is no doubt one of the plausible approaches that could be adopted to mitigate crises and youth restiveness in the region. This option, according to Ejirefe, (2015) was designed to constructively engage the youths from idly parading themselves about and disturbing the public peace. Youth participation in project management also provides a forum for them to acquire skills and earn income. A part from project initiation and execution on daily basis by the various oil firms, there are many other projects credited and associated with the three tiers of government and non-profit making organizations. These include, among others, road construction, construction of

school buildings, health centres, bridges, and electrification.

However, determined to mitigate the escalation of the crises, the Federal Government under the late President Umaru Musa Yar'adua declared a "General Amnesty" in the Niger Delta Region in the early years of his administration. The declaration was followed on the heels by a campaign to draw up a list of agitative youths, and as they said, in order to find a lasting solution to their problems. The exercise culminated in some youths becoming monthly salary earners while skill acquisition and training centres were also established for the training of many others. As an open demonstration of commitment towards peace in the region, the government of the day sent many others abroad for training in various fields. In spite of the Amnesty Programme of the Yar'adua administration as well as other similar programmes by the subsequent administrations in the country, the attempts at reducing tensions in the region appeared to have yielded very little results. On the contrary, analysts have argued that the crises would appear to be on the upward trend. This position appeared to be buttressed by the fact that insurgency, kidnapping, hostage-taking, oil pipeline sabotage, bunkering, gang wars and so many other vices continued in the area. Quite naturally, the reaction of the Nigerian people to the continued upsurge of crises in the area was quick and unanimous. Perhaps, for the first time in history, there was a unanimous call by the people for the Federal Government to adopt a new approach through active participation of communities in project execution and management as it

was hoped that the measure could divert youth attention from engaging in social vices. In order to remove the youths from the streets, viable alternatives need to be fashioned out. To achieve this objective, the youths should be made the sole representatives of their various communities in project execution and management.

Theoretical and Conceptual Issues

Crisis within the context of the Niger Delta could be referred to as a sudden and unexpected event, leading to serious unrest amongst the individuals at the workplace and the host communities (Abu, 2009). In other words, crisis is any emergency situation which not only disturbs the employees, but also causes instability in the organization to the host communities. Crisis affects an individual, group, organization or society on the whole. Generally, crisis has been described as any event that is capable of leading to an unstable and dangerous unrest concerning an individual, or a whole society. Crises usually bring negative changes in the security system, economic, political, societal, or environmental affairs, especially when they occur abruptly, with little or no warning (Borodzicz, 2005). The Niger Delta crisis is closely linked with environmental disaster which is not exactly the same as natural disaster, because environmental disaster is a disaster that is due to human activity and should not be confused in any form with natural disaster. Therefore, the impact of human alteration of the ecosystem has led to wide spread and/or long-lasting consequences. It can include the deaths of animals (including humans) and plant systems, or severe disruption of human

life which possibly require migration (Borodzicz, 2005).

Crisis is associated with the following which are referred to as its distinguishing features: Crisis is a sequence of sudden disturbing events harming the organization. It generally arises in a short notice. Crisis triggers a feeling of fear and threat amongst the individuals situations which can lead to a Crisis Situation. According to (Borodzicz, 2005): Everyone has experiences that make him/her feel upset, disappointed, or fatigued. When these types of feelings are combined with certain life events or situations, they often lead to mounting tension and stress. Five types of situations have been identified that may produce stress and, in turn, contribute to a state of crisis.

Family Situations - a child abuse investigation, spouse abuse, an unplanned pregnancy, a parent's desertion, a chronically ill family member, and lack of social supports are examples of family situations that can create stress and crises.

1. Economic Situations - sudden or chronic financial strain is responsible for many family crises, such as loss of employment, eviction, no food, a theft of household cash or belongings, high medical expenses, missed child support payments, repossession of a car, utilities cut off from service, money "lost" to gambling or drug addiction, and poverty.

2. Community Situations - neighbourhood violence, inadequate housing, a lack of community resources, and inadequate educational programs illustrate some ways

the community may contribute to family crises.

3. Significant Life Events - events that most view as happy, such as a marriage, the birth of a child, a job promotion, or retirement, can trigger a crisis in a family; a child enrolling in school, the behaviours of an adolescent, a grown child leaving the home, the onset of menopause, or the death of a loved one can also be very stressful life events.

4. Natural / Environmental Elements -crises are created by disasters such as floods, hurricanes, fires, and earth quakes, or even extended periods of high heat and humidity, or gloomy or excessively cold weather and environmental devastation due to human activities.

5. Technological failure and Breakdown of machines lead to crisis. Problems in internet, corruption in the software, errors in passwords all result in crisis.

6. Crisis arises when employees do not agree to each other and fight amongst themselves. Crisis arises as a result of boycott, strikes for indefinite periods, disputes and so on.

7. Violence, thefts and terrorism at the workplace result in organization crisis.

8. Neglecting minor issues in the beginning can lead to major crisis and a situation of uncertainty at the work place. The management must have complete control on its employees and should not adopt a casual attitude at work.

9. Illegal behaviours such as accepting bribes, frauds, data or information tampering all lead to organization crisis.

10. Crisis arises when organization fails to pay its creditors and declares itself a bankrupt organization.

Crisis Resolution

The term crisis resolution may also be used interchangeably with dispute arbitration, where arbitration and litigation processes are critically involved. The concept of crisis resolution encompasses the use of non violent resistance measures by dissenting parties in an attempt to promote effective resolution (Roberts and Ash, 2009). A crisis can occur as a result of an unpredictable event or as an unforeseeable consequence of some event that had been considered a potential risk. In either case, crises almost invariably require that decisions be made quickly to limit damage to the organization. For that reason, one of the first actions in crisis management planning according to Ivy, (2018) is to identify an individual to serve as crisis manager.

The advent of the crisis management concept dates back to the 1970s and 1980s with events like the Amoco Cadiz sinking near the coast of France, spilling of over 68 million gallons of oil and the Three- Mile Island partial nuclear meltdown in Pennsylvania. It is vital therefore for the company to deal with threats before, during, and after they occur. The reputation of a company can be defined by how well it reacts to a crisis situation and may very well be the deciding factor of a company's survivability and how socially responsible it is (Charles and Curtis, 2016) .

Two theoretical perspectives are adopted in explaining the Niger Delta situation and its allied effects on the region. Countries like Nigeria, the Sudan, Liberia, Namibia, and the Democratic Republic of the Congo provide ample illustrations in this regard, (Akpan, 2004). The second is the conflict theory,

which views activism, militancy, banditry and kidnapping as products of audacious capitalism and overtaking selfishness that manifest in the subjugation and alienation at both micro and macro levels of society leading to surplus value for government's agencies and multinational companies operating in the region (Shell BP; Exxon Mobil, Chevron and others). This situation, in Mark's view, presupposes tension between incompatible forces as well the source of change which is realizable through unity of purpose and the different manifestations of the violent that emerged in the Niger Delta region, (Nwokokocha, 2012). The underlying assumptions of the two theories put forward above, is that conflict is inevitable in resource based economy because the rulers in such states, usually connive with foreign extractive industries to exploit their own people. The attempt by the people to resist such exploitation usually leads to conflict (Ering & Akpan, 2012), especially when the proceeds from the resources are not used for the benefit of the citizens, leading to high rate of poverty, widespread unemployment and lack of basic social infrastructure associated with resource based economy of the Third World countries.

This is the situation in the Niger Delta Region of Nigeria, where available evidences from extant literature show that in spite of the huge resources the country has realized over the years from crude oil, Nigeria ranks 156 out of 187 countries on the Global Human Development Index (HDI)(UN, 2015). It also shows that in spite of the huge resources being taken out of the Niger Delta Region, the many communities and people in the

region still contend with object poverty, high level of unemployment and devastated environment. The Niger Delta crisis had cost Nigeria trillions of naira in lost investments, production shut-downs, pipeline vandalisation, crude oil and petroleum products losses and loss of human lives prior to (Eboh, 2018) the introduction of the Presidential Amnesty Programme by President Umaru Musa Yar'Adua's government. In consequence, thereof, the country's crude oil output dropped to as low as 500,000 barrels per bb day from its target of over two million barrels per day. Although the crises subsided after the introduction of the Amnesty Programme, it resurfaced after the 2015 elections, this time with the Niger Delta Avengers and other less prominent militant groups at the helm of the problems. The problems that resurfaced in the immediate years of the Buhari administration forced crude oil output down to around 600,000 barrels per day. In addition, illegal refineries and bunkering became a common feature across the region, leading to a further destruction of the environment. The massive decline in Nigeria's crude oil occasioned by the Niger Delta crises and the low price of the crude oil in the international market plunged the economy into a recession, a development which almost tumbled the new administration.

Before now, Gen. Ibrahim Babangida's Presidential Implementation Committee established in 1987 (PIC), was followed on the heels by the creation of the Oil Mineral Producing Areas Development Commission (OMPADEC) in 1992. Unfortunately, the committee turned out to be symbolically a mere academic exercise, and quite naturally,

its impact was never felt by the people. In consequence, restiveness and agitations grew in heaps and bumps by each passing day, with oil companies increasingly becoming the target of attacks. The increasing vandalisation of oil pipelines coupled with the disruptive activities visited on the various oil companies necessitated the establishment of the Niger Delta Development Commission in 2000. With this Commission, the Federal Government became directly involved in the development of the Niger Delta region. Regrettably, this again failed to achieve its desired goal as corruption and other criminal activities continued unabated in the management of the Commission. Pathetically, privileged individuals saw the Commission as an institution perhaps created to sustain and serviced their fantastic life styles. The apparent poor performance of the Commission again necessitated the need to establish the Ministry of the Niger Delta in 2009. In spite of these laudable measures, the activities of the militants continued like never before. As expected, opinions were vehement in many cycles that the Federal Government was playing politics with the lives of the people of the Niger Delta region.

History of Project Management.

According to the Advanced English Dictionary definition, project management is an original unit dedicated to the attainment of goal – the successful completion of a development project on time, within budget, in conformity with pre-determined programme specifications. Also, project management is also the process of getting evolved as a separate branch of study. Projects are not an entirely new concept per

se. One of the Seven Wonders of the World, the Pyramids date back to 2650BC which stands as the hallmark of Egyptian civilization, Roman soldiers building a fortress, Trajan's column in 113AD to mention, but a few. Project management has been practiced since early civilization. Until 1900, projects were generally managed by creative architects and engineers themselves, among those for example Christopher Wren (1632-1723). Thomas Telford (1757-1834) and Islamabad Kingdom (1006-1859). Since the 1970s, organizations have been applying systemic project management tools and techniques to complex projects. Henry Gantt (1861 – 1919), the father of planning and control techniques offers a typical illustration.

As a discipline, Project Management developed from different fields of application, including construction, engineering and defence. In the United States, the two forefathers of project management are Henry Gantt, called the father of planning and control techniques, who is famously known for his use of the Gantt Chart as a project management tool, and Henry Fayol, for his creation of the 5 Management Functions, which form the basis for the body of knowledge associated with project and program management. Both Gantt and Fayol were known as students of Frederick Winslow Taylor's theories of scientific management. His work is the forerunner to modern project management tools, including work breakdown structure (WBS) and resource allocation.

The 1950s marked the beginning of the modern Project Management era. Project

management was formally recognized as a distinct discipline arising from the management discipline. Again, in the United States, prior to the 1950s, projects were managed on an ad hoc basis using mostly Gantt Charts and informal techniques and tools. At that time, two mathematical projects scheduling models were developed. The "Critical Path Method" (CPM) developed in a joint venture by both DuPont Corporation and Remington Rand Corporation for managing plant maintenance project followed thereafter.

In 1969, the project Management Institute (PMI) was formed to serve the interest of the project management industry. The premise of PM is that the tools and techniques of project management are common even among the widespread application of projects from the software industry to the construction industry. In 1981, the PMI Board of Directors authorized the (PMBOK Guide), containing the standards and guidelines of practice that are widely used throughout the professions.

Project Management Stages.

Project Management is an organized venture for managing projects. It involves scientific application of modern tools and techniques in planning, financing, implementing, monitoring, controlling and co-ordinating unique activities or tasks to produce desirable outputs in accordance with the pre-determined objectives within the constructions of time and cost. Nagarajan (2008) is of the view that the days when project management was considered to be the prerogative of construction firms were over as many aspects of business like innovating a new product, implementing a new process are

treated as projects and managed as such. According to Nagarajan (2008) Project Development traditionally includes a number of elements of four to five stages.

Monitoring and Controlling Cycle

In this stage, auditors should pay attention to how effectively and quickly user problems are resolved. In the course of any construction project, the work scope changes. Change is a normal and expected part of the construction process. Changes can be the result of necessary design modifications, differing site conditions, material availability, contractor-requested changes, value engineering and impacts from third parties, to name a few. Beyond executing the change in the field, the change normally needs to be documented to show what was actually constructed. This is referred to as Change Management.

The Origin of Community Conflicts in Nigeria

According to Onigu and Olawale (2004), Nigeria's social structure is inherently prone to generate conflicts from diverse ethno-cultural interests and goals, to the political and economic necessities of survival as individuals or as identifiable autonomous social groups struggle for advantages. Crucial in this respect, especially amongst rural people, is the world of work to achieve subsistence in the economic order and the sphere of material and physical resources.

Seven main factors are identified as sources of conflict. The first is the land space and the resources available. Different people within and across the boundaries of local government council areas lay claim to land as

original settlers or "aboriginals" and therefore, on this basis, fight off those regarded as intruders. The former may voluntarily allow strangers to settle as tenants with or without some periodic symbolic payments as recognition and re-enactment of tenancy. Farmers and pastoralists, fishermen and pond owners, foresters and timber loggers, etc. have clashed throughout Nigeria over controverted uses or exploitation of land and water resources. And since the 1960s, and particularly from the 1990s, communities in Nigeria's deltaic areas have clashed with one another over claims in territories in which oil exploration companies operate and for which royalty and amenities and development projects are expected.

The second factor is the disputed jurisdiction of certain traditional rulers and chiefs. The town of Warri is an example. Here, the Olu (King) of the Itsekiri ethnic group is labelled the Olu of the whole of Warri in Delta State, owned and inhabited by members of Ijaw, Itsekiri and Urhobo ethnic groups. The situation arose when the Delta State Government enacted Edict No. 1 of 1999 (Traditional Council and Chiefs Edict 1998 Vol. 9) and appointed three other traditional rulers of equal status in Warri, two for the Urobo kingdoms of Okere and Agbassa (Agbarha-Ame) and the third for the Ijaw ethnic group. In the case of Ile-Ife, Osun State, the Modakekes' claim to the ownership of their settlement and farmland was strongly resisted by the Ooni (King) and people of Ile-Ife. In the crisis that ensued, many people lost their lives.

The creation of local government councils and the locations of their headquarters is

another factor that had generated conflicts in Nigeria. The two cases of Ife and Warri referred to above are good examples. Even though the creation of the local government councils in Nigeria is the responsibility of the federal government, conflicts had often arisen when sections of the areas opposed such creations or their inclusion in the “wrong” council. Also, government’s location or shifting of local government headquarters from one town to another, are common causes that have often exacerbated conflicts in many parts of the country. For instance, crises in Ife and Warri are examples that readily come to mind. Similarly, ethnic claims over new headquarters and new markets are a source of conflicts. For example, ZangonKataf and Tafawa Balewa towns in Kaduna and Bauchi States respectively.

The fourth factor is the normal one of ethnic and individual or sectional competition over access to scarce political and economic resources. The creation of states and local government councils usually usher in political and administrative posts in the localities. These are, for example, positions of state commissioners and local government chairmen and councillors. These positions are limited and therefore attract cut-throat competitions. Contestants do often mobilize members of their ethnic groups for support in the bid to hold such positions or appointments. Naturally, divergent interests and inter-ethnic or intra-ethnic conflicts occur. It is generally assumed under such circumstances that the winner in any of such competition represents and promotes the interest of his people. He is naturally

expected to bring home some political dividends and, as well, promotes the interests of his people in matters of conflict or local development programmes.

The fifth factor derives from the micro and macro social structures in Nigeria. Nigerians live in segmented societies with conflicting cultural interests with high regards for political office holders that attract development programmes home. Claims and counter claims to the control of the commonwealth, political posts and economic resources, as well as the divergent perceptions of co-existence in the same country-setting provide grounds for conflict. The opposing views which ethnic groups have of one another, such as the Jukun against the Tiv and vice versa, also predispose people to conflicts. The highly popularised spirit of peaceful co-existence against the background of different cultures and religions of the Nigerian people always make conflict inevitable.

The sixth factor is population growth and expansionist tendencies in efforts to sustain ethnic-bound occupations. This is particularly important amongst users of land resources. The migration of the Tiv who are well known farmers has posed to be a source of conflict with the Jukun people in Taraba State. In these circumstances, mythology and migratory histories as well as descent and inheritance claims are manipulated to assert new ownerships in foreign territories and, in the process, create conditions of conflicts and bloody clashes. It is important to note that the way different people perceive a resource is relevant in conflict generation and management. A resource in this sense may be

defined as “an appraisal by a population of potential user’s (Abu, 2009).

The seventh sphere of conflicts is the perception of disregard for cultural symbols and the “pollution” of cultural practices. Where an individual of one neighbouring or immigrant group threatens the cultural trait of another group, such an act could very easily be interpreted as that of an entire group, and consequently, the penalty imposed on the offender according to the hosts’ culture is also often interpreted in terms of inter group rather than interpersonal relations. For example, the killing and eating of a dog, or crocodile, etc. within a community that respects or worships it as a taboo or the destruction of a community’s ancestral shrine of a protective god or deity, could flare up emotions and impel men to violent action. Such central aspects of a people’s cosmology or symbolism manifested in their relationships with certain deified animals or spiritualized in their shrines are surrounded with strong charges which quickly impel people to violent or revengeful action. The most recent example of these kinds of inter-ethnic conflicts in Nigeria occurred in July 1999 when the inhabitants of Sagamu performed their annual night rites associated with Oro festival, during which time women are forbidden from coming out of their houses. However, when two Hausa women violated this ancient cultural practice, they were immediately apprehended. One of them was killed and the other that managed to escape reported the incident to the Hausa immigrant community in Shagamu. A violent and bloody conflict ensued between two

ethnic groups, resulting in the loss of several lives and property on both sides.

This event was widely reported in the Northern parts of Nigeria. Quite naturally, the retaliatory attacks on the Yoruba in the Northern axis of the country were enough to tear Nigeria apart. In order to calm the nerves, the Federal Government dispatched a team of highly placed government functionaries to Shagamu and Kano and followed by strong appeals to the “combatants” by traditional rulers, religious leaders and pressure groups to stop the unnecessary killings. The Federal Government thereafter embarked on preventive measures to forestall the escalation and spread of the conflict to other parts of Nigeria.

Conclusion

The crisis in the Niger Delta Region has been attributed to the negligence on the part of government and the elite of the region. The crisis in the region took decades to nurture, and when things were let loose, attempts at finding lasting solutions by the subsequent administrations in the country have taken decades. Dealing with the crisis must be seen within the context of reversing the fortunes of the entire region through massive investment in projects and infrastructural development like roads, bridges and rural electrification programmes that would require the involvement and engagement of the youths.

Suggestions

These include:

1. Strengthening the Ministry of the Niger Delta Affairs in order to meet the yearnings of the people of the oil rich region. The

abandoned projects should be resuscitated to provide jobs for the youths. Without doubt, positive engagement of the youths of area would significantly help in curbing violence, militancy and youth restiveness in the region.

2. Tackling the problems of underdevelopment in the region will include strategies capable of dealing with the problems of infrastructural decay and the near absence of socio-economic amenities. The multi-national companies could assist government in providing essential infrastructural facilities such as roads, electricity, portable water and health care facilities. This could be done through community driven development approach, (CDD). The approach espouses the participation of the local people in issues and process that concern them. The people should be allowed to identify projects, plan and execute them in collaboration with outside forces or agencies. In this case, the government should collaborate with multinational companies to fashion out well managed programmes to fast-track development of the region.

3. Tied to the above, the federal government with the assistance of the oil companies should evolve models that will deal with the problems of sprawling poverty, high unemployment, mass illiteracy and the widening inequality that exist between the modern urban enclave and the rural sector. These issues are at the core of youth restiveness in the region and increasing crime rate in society

4. Enhanced budgetary allocation and financial accountability at local and state

levels has become necessary so that the funds budgeted for development projects are used for the benefit of the entire people by implementing priority projects with the direct involvement of the communities that will impact positively on the lives of the people.

5. Encourage the multinational oil companies in the Niger Delta region to embark on a number of corporate social responsibilities and adhere to international best practices in the protection of the environment. The companies must as a matter of necessity embark on massive clean-up of the environment with the active involvement of the youths.

6. Strengthen the security arrangements in the region by improving collaboration between the police and local security, including private and community based security organization.

7. Government with the assistance of the multinational oil companies need to fashion out capacity building strategies that would involve the youths in the region. Such programmes could include civic education, skill acquisition and participatory governance. This will involve giving grants to states and communities in the region and providing micro credits to community members through third party

8. The Amnesty Programme's skills acquisition packages hold a bright future for both the local population and the companies if well managed. Upon the completion of their training in oil-related skills, the companies should ensure that they are recruited and engaged in the industry through

the reservation of some employment quota for the local inhabitants. This would stimulate interest of the local people in operations of the companies in the region.

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INFLUENCE OF CONTINGENCY FACTORS ON IMPLEMENTATION OF STRATEGIC MANAGEMENT ACCOUNTING IN SELECTED MANUFACTURING COMPANIES IN ILORIN, NIGERIAN

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Abstract

The mode of implementation of strategic management accounting (SMA) varies from company to company depending on the contingent factors affecting such company. The examination of the impact of contingent factors such as market orientation and technology growth on SMA implementation is important for achieving optimum performance in a firm. The objectives of this study were to examine the influence of market orientation on the implementation of SMA techniques; and assess the impact technology growth on the implementation of SMA techniques. The study administered questionnaires to accountants in 23 sampled manufacturing firms in Ilorin for the purpose of data collection. The data collected were analyzed with the use of ordered logistic regression. The study found that market orientation has significant positive influence on the implementation of strategic management accounting techniques ($\beta = 0.3814$, $p < 0.05$); and technology growth has significant positive influence on the implementation of strategic management accounting techniques ($\beta = 0.3460$, $p < 0.05$). The study concluded that market orientation and technology growth are important antecedents of SMA implementation. It was recommended that manufacturing firms should invest in technology to enhance the effective implementation of SMA techniques in their firms; and that manufacturing firms that are yet to implement SMA techniques should do so as this will enhance the provision of relevant information for managerial decision making in their firms.

Key words: Strategic management accounting, market orientation and technology growth

Introduction

The relationship between contingent factors and Strategic Management Accounting (SMA) has been a subject of research for some years now (Cadez & Guilding 2012, Anderson & Lanen, 1999; Chenhall, 2003; Henri, 2006). Contingent factors are contingency variables that affect the implementation of strategic management accounting techniques. The essential idea of management accounting contingency theory is based on the premise that there is no universally appropriate management accounting techniques that can be applied for all firms and in all circumstances (Otley, 1980; Oates, 2015). This implies that the form or design of SMA system applied in an organization should match the situation and conditions in which the firm operates to enhance performance (Almawal, 2015). Contingency theory holds that the organizational performance can be enhanced if there is a good fit between the management accounting, the control system and the contextual variables such as perceived environment uncertainty, business strategy, market orientation, firm size, technology, etc. In studying the contingency approach of strategic management accounting, there are two types of fit that can be examined. The first type of fit is the selection fit which

examines variables without examining its effect on a firm's performance (Venkatraman, 1989); while the second type of fit is the interaction fit which examines the performance using the interaction effect of two variables (contingent factors and management accounting system).

The current study examined the relationship between two of contingency factors and strategic management accounting usage. The two contingency factors namely; market orientation and technology growth were chosen because of the following reasons. First, market orientation is a very important contingent factor affecting the implementation of strategic management accounting as any management accounting technique that must qualify as strategic management accounting must be market focused so as to enhance customer satisfaction, a key to achieving competitive advantage and enhanced performance. Second, among the various contingent factors affecting the implementation of SMA usage, business strategy, perceived environmental uncertainty, firm size appeared to be well researched neglecting other important factors like market orientation and technology growth (Kim, Lee, Chun & Benbasat, 2014). Moreover, there are just a few studies that

explored the relationship between market orientation and strategic management accounting (Cadez & Guilding, 2008; Guilding & McManus, 2002). In terms of the frequency of the study of technology growth in relation with SMA usage is even worse when compared to other contingent factors. This is why it is considered necessary to examine market orientation and technology growth as they show a close relationship with the characteristics of strategic management accounting (Roslender & Hart, 2003). Besides, it seems useful to investigate the relationship between the two selected contingent factors (market orientation and technology growth).

The main objective of this study is to examine contingency factors and the implementation of strategic management accounting in the sampled manufacturing firms, while the specific objectives of the study are to: evaluate the influence of market orientation on the implementation of strategic management accounting techniques; and examine the impact of technology growth on the implementation of strategic management accounting techniques.

Literature Review

An Overview of the Contingent Factors (Contingency Theory) of Strategic Management Accounting

Contingency research has mainly sought to explain how strategic management accounting systems are influenced by different contingent variables. Contingency theory holds that accounting control systems represent the function of environment and a company-specific factor. Therefore, the development of strategic management accounting in firms needs to take contingency factors into account. The contingent factors include; business environmental, accounting environment, organizational aspects, technological, strategy, market orientation, firm size, competitive volatility etc. For a study, not all appropriate set of contingent factors can be determined as this has been a controversial case. In this perspective, Macintosh and Daft (1987) indicated that there is no single study that can assess all the contingent variables. In the same view, Fisher (1995) argued that there has been very little work to identify the all appropriate contingent variables, and most of contingency variables included in empirical control studies have been selected on an ad hoc basis.

In the context of the current study, two contingent variables have been identified

based on the related previous studies, and these are; market orientation (Cadez&Guilding, 2008; Guilding&McManus, 2002), and technology growth (Ahmad, 2012; Tayle& Drury, 1994). These contingent variables are examined in detail hereafter.

Market orientation

In management accounting research, market orientation is now being studied as a new contingent variable that is regarded as important antecedent of SMA usage (Cadez&Guilding, 2008; Guilding&McManus, 2002). For example, Guilding and McManus (2002) give some empirical support for the relationship between market orientation and customer accounting (as part of SMA) usage. Also, Cadez and Guilding (2008) and Al-Mawall (2015) have investigated the association between market orientation and SMA usage; the result provides some evidences to support market orientation as an antecedent of SMA usage. There is little agreement among marketing scholars with regard to a particular, widely-accepted definition of market orientation (Dreher, 1994). This construct has been defined in terms of a business philosophy (Sharp, 1991), marketing effectiveness (Kotler, 1977) and business culture (Narver&

Slater, 1990). For the purposes of this study, market orientation has been conceptualized as “a business culture that effectively and efficiently creates superior value for customers (Narver& Slater, 1990). Based upon the previous argument, the current study introduces market orientation as contingent factor of SMA usage.

Technology growth

Technological contingency factors include the nature of the production process, its degree of routine, how well means-end relationships are understood and the amount of task variety (Emmanuel, Otly& Merchant, 1990). The use of modern technology in manufacturing activities has been shown to impact on the extent of adoption of management accounting practices in many firms (Ahmad, 2012).

Strategic Management Accounting (SMA)

Strategic management accounting was coined by Simmonds (1981) who defined it as the provision and analysis of management accounting data about a business and its competitors for use in developing and monitoring business strategy. After this definition was given several authors have followed Simmonds to refine strategic management accounting concept and giving

it their own definitions. One problem with the definition of strategic management accounting is that there is no agreement among accounting professionals and academics as to what it meant. Simmonds (1981) in his definition laid emphasis on providing external information of the competitors. Bromwich (1990) defined strategic management accounting as the provision and analysis of financial information on the company's product markets, competitors' costs, cost structure and the monitoring of strategies of the enterprise and its competitors over a period of time.

Roslender and Hart (2003) defined strategic management accounting as a generic approach to accounting for strategic positioning attempting to integrate insights from management accounting and marketing within a strategic framework.

Finally, Ma and Tayles (2009: 474) defined strategic management accounting as "the body of management accounting concerned with strategically oriented information for decision making and control". From the definitions given here it would be seen that there is no agreement as to the definition of strategic management accounting. Notwithstanding, all the above definitions of strategic management accounting have

shown that the scope of the traditional management accounting has been greatly extended.

Strategic Management Accounting (SMA) Techniques

The techniques in SMA tool box as given by Guilding, Cravens and Tayles (2000); Guilding and McManus (2002); Cadez and Guilding (2008) and Fowzra, (2011) can be classified into five classes as follows:

Costing

This class of Strategic management accounting comprises of six practices (Activity-based costing Management, Target costing, Life cycle costing, Quality costing, Attribute costing, and Value chain costing) that aim to determine, analyse, and manage costs strategically. The first two objectives represent an essential area of conventional management accounting and maintain the same importance in the SMA scope as showed by Cuganesan, Dunford and Palmer (2012). The activity-based costing/management are techniques for cost determination and management. Target costing, attribute and value chain costing represent important planning and cost management practices with greater forward looking and external orientation (Ewert &

Ernst,1999; Roslender&Hart, 2003; Cuganesan, et al.,2012.). The life cycle costing and quality costing contribute to the development of strategies based on life cycle of products and product or service quality management, respectively.

Strategic planning, control and performance measurement

This class that comprise of two practices (Benchmarking, and Integrated performance measurement) relate to performance management. Benchmarking focuses on the identification of the best practices used by competitors in order to enhance organizational performance, which confers it an external and forward-looking orientation. In turn, the integrated performance measurement considers both financial and non-financial performance measurement related with internal and external perspectives in order to allows a comprehensive and integrated performance management (Chanhall, 2008). The balanced scorecard and performance prism are two good examples of integrated systems of performance management (Kaplan & Norton, 1996). Both systems assume an internal and external orientation, and they contribute to performance planning (forwarding-looking orientation). The balanced scorecard also

represents an important practice for the development, implementation, and control of the strategy (Kaplan & Norton, 1996, 2001, 2001) and it has potential for the identification and management of the intellectual capital (Tayles, Bramley, Adshead& Farr, 2002)

Strategic decision making

Strategic decision making comprises of three management accounting practices (Strategic costing, strategic pricing, and brand valuation) with strategic orientation. The strategic costing focuses on the strategic analysis of the costs and allows to creation and achievement of competitive advantages (Shank & Govindarajan, 1992). The strategic pricing focuses in the strategic definition of price taking into account the competitors' actions and reactions, which confers an external and forward-looking orientation (Simmonds, 1982). Finally, the brand valuation is part of the brand management accounting and an important development of the SMA (Roselander& Hart, 2002, 2006). The brands represent an important and relevant resource of the organizations and they are sources of competitive advantages (Cravens & Guilding, 1999; Dent, 1996).

Competitor accounting

Competitor accounting comprising of three techniques (Competitor cost assessment, Competitor appraisal, and Competitive position monitoring) represents an important category of SMA and reflects a broad consensus of the SMA researchers (Bromwich, 1990; Simmonds, 1982). These practices focus on competitors and assume an external orientation. Therefore, they are useful in the planning, decision-making, and strategy monitoring (Dent, 1996).

Customer accounting

This fifth category of SMA techniques is made up of three practices (Customer profitability analysis, Life time customer profitability analysis, and Valuation of customer as assets) (Cadez&Guilding, 2008; McManus, 2013; McManus & Guilding, 2008). This class of SMA have strong external orientation and the relevance of the customers within the context of the organizations. The customer profitability analysis allows the assessment of the profitability of customer or customers segment taking into account the lifetime, which also confers a forward-looking orientation. In addition, the valuation of customers as assets also assumes an external and forward-looking orientation given that it assesses the present value of all future profit

streams to a particular customer or segment of customer (Cadez&Guilding, 2008).

Empirical Review

Cadez and Guildings (2008) examined the effect of strategic choices, market orientation, and company size (as contingency variables) on two (2) distinctive dimensions of SMA (SMA techniques and accountant's participation in strategic decision making). It also examined SMA mediating effect on company's performance. The study sampled 193 large Slovenian companies using questionnaire to collect the quantitative data. Qualitative data was also collected using the interviewing of senior accountants in some of the sampled companies. This was to secure a deeper understanding of the nature of SMA and its context as well as ensure the validity of the quantitative data collected. Structural equation modelling (SEM) using LISREL was applied in data analysis. The findings of the study support contingency theories tenets of no universality of appropriate SMA system. The contingency factors of company size and strategy had a significant influence on the successful application of SMA. The findings emanating from the structural model provide support for most of the hypothesized

relationships. The study confirmed SMA positively affects performance, contingency variables also influence SMA usage.

In Nigeria, one of the notable works on the contingency approach to management accounting system design and company performance is the work of Ajibolade (2013). The study examined the moderating influences of contingency factors of – perceived environmental uncertainty, technology and decentralization on the relationship between management accounting system and company performance. The study sampled 144 randomly selected Nigerian manufacturing companies and the instrument of data collection was questionnaire. Data collected were analysed using correlations and moderated regression analyses. The results of the study indicated a positive relationship between management accounting system and company performance. It also showed that the contingency variables - perceived environmental uncertainty, technology and decentralization have significant moderating influences on the relationship between management accounting system design and company performance.

Ahmad and Zabri (2015) examined the effect of key contingency factors of: size of the

firm, intensity of market competition, commitment of owner/manager of firm and advanced manufacturing technology on the use of management accounting practices (MAPs) in Malaysian medium-sized firms in manufacturing sector. The study sampled 500 Malaysian medium-sized firms in manufacturing sector and used questionnaire to collect relevant data. The study used logistic regression to analyse the data collected. The findings of the study revealed that the contingent factors of: size of the firm, intensity of market competition, commitment of owner/manager of firm and advanced manufacturing technology have significant influences on the use of certain management accounting practices. Thus, this research provides support for a contingency-based explanation for the use of management accounting practices.

Gliaubicas and Kanapickiene (2015) studied the relationship between contingent variables and strategic management accounting implementation. The study examined three contingency factors- competitive intensity, business strategy, and company size, and their impacts on the implementation of strategic cost management techniques in 110 Lithuanian manufacturing companies. Data for the study were obtained with the use of

mailed questionnaire. The data collected were analysed using both descriptive statistics and multiple regression analysis. The results of the analyses indicated that competition intensity has a strong impact on the implementation of strategic cost management techniques especially on activity –based costing and benchmarking; it also showed that business strategy positively impact on all strategic cost management techniques usage; and lastly, it showed that company size has a significant negative influence on all strategic cost management techniques usage.

Kariuki and Kamau (2016) investigated the influence of organizational contingencies (intensity of industry competition, advanced manufacturing technology and life cycle stage of the firm) on the adoption of strategic management accounting (SMA) practices among manufacturing firms in Kenya. This study was anchored on the framework of contingency theory to identify three contingent variables possibly displaying association with adoption of SMA and it adopted a survey research design. The study sampled 156 manufacturing firms in Kenya. Questionnaire administration was used in data collection from finance officers or chief accountants or management accountants.

Multiple regression analysis was used in analyzing the data collected. The study findings indicate that the contingent factors of: intensity of industry competition and the use of advanced manufacturing technology significantly influence the adoption of SMA among manufacturing firms in Kenya. The main limitation of this study was that it focused only on three contingency variables.

From the various studies reviewed, it very clear that the most researched contingent factors influencing the implementation of strategic management accounting in firms are business strategy, perceived environmental uncertainty, firm, and organizational structure. On the other hand, the role of market orientation and technology contingent factors appeared to be scarcely researched especially in Nigeria. This is where this study filled the gap by adding to the discourse on the influence of market orientation and technology contingent factors on the implementation of strategic management accounting techniques in Nigeria setting.

Methodology

The study employed a cross-sectional survey design as it allows generalization to be made from large population when representative samples are drawn.

Population and Sampling Procedure

The population of this study consisted of all manufacturing firms in Ilorin Metropolis, Kwara State as contained in the register of the Manufacturers Association of Nigeria (MAN), Kwara State branch as at December 31, 2016 and the number is thirty (30) manufacturing firms.

The sample size of the study calculated with the use of Taro Yamani formular (Okoire as cited in Imeoparia, 2013) was twenty- eight (28) manufacturing firms. Random sampling method was then employed to determine the specific firms included in the sample. Ilorin metropolis was chosen because most of the manufacturing firms in the state are located in the city.

Data Type and Data Collection Procedure

Primary data used were collected using a structured questionnaire. Eighty- four (84) copies of the questionnaire were distributed to thecost accountants, management accountants and financial accountants / chief accountants / Finance directors inthe twenty –eight (28) sampled manufacturing firms. Out of the total copies of questionnaire administered only 51 copies were returned after several visits to the sampled firms. Of the received figure, only 49 copies were

properly and completely filled. This constitute about 58% success rate of return

Variable Measurement Strategic management accounting techniques (SMAT) Usage

This variable was measured with the instruments of Cravens and Guilding (2001); Guilding and Mc Manus (2002); Cadez and Guilding (2007, 2008) and anchored with on a Linkert scale ranging from “1” (Not at all) to “7” (To a great extent

Market orientation

This variable was measured using instrument from Guilding and Mc Manus (2002) and anchored on a seven-point Linkert scale ranging from “Not at all” (1) to “To a large extent” (7).

Technology growth

This variable as measured using a seven-point Linkert scale ranging from 1 (Strongly disagree) to 7 (Strongly agree) for items adopted from Rattanaphaphttan and Ussahawanitchakit (2010).

Validity and Reliability

The data collection instrument used was subjected to content validity by the initial draft being vetted by season researchers and some post graduate lecturers of accounting. Besides, most of the variables used were

adopted from previous studies done in developed countries

The reliability test was carried out and the results of the Cronbach alpha statistics for all the 8 variables measured are presented in table 1. From the table it can be seen that the Cronbach's alpha statistics of the variables vary from 0.644 to 0.962. These scores are high as they are more than the suggested minimum of 0.60 and the results indicate a very strong internal stability and consistency with which the instrument measured the concepts (Sekaran, 2003)

Table 1: Reliability Statistics
(N = 49)

Items	Cronbach's Alpha	Number of Items
Strategic Management accounting (SMA)	0.962	41
Costing (COSTG)	0.912	6
Strategic Planning, Control and Performance Measurement (SPCPM)	0.644	2
Strategic Decision Making (SDM)	0.824	3
Competitor (COMA)	0.775	3
Customer Accounting (CUSA)	0.894	3
Market Orientation (MAKO)	0.905	4
Technology Growth (TECG)	0.851	4

Source: Researcher's (Adigbole) STATA analysis results (2017)

Regression model

The following regression models estimated in the study are stated in ordered logistic form:

$$\text{Prob (SMAT} \leq j|x) = a + \beta_1 \text{MAKO} + \beta_2 \text{TECG} + U$$

a = intercept

j = order of response range 1 to 7

x = independent variable in the model

$\beta_1 - \beta_4$ = parameter of estimate

SMAT = Strategic management accounting techniques (COSTG, SPCPM, SDM, COMA & CUSA)

COSTG = Costing

SPCPM = Strategic planning, control and performance measurement

SDM = Strategic decision making

COMA = Competitor accounting

CUSA = Customer accounting

MAKO = Market orientat

Data Analysis, Testing of Hypotheses And Discussion of Results

The data collected were analysed both descriptively and quantitatively using ordered logistic regression.

Descriptive Analysis of the Extent of Implementation of Strategic Management Accounting Techniques in the Sampled Manufacturing firms

Table 2 provides the basis for the determination of the extent of the implementation of strategic management accounting techniques in manufacturing firms in Ilorin. This is to satisfy objective one of this study.

To determine the extent of the implementation of SMA techniques the researcher computed the minimum, the maximum, the mean and the standard deviation of the respondents' answers that measure the utilization of the SMA tools as can be seen in table 2. The results as shown in the table is quite interesting. It appears that all the various techniques of SMA are being used with a varying degree that are slightly above average. On the mean usage of the techniques, that ranges from 4.1837 to 4.8367, Brand valuation (Budgeting and Monitoring) of the class of Strategic decision making is the most used SMA technique; while attribute costing of the Costing class of SMA is the least used technique. Other SMA techniques that showed good usage according

to their means statistic include - Strategic costing (4.776), Competitor position monitoring (4.755), Strategic pricing (4.735), Valuation of customers as assets (4.735), Quality costing (4.612), Competitor performance appraisal (4.612), Benchmarking (4.592), Value chain costing (4.551), Customer profitability analysis (4.5306) and Lifetime customer profitability analysis (4.510). The SMA techniques that are not found to be well used are Attribute costing, Life –Cycle costing, Integrated Performance measurement, and Competitor cost assessment.

Table 2: Strategic Management Accounting Techniques Implementation

Strategic Management Accounting Techniques	N	Minimum	Maximum	Mean	
COSTING					
Activity –Based Costing	49	1.00	7.00	4.4898	1.94853
Attribute Costing	49	1.00	7.00	4.1837	2.06835
Life –Cycle Costing	49	1.00	7.00	4.2857	2.12132
Quality Costing	49	1.00	7.00	4.6122	2.17769
Target Costing	49	1.00	7.00	4.4898	2.17104
Value Chain Costing	49	1.00	7.00	4.5510	2.04187
Strategic planning, Control and Performance Measurement					
Benchmarking	49	1.00	7.00	4.5918	1.52641
Integrated Performance Measurement	49	1.00	7.00	4.3878	1.70558
Strategic Decision Making					
Strategic Costing	49	1.00	7.00	4.7755	1.88487
Strategic Pricing	49	1.00	7.00	4.7347	1.91241
Brand Valuation (Budgeting & Monitoring)	49	1.00	7.00	4.8367	1.88577
Competitor Accounting					
Competitor Cost Assessment	49	1.00	7.00	4.3469	1.95311
Competitor Performance Appraisal	49	1.00	7.00	4.6122	1.74184
Competitor Position Monitoring	49	1.00	7.00	4.7551	1.77401
Customer Accounting					
Customer Profitability/ Cost Analysis	49	1.00	7.00	4.5306	2.07266
Lifetime Customer Profitability Analysis	49	1.00	7.00	4.5102	1.76921
Valuation of Customers as Assets	49	1.00	7.00	4.7347	2.14841

Source: Researcher's (Adigbole) SPSS Analysis (2017)

Ordered Logistic Regression Analysis Results. Market Orientation Strategic Management Accounting Techniques Implementation

Table 3 shows the results of model one having a Prob (chi2) of 0.0035 and this implies that the model is well fitted. Also, from the table, the coefficient (0.3814) of the explanatory variable -Market Orientation

(MAKO) shows a positive impact on strategic management accounting techniques. This coefficient value indicates a direct relationship between market orientation and strategic management accounting techniques implementation. On the magnitude of the coefficient, known as marginal effect, the result shows that Market Orientation (MAKO) has value of 0.0278 which indicates that a unit improvement in MAKO will give rise to the probability (likelihood) that the usage of strategic management accounting techniques (COSTG, SPCPM, SDM, COMA and CUSA) will improve by 2.8%. This result implies that: Market Orientation (MAKO) has a significant effect on the usage of strategic management accounting techniques since it has a p – value of 0.014 at 5% level of significance. In the overall, the hypothesis (Ho1) that: Market Orientation does not significantly influence the implementation of strategic management accounting techniques is not accepted.

Technology Growth and Strategic Management Accounting Techniques Implementation

Table 3 shows the results of model one having a Prob (chi2) of 0.0035 and this

Table 3: Market Orientation and Technology Growth and Strategic Management Accounting Techniques

implies that the model is well fitted. Also, from the table, the coefficient (0.3460) of the explanatory variable -Technology Growth (TECG) shows a positive impact on strategic management accounting techniques. This coefficient value indicates a direct relationship between technology growth and strategic management accounting techniques implementation. On the magnitude of the coefficient, known as marginal effect, the result shows that Technology Growth (TECG) has value of 0.0372 which indicates that a unit improvement in TECG will give rise to the probability (likelihood) that the usage of strategic management accounting techniques (COSTG, SPCPM, SDM, COMA and CUSA) will improve by 3.7%. This result implies that Technology Growth (TECG) has a significant effect on the usage of strategic management accounting techniques since it has a p – value of 0.028 at 5% level of significance. In the overall, the hypothesis (Ho2) that: Technology growth does not significantly influence the implementation of strategic management accounting techniques is not accepted.

Dependent variable: Strategic Management Accounting Techniques (SMAT)

Independent Variables:	Coefficient	Marginal effect	Standard Error	Z-Statistic	P-Value
Market Orientation (MAKO)	0.3814	0.0278	0.0109	2.41	0.014
Technology Growth (TECG)	0.3460	0.0372	0.0166	2.12	0.028
Pseudo R ²	0.0495				
LR-chi2	11.50				
Prob (chi2)	0.0035				

Source: Researcher's STATA analysis results (2017)

Discussion of results**Extent of strategic management accounting techniques usage in the sampled firms**

The descriptive analysis was done to determine the extent of usage of the various SMA techniques in the sampled firms. The findings of this study showed that the following techniques of SMA are highly implemented - Brand valuation (Budgeting and Monitoring), Strategic costing, Competitor position monitoring, Strategic pricing, Valuation of customers as assets, Quality costing, Competitor performance appraisal, Benchmarking, Value chain costing, Customer profitability analysis, and Lifetime customer profitability analysis. Those techniques of SMA that are averagely being implemented are Activity –based costing and Target costing. Finally, the techniques with low implementation are- Attribute costing, Life –Cycle costing, Integrated Performance measurement, and Competitor cost assessment. The extent of

the usage of SMA techniques as indicated in this study agrees with the findings of Kariuki and Kamau (2016).

Evaluation of the impact of market orientation on the implementation of strategic management accounting Techniques

This study examined the impact of market orientation on the implementation of strategic management accounting techniques. Hypothesis 1 (H₀₁) relates to this objective and the result of the testing of it is that market orientation has a significant impact on the implementation of SMA techniques in the sampled manufacturing firms. This finding agrees with the studies of Guilding and McManus (2002); Cadez and Guilding (2008). This current study therefore underscores the importance of market orientation in the determination of the management accounting techniques to use in generating information for managerial decision making. Manufacturing firms that

are market focused tend to implement strategic management accounting techniques.

Evaluation of the impact of technology growth on the implementation of strategic management accounting Techniques

The analysis and testing of hypothesis two (H_{02}) shows that technology growth has a significant impact on the implementation of SMA techniques in the sampled manufacturing firms. This finding indicates that technology growth as a contingent factor, can determine the usage of SMA techniques in generating information for managerial decision making. This result is in consonant with the studies of Ahmad (2012) and Ahmad and Zabri (2015) who found that advanced manufacturing technology influenced the implementation of SMA techniques.

Conclusion

From the findings of this study the following conclusions are drawn: The level of implementation of the various SMA techniques varies as the costing class of SMA techniques appeared not to be well implemented compared to other classes of SMA techniques. Contingency variables such as market orientation and technology growth, enhances the implementation of strategic management accounting in manufacturing firms. The results of this study suggest that the contingent factors examined are important predictors that shaped the implementation of SMA in the studied firms.

Recommendations

In the light of the findings of this study, the following recommendations are made.

- (i) Manufacturing firms that are yet to implement SMA should consider implementing these techniques as previous studies have shown that they are relevant for the provision of accurate information for managerial decision making.
- (ii) The curriculum of Nigerian universities on accounting programme should be enhanced to include strategic management

- accounting as the traditional management accounting syllabus is inadequate for a contemporary the accountant.
- (iii) Further research should be made on the implementation of SMA techniques using larger samples of manufacturing firms to confirm or reject the findings of this study; Future studies could also focus on SMA implementation in service firms.

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AN OVERVIEW OF UNDERDEVELOPMENT IN THE THIRD WORLD COUNTRIES.

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Abstract

This study examines the relationship between the third world countries and the western capitalist countries. It shows dependency as a phenomenon that aid the rise, the economic growth and development of the developed world at expense of the third world countries which are economically underdeveloped, lacking the capacity and ability to control the economic system or productive processes of their societies. In attempt to address this problem documentary research method was employed in analyzing the data that was used. It is to this end that unequal relationship between third world countries and countries of the western world were various instruments such as colonialism, imperialism, neo-colonialism, Bretton Wood System and globalization are being used exist. It is ascertained that this problem is historically rooted in foundation of the society. Among these recommendations are the growth of national economy, political stability and deliberate rural development programmes be conceived, enough resources be deployed in the local factories and innovation/creativity be encouraged by setting up research institutions, there must be mass participation in productive activities and underdeveloped countries be allowed freely by the developed countries to adopt the method of their development without due interference.

Key words: Overview, underdevelopment, third world countries

Introduction

Under development in the third world countries Centre on Economic dependency as a result of poor capacity and inability to control the economic system or productive process of a society such that the society as a state depends on foreign developed economy states for leadership and control through regulations and some economic institution. The countries that are depending on the rest are mostly poor countries of the third world. Nigeria is a typical poor third world country and underdeveloped that depends on the western world for decision and implantation of economic policies, thereby contributing to the economic development of the west to her own detriment. For example, (SAP) structure Adjustment programme of 1986. National Directorate of employment (NDE) of 1986. Petroleum Trust Fund (PTF) poverty alleviation programme etc. all seems to have end in failure after gulping in estimate material and human resources, funded with loan and the associated interest. Since the economic structure is disarticulate, being the main structure: the foundation; on which raise the political super structure; and which controls both the intellectual and material production, the implication is the underdevelopment of the entire society the State of underdevelopment of the entire

society raises serious alarm in whole third world countries and the international community. Historically, most of the third world countries suffering dependency passed common rigorous stages of development from slavery to colonialism/imperialism, and to the contemporary globalization. What distinguished one stage from the other was the intensification of the rate of suppression and exploitation mounted on the poor third world countries by the economically developed west.

Conceptualization

Underdevelopment is very much tied to the fact that human-social development has been uneven and from a strictly economic viewpoint and human groups has advanced further by producing more and becoming healthier.

Rodney (1972), underdeveloped expresses the relationship of exploitation, namely: exploitation of one country by another, According to him, underdevelopment is not absence of development, because every society has developed in one way or the other and to a greater or lesser extent.

Gunder (1966), asserts that; underdevelopment is not simply non-development but is a unique type of socio-

economic structure brought about by the integration concerned into the sphere of the further advanced that capitalist countries. He further observed that colonialism produced a metropolis-satellite relation between European capitalist countries and the third world countries. The regions which are the most underdeveloped today are the ones which had close ties to the monopolies power in the past. Underdevelopment can therefore be view in different ways, it include; incidence of poverty and hunger, social vices and insecurity, poor distribution of National income, illiteracy and diseases amongst other problem.

Kuznets (1966) suggests three definition of underdevelopment;

First, it means failure to utilize fully the productive potential warranted by the existing state of technical knowledge, a failure resulting from the resistance of social institutions.

Secondly, it means backwardness is economic performance when compared with the few economically leading countries of the world

Thirdly, it means economics poverty in the sense of failure to assure adequate

subsistence and material comfort to most of the country's population.

Ake (1981) a political economy of Africa. He dealt extensively on the contemporary features of Africa, the chain of events that generated the present condition of Africa and how they might be changed in the future, he traced the history of Africa from the colonial period to the history of Africa from the colonial period to the neo-colonial period. They agreed that the underdevelopment of the third world countries is as a result of its long contact with capitalism: also he said that the national bourgeoisie contributes a lot to underdevelopment of third world countries.

Underdevelopments, according to the Marxist school, is when nations seeking to develop come into contact with Western developed countries, and hence become parasitized. Underdevelopment is a scenario which results from autarky, or the absence of trade altogether. The concept of underdevelopment is more like an active process by which the global lesser-developed nations are exploited by their contact with an abusively capitalist group of already-developed nations. Not being a Marxist myself. I can sympathize with this definition still. Since I believe it is rooted in the concept of the nation and of the state that some

groups' people are collected referred to as "developed" and others are collectively referred to as 'underdeveloped'. It is actually entirely irrelevant which nation and which state they belong to, although public and private infrastructure is what generally gives rise to this misconception.

Theoretical framework

This paper adopted the dependency theory to explain the concept of underdevelopment in third world countries. Dependency theory was propounded by Ander Frank (1960) in Obi and Chukwuemeka (2006) who believed that colonialism and Western capitalism were the two identifiable factors that are accountable for the underdeveloped nature of third world Countries. Western industrialism nations developed by exploiting human and natural resource in Asian, African and Latin American colonies and by making them economically dependent on their colonial powers while the Independency theory, the developed nations actively keep developing nations in a subservient position, often through economic force by instituting sanctions, or by proscribing free trade policies attached to loans granted by the World Bank or international monetary fund. Dependency theory is predicated on the notion that there is a Centre of wealthy states

and a periphery of poor underdeveloped states. Resources are extracted from the periphery and flow towards the states at the Centre in order to sustain their economic growth and wealth. The crux of the dependency theory according to Obi and Chukwuemeka (2006) is that the incorporation of the third world economies into the web of international capitalism is mainly responsible for their underdevelopment.

As long as the underdeveloped countries depend solely on their Colonial Masters, in terms of funding, education, industries, agriculture, science and technology, Social activities and political interference, underdevelopment would continue to exist in these third world countries'.

Even within the third world countries underdeveloped themselves in terms of corruption, electoral corruption, lack of educational funding, nepotism, cultural affiliations, tribalism, hatred among leaders as ethnic groups, gender differences, dependency on Federal allocation by states, sit Tight syndrome of leaders, terrorism, over population, Poverty, high level of illiteracy undermine or impid development in all the third world countries.

Causes of underdevelopment

Struggle for Improvement

Since the end of World War II, we have been experiencing a worldwide struggle for the improvement of living conditions in the so – called developing Countries. At the beginning, there was little query as to the causes of underdevelopment; the newly independent Countries as well as United Nations bodies and industrialized countries tried to promote development by applying measures like the introduction of know – how through the assignment of experts, the expansion of education, the development of infrastructure, etc., i.e., they followed the example of the industrialized countries. In the course of time it became obvious that this was more or less a treatment of symptoms instead of causes, and the gap gradually widened between the developed and less developed Countries of this world. During the early period of development efforts there was little discussion on the historical causes and the real nature of underdevelopment. Theoretical considerations at this time of “cold war” explained the situation of underdevelopment and the path for development from the viewpoint of Western or socialist metropolis. Only in more recent times has the viewpoint of developing counties gained momentum in

development theory. This has great practical implications; development theory offers the justification for policies. The answer to the question “What is development?” determines which strategies, policies, projects, what type of industry, or what organization of agriculture should be considered to be in line with development goals or detrimental to these. Different positions in development policy are based on differences in underlying development theories.

Corruption

Corruption is defined as ‘the abuse of public power for personal ends’ has always existed. During recent decades, however, it has grown both in terms of geographic extent and intensity. Since the mid-1970s, it has infiltrated virtually every country in the world. It was hoped that the easing of political and economic restrictions that characterized the 1990s after the end of the Cold War would have gone some way to reducing this phenomenon. Through increased openness resulting from political pluralism and the freedom of the press, the process of democratization should, under normal circumstances, mobilize efforts to overcome corruption.

Political corruption

In broad terms, political corruption is when government officials use their governmental powers for illegitimate private gain. Misuse of government power for other purposes personal benefit, Forms of corruption vary, but include bribery, extortion, cronyism, nepotism, patronage, graft, and embezzlement. Corruption may facilitate criminal enterprise such as drug trafficking, money laundering, and trafficking; the end-point of political corruption is a kleptocracy, literally “rule by thieves”. What constitutes illegal corruption differs depending on the country or jurisdiction. Certain political funding practices that are legal in one place may be illegal in another. In some countries, government officials have broad or not well defined powers, and the line between what is legal and illegal can be difficult to draw.

Poverty

Large populations of the 420 million people living in Latin America and Caribbean have begun the third millennium living under conditions of poverty. Near 40% of households are poor and 16% extremely poor. Poverty is even more widespread and deep in rural areas where 32% of population live and work. Near 55% of rural households are poor and about 33% extremely poor. This is a sad record for Latin America and

Caribbean most of its countries constituted themselves as nation states after 1810, under the liberal ideals of equality, liberty and fraternity. Furthermore, all those countries under took massive economic development programme after World War II many of them financed by World Bank, the IADB, USAID, UNDP, and many other international agencies and donors. In Latin America & Caribbean, like in other third world areas, poverty reduction never was a major policy goal in itself until the beginning of the 1970's. The assumption was the economic development per se will reduce poverty, and economic growth was the development measurement.

Terrorism

Terrorism is another cause of underdevelopment, where terrorism exists the process of development stopped. Foreign investments, trade, and exchange of goods & services which are the keys for underdeveloped states are stopped because of terrorists activities.

Terrorism is a controversial term with no internationally agreed single definition. There are however several International conventions on terrorism with somewhat different definitions. In one modern sense, it is violence against civilians to achieve

political or ideological objectives by creating fear. Most common definitions of terrorism include only those acts which are intended to create fear (terror), are perpetrated for an ideological goal (as opposed to a lone attack), and deliberately target or disregard the safety of non-combatants. Some definitions also include acts of unlawful violence and war.

Terrorism has been used by a broad array of political organizations in furthering their objectives; both right –wing political parties, nationalistic, and religious groups, revolutionaries and ruling governments. The presence of non-state actors in widespread armed conflict has created controversy regarding the application of the laws of war.

Over population

Overpopulation is an underdeveloped country has previously been cited as the cause of economic poverty; however, underdevelopment may result from imperialism and exploitation of the Third World nations. Limiting population is not the solution for underdeveloped countries since the North American population increased from 26.167 million people from 1850-1950 at which time economic growth was significantly stimulated. Instead, it is the capitalist countries that own the means and resources to develop countries that choose to

exploit underdeveloped countries by exporting more than 7 billion dollars more than they send to those countries. In addition, much of the land that could be used for agricultural purposes is owned by wealthy industrialists so that the majority of food supplies are provided by 2% of the farms. Moreover, underdeveloped countries export items such as fishmeal to capitalist countries for them to use as cat food rather than feeding their own malnourished people. It seems that developed and industrialized countries undergo a decrease in population; therefore, underdeveloped countries should not be initiating birth control programs with the hope of developing economically.

A notable feature of the population in Third World countries is the excess of youths which cause a considerable drain on resources because of their dependency. There is also a threat of food shortages on a global scale.

Excessive urbanization is also a feature of Third World Countries. Unemployment and underemployment are rampant. Family planning, however, has yet to be a success in Third World nations.

Illiteracy

Most people in third world countries are illiterate which they cannot read or write at

all. In contrast, one who is functionally illiterate has a basic grasp of literacy (reading and writing text in his or her native language), but with a variable degree of grammatical correctness, and style. In short, when confronted with printed materials, functionally illiterate adults cannot function effectively in modern society, and cannot adequately perform fundamental tasks such as filling out an employment application; understanding a legally-binding contract; following written instruction; reading a newspaper article; reading traffic signs; consulting a dictionary; or understanding a bus schedule. Those who are functionally illiterate may be subject to social intimidation, health risks, stress, low income, and other pitfalls associated with their inability. The correlation between crime and functional illiteracy is well-known to criminologists and sociologists throughout the world. In the early 2000s, it was estimated that 60% of adults in Federal and state prisons in the United States were functionally or marginally illiterate, and 85% of juvenile offenders had problems associated with reading, writing, and basic mathematics.

Features or Characteristics of Underdevelopment

Impact of colonialism

Nigeria for example under colonialism, our farming system was changed and we produced export crops as raw materials for the use of Europe factories while our food crop which we needed were not given much attention.

Low per capital income

The dominance of poverty is one of the predominant features of the developing countries. In underdeveloped economy, poverty is a “household name” more than 70% of population in developing countries is living below the poverty line.

High Level of Unemployment

In underdeveloped countries, there is inadequate and insufficient utilization of labour. The system in developing countries is that, every year thousands of graduates are turn out from the tertiary institution but there is no job to do.

Low Level of Technology

The technology backwardness is one of the main features in underdeveloped countries; technology innovation is very low and poor communication network when compared with the advanced economy countries.

Underutilized Natural Resources

One of the features of under developing countries is prevalence of underutilized natural resources, in developing countries both human and material resources are not fully utilized for the benefit of the populace.

Others features of underdeveloped countries includes, substantial dependence of agriculture and consumer goods, poor infrastructural facilities, great inequality in the distribution of National income, poor health care, malnutrition and illiteracy and rapid population growth rate.

Instrument used by Developed Countries to Underdeveloped the Third World Countries.

Neo-Colonialism: neo-colonialism is the practice of using capitalism, globalization, and cultural forces to control country (usually former European colonies in Africa or Asia) in lieu of direct military or political control. Such control can be economic, cultural, or

linguistics; by promoting one's own culture, language or media in the colony, corporations embedded in that culture can then make greater headway in opening the markets in those countries. A policy whereby a major uses economic and political means to perpetuate or extent its influence over underdeveloped nations or areas: "Strong elements of neo-colonialism persist in the economic relations of the rich and poor countries" (Scientific America).

Colonialism: colonialism is a term which refers to the settlement of colonies and migrate there as inhabitants. This phenomenon was exhibited by the big powers of the world in 18th century. Tracing about the colonialism, we see that whenever a nation builds an empire. It tries to strengthen itself by creating its colonies. This was done to obtain the maximum benefit in terms of imports and exports from these colonies. The other side of it was to show the strengthen of that country. In short, the maximum the colonies of a nation, the greater was its strength. Britain once had her colonies in America and India, till they got independent in 1776 and 1947 respectively. As English became the naval power, they gained control of the weaker areas and defeated other nations such as French and Dutch, who also

sought to have control of these areas. Imperialism: “the creation and /or maintenance of an unequal economic, cultural, and territorial relationship, usually between states and often in the form of an empire, based on domination and subordination.” Imperialism, as described by that work is primarily a Western undertaking that employs “expansionist, mercantilist policies”.

Globalization: Globalization refers to the process or processes of international integration. Human interaction over long distances, such as the overland Silk Road that connected Asia, Africa and Europe, existed thousands of years ago. In the 15th century Europeans made important advances in exploring the World Ocean, including discovery of the Americas. Global movement of people, goods, and ideas expanded significantly in the early 19th century with development of new forms of transportation (such as steamship and railroads) and telecommunications that seem to ‘compress’ time and space. In the 20th century, road vehicles and airlines made transportation much faster. Electronic communications, most notably mobile phones and the internet, connected billions of people in new ways.

Bretton Woods: The representatives of most of the world’s leading nations met at Bretton Woods, New Hampshire, in 1944 to create a new international monetary system. Under the Bretton Woods system, central banks of countries other than the United States were given the task of maintaining fixed exchange rates between their currencies and the dollar. They did this by intervening in foreign exchange markets. If a country’s currency was too high relative to the dollar, its central bank would sell it’s the value of a country’s money was too low, the country would buy its own currency, thereby driving up the price.

Foreign loans from institution Monetary Fund and World Bank. Developed countries detect the area or sector where the loans will be channel to most important they give them instruction on who to use the loan minding the internal demand of this developing countries.

Findings

The result of the study shows that, there are deliberate efforts by the developed countries of perpetually underdeveloped the third world countries for economic benefits. More so, developing countries underdeveloped themselves economically so that they can have advantage over others.

This study also reveals that underdevelopment of Third World Countries is also as a result of the massive financial and political fraud and corruption. Most if not all third world countries leaders do not want to relinquish power to another leader simply of the intension to amass wealth.

The study also shows that poverty, terrorism; over population and illiteracy rates are indicators that continuously hamper the development in the third world countries.

On the challenges of underdevelopment, the findings reveals that low per capita income, high level of unemployment, low level of technology monoculture economy, underutilization of natural resources, substantial dependence on agriculture and consumer goods, poor infrastructural facilities, great inequality in the distribution and illiteracy and rapid population growth rate have negative effect on the third world Countries.

Conclusion

Underdevelopment means economic backwardness which results from the inability of a country to deal with its environments, the underdevelopment is characterized by lack of indigenous industry, inadequate production of food, unscientific

agriculture, underdevelopment is not absence of development but it makes sense only as a way of comparing levels of development. Underdevelopment is very much tied to the fact human social development has been uneven and from a strictly economic view part some human groups have advanced further by producing more and becoming wealthier. The developed countries of the world has achieved growth and development mainly by underdeveloped the developing countries. They achieved it through colonialism, neo-colonialism, imperialism, World Bank and international monetary fund (IMF). The reason behind the underdevelopment of underdeveloped nations is the lack of determination, if people and Government work together for the better future of their nation they can do better, but the problem is that institutions which supposed to stimulate development is very weak. Underdeveloped countries can be developed with the help of proper utilization of wealth, resources, and labor. The main focus of underdeveloped countries should be on the education of their people, because educated people and skilled people can play the fruitful role in the development of a nation.

Recommendations

In view of the causes and feature of underdevelopment in third world countries, the following are the ways forward;

- i. The growth of the national economy and its inherent strength including the factor of political stability are bound to be dependent to a very large extent on government if rural sector remains its very core. It is also necessary that rural development programmes be conceived and structured as the core of a continuous dynamic process of national development rather than its ancillary. It therefore follows that to talk of national development if the transformation of the rural economy and life is not taking its true place, the living standard of the rural population should be improved in order to mobilize and allocate resources for progressive development.
- ii. There must be certain basic norms and values governing the society which will hold everybody together, there must be a way from which these norms could be

transferred primordial to the state level.

- iii. Rapid development on a national scale and the attainment of economic independence demand a more intensive and wider application of ability and intensiveness, the speedy acquisition of technical knowledge and skill a vast acceleration of productivity as a pre-requisite to accumulation of saving for reinvestment in industrial expansion.
- iv. There must be a mass participation in productive activities. This helps to eliminate alienation, the masses should be entirely mobilized, all the countries that achieved self-sufficiency in production, succeed through the effective mobilization of the masses, man and material are the raw material for achieving the desired objective.
- v. Local factors should be adequately deployed resources known rather than theoretical; this should be achieved through setting up of research and development institute through

this research and development local technologies may emerge which are compatible with local conditions and culture.

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EFFECT OF FAMILY PLANNING ON WOMEN'S ATTITUDE TOWARDS FAMILY PLANNING AT KARU LOCAL GOVERNMENT AREA OF NASARAWA STATE

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Abstract

The locus of this study is the impact of formal education on the attitude of married women to family planning in Karu Local Government Area of Nasarawa State. This work sets out to examine whether the attitudes of literate women differ from those of the illiterate ones in the acceptance and utilization of family planning mechanism of maintaining sizable family. Family planning refers to the practice that helps couples to attain certain objectives such as avoiding unwanted pregnancies, bringing about wanted babies at the right time and regulating the interval between pregnancies. Action theory which suggests that a person's behaviour intention depends on the person's attitude about the behaviour and subjective norms was used for this study. The researcher made use of quantitative method to generate the required data for the survey. Structured questionnaire was administered to 150 respondents out of which 100 were correctly filled and returned. The study observed that economic considerations are one of the variables that molds married women's attitudes to be favorably disposed to family planning. Furthermore, 60% of the research participants strongly acquiesced that their attitude towards family planning was informed by the labour policies of their organizations which is against frequent pregnancies. The study recommends that Government should entrench lessons on family planning in school curriculum at all levels of education. This will arm women with requisite knowledge about family planning early in life in order to inform their rational choice decision on it.

Key words: *Family, Planning, Women and Attitude*

Introduction

Family planning is one of the issues on the front burner of social discourse that has attracted a lot of attentions all over the world due to its relevance in decision making, population growth and development (Ndibusi, 2014). Samuel (2010) defined family planning as the practice that helps individuals or couples to attain certain objectives such as avoiding unwanted pregnancies, bringing about wanted babies at the right time, regulating the interval between pregnancies, controlling the time at which birth occurs in relation to the ages of parents and determining the number of children in the family. Family planning is a means of reproductive health. In spite of the cry in and outside Nigeria about family planning or birth control, many people are still confused about its meaning, the methods involved, the advantages and disadvantages and the factors hindering its wide application in Nigeria (Iffih and Ezeah, 2004).

According to Free Encyclopedia (2013), family planning is a form of birth control and other techniques to implement such plans which include sexuality education,

prevention and management of sexually transmitted infections, pre-conception counseling and management of infertility. It

further conceptualizes that family planning is educational, comprehensive medical or social activities which enable individuals to determine freely the number and spacing of their children and to select the means by which this may be achieved.

Larsson, C., and M. Stanffors (2014) argued that majority of the traditional societies welcome family planning practices because they are linked to the world communication and transportation networks which carry ideas and messages on the use of contraceptive. On the other hand, some societies do not readily accept family planning due to their cultural practices. Take for instance, Nigerian culture takes delight in preference of the boy child. A typical scenario of boy child preference in Nasarawa State is shown when married couples with female children shun family planning so that they will be able to raise male children who are accorded more importance than their female counterparts because male children perpetuate and propagate family name and lineage, property and inheritance laws which limit the rights of females and can reinforce the son's. Research has shown that culture is one of the major determining factors for acceptance and non-acceptance of family planning. Similarly, women's education also results in their empowerment and further

enables them to use family planning services more effectively.

There is no one universally acceptable definition of attitude. However, Anderson (1981) opined that attitude is a moderately intense emotion that prepares or predisposes individuals to respond consistently in a favourable manner, when confronted with a particular object. Similarly, Okafor (1991) stated that attitude is concerned with one's feeling towards an object, person or thing. Cornachia, Station and Irwin (1999) asserted that an attitude refers to mind-set to action, an internal readiness to behave or act. Simpson and Weiner (2000) sheds more light by defining attitude as a way of feeling, thinking or behaving. Aitken (2000) argued that there is no standard definition of attitude, but in general terms, he perceived the term to imply a learned predisposition or tendency on the part of the individual to respond positively or negatively to some objects or situation. According to Mann (2002), attitude implies a relatively enduring organization to internalized belief that describes, evaluates and advances actions with respect to an object or situation with each belief having cognitive, affective and behavioural components. He further stated that each one of these beliefs is a predisposition that suitably activates results in some preferential

response towards the attitude-object or situation or toward the maintenance or preservation of the attitude itself.

Attitude in the context of the present study is belief, feeling, thinking, ideas or emotion that measures the impacts of formal education on women's disposability to the adoption of family planning in Nasarawa State with particular prejudice to Karu Local Government Area.

The World Health Organization (WHO) (1993) found out that women's education is in line with lower fertility which constitutes management of reproductive resources. Maternal education has once been linked with reduction of child mortality among rural dwellers. Women's education enhances their capability and also their reproductive rights to decide freely and responsibly the number, spacing and timing of their children and to have other necessary information regarding reproductive rights.

Studies have shown that education is a determinant of awareness of family planning practices in Nigeria. For instance; Olaitan (2011) conducted a study on factors influencing the choice of family planning among couples in South West and found that there is a correlation between a woman's education and her empowerment, and that

education enables women to use family planning services more effectively.

Recent studies have also shown that religion is also a powerful contributing factor to family planning practices. United Nations (1997) identified some factors such as cultural background, and religious beliefs which place the women at disadvantaged position in reproductive health issues. For Ezea and Iffih (2004), the Catholic Church is rigid in their views of family planning. Catholics hold the view that the application of artificial method is wrong and should not be discouraged. The Catholic Church is said to be comfortable with the use of Billings's ovulation method which is rather natural. Igudu and Okoro (2011) conducted a study on the relationship between religious beliefs and family planning practices of married women in Zone 5 Barrack of the Nigeria Police, comprising Edo, Delta, and Bayelsa state commands. The findings of the study revealed that attitudinal factor such as the strong religious desire for more children prevented women in these barracks from using family planning.

It has been noted that women of high socio-economic status are likely to engage in family planning practices than women of low socio-economic status in Nigeria. Most of the women with high socio-economic status are

linked to the knowledge/awareness and acceptance of family planning practices because they can foot the bills associated with family planning. Family planning has a great potential for reducing mortality in Nigeria.

The main thrust of this work is to ascertain if formal education has impact on the attitude of women towards family planning in Karu Local Government Area of Nasarawa State.

Theoretical Framework

This study is anchored on theory of reasoned action (TRA) which was propounded by Ajzen and Fishbein (1975 & 1980) to show how attitude impact on behaviour. TRA suggests that a person's behaviour intention depends on the person's attitude about the behaviour and subjective norms. To put the definition into simple terms, a person's volitional (Voluntary) behaviour, is predicted by his or her attitude toward the behaviour and how he or she thinks other people would view them, if they exhibited the behaviour (Ajzen & Fishgerbein, 1975).

According to Taylor (2003), TRA stresses that one's attitudes toward a particular behaviour are influenced by belief outcome of the behaviour and one's evaluation of the potential outcome. This theory, by extension, can be used to analyze the attitude of Logo

widows of reproductive age towards modern family planning methods. Widows of reproductive age who develop negative attitude to particular methods of modern family planning are likely not to use such methods, whereas those who believe that using certain methods of modern family planning protect them against unplanned pregnancies and sexually transmitted infections will likely use such methods. On this basis, the Logo widows of reproductive ages" attitude to modern family planning will be anchored on the theory of reasoned action (TRA).

Similarly, the theory of planned behaviour (TPB) was also propounded by Ajzen and Fishbein (1975). The TPB is another theory about the link between attitudes and behaviour. The TPB states that people's evaluation of, or attitudes toward behaviour are determined by their accessible belief about the behaviour, where a belief is defined as the subjective probability that the behaviour will produce a certain outcome. Specifically, the evaluation of each outcome contributes to the attitude in direct proportion to the person's subjective possibility that the behaviour produces the outcome in question. Ogdem, Karim, Choudry and Brown (2007) concurred that the intention to perform a behaviour can be translated into actual

behaviour. For example, the intention to use modern contraceptives, predicts contraceptive use. The intention to exercise correlates with this behaviour, and the intention to go for cervical or breast screening practices predicts actual attendance. Therefore, the cognition „I intend to..." seems to translate into I did. When a person intends not to do it, it translates into no performance or no action. On the basis of this, the Logo widows of reproductive ages" attitude to modern family planning methods were also anchored on the theory of planned behaviour (TPB).

Regarding practice, self-efficacy theory was adopted. The theory holds the belief that one is able to control one's practice of a particular behavior (Bandura, 1986). Schwarzer (1992) and Ovie (2003) posit that self-efficacy refers to one's belief that one can successfully execute a particular action. Taylor (2003) asserts that people are more likely to engage in certain practice when they believe that they are capable of executing those practices successfully. This suggests that they will have high self-efficacy. Simply put, self-efficacy could be looked at as self confidence towards action. In analyzing this, individuals tend to choose activities they will do successfully and they tend to direct more efforts to activities and behaviours they

consider they could achieve successfully. A person may believe, for example, that he or she can stop particular negative health practices. This means that the Logo widow of reproductive age who engages in inconsistent practice of a modern method of family planning can stop such a behaviour and adopt a consistent and successful practice of modern methods of family planning. This will then imply that such a widow of reproductive age has high self-efficacy. On the basis of this, the theory of self-efficacy was the theory of anchor in ascertaining Logo widows of reproductive ages" practice of modern methods of family planning. Social cognitive theory which has been recognized widely for providing a framework for understanding human behaviour was adopted to anchor this study. Social cognitive theory centers on the prominent role of social modeling in human motivation, learning, thought and action. In social cognitive theory, the "social" aspect of the title acknowledges the social origins of human thought and action while the "cognitive" aspect recognizes the influential contribution of cognitive processes to human motivation, affect, and action (Bell, 2007). Social cognitive theory is rooted in the perspective that people are self-organizing, pro-active and self-regulating. Human behaviour is the

product of an active interplay of personal, behavioural and environmental influences (Pajares, 2004). Social cognitive theory assumes that if one is motivated to learn a particular behaviour, then that particular behaviour would be learned through clear observations. By imitating these observed actions, the individual observer would solidify that learned action. Social cognitive theory is a learning theory based on the ideas that people learn by watching what others do and that human thought process are central to understanding personality.

Bell (2007) argues that social cognitive theory is concerned with how humans operate cognitively on their experiences and how these cognitive operations then come to influence their behaviour. People are believed to abstract and integrate information that is encountered in a variety of experiences. From this abstraction and integration, people can represent their environments and themselves in terms of certain crucial classes of cognitions, including, but not limited to attitudes and values. These cognitions are believed to affect the behaviours of individuals (Bandura, 1986).

This study will investigate areas that may hinder women from the knowledge of accessing the available information on family planning services. It has been noted that

access and availability of information enhances rightful choices of family planning. When people are well informed on an issue, they act appropriately. Adequate information on family planning services is beneficial to all and sundry including men, women, children, families, governments and the world at large. The knowledge of family planning services will help to protect women from unwanted pregnancies thereby saving them from high risk pregnancies or unsafe abortions. Thus, social cognitive theory can be useful in developing a training program to address the provision of family planning information by social workers, once it is known what needs to be confronted (Bell, 2007).

The Context of Family Planning in Nigeria

Nigeria's family planning programme began in 1964 with the National Family Planning Council of Nigeria (Oyediran 1969). Before the 1980s, however, family planning programs were not a priority for the government of Nigeria and consequently were driven by development partners and nongovernmental organizations. Following analysis of the consequences of unregulated population growth on health and development in Nigeria, starting in the late 1980s the country began formulating various

policies aimed at improving reproductive health outcomes and reducing fertility levels through family planning. These include Nigeria's national population policy, first enunciated in 1988 and revised in 2004. These policies focused on increasing uptake of modern contraceptives for health and national demographic goals (Federal Republic of Nigeria 1988). Targets of the first national population policy included increasing contraceptive prevalence to 80% and limiting family size to an average of four children per woman by 2000. The revised population policy calls for a reduction of maternal mortality by 75% by 2015, reduction of the fertility rate by 0.6 children per woman every five years and a 2% annual increase in the proportion of women using contraceptives. More recently, following the 2012 London Summit on Family Planning, Nigeria developed a blueprint for accelerating uptake of family planning with a target of increasing the national contraceptive prevalence rate to 36% by 2018 (Federal Republic of Nigeria 2014).

Currently, family planning services are provided by both the public and private sectors, with the commodities provided free in public sector facilities. In spite of the various investments in family planning programs in the country, contraceptive

prevalence has not shown any sign of increasing. According to the 2013 National Development Health Statistics (NDHS, while knowledge of contraceptives is generally high, uptake is low; only 15% of married women of reproductive age are using any contraceptive method and, as mentioned, only 10% are using a modern family planning method, while unmet need for contraception is 16% (National Population Commission, 2014). The national rates have shown little change since 1990. Motivation to use contraceptives is low in the country, as pronatalism is one of the reasons for high fertility and low contraceptive prevalence (Federal Ministry of Health 2008).

These national aggregate indicators reveal wide variations in the uptake of contraceptives across the country. The southern zones of the country have higher contraceptive prevalence compared with the northern zones. The northern part of Nigeria has one of the lowest rates of contraceptive use in the world. Across the states of the country, contraceptive prevalence ranges from 26% in Lagos State in South-western Nigeria to less than 1% in Jigawa and Kano States, North-western Nigeria. The 2013 NDHS data aggregated by zones showed wide variations in fertility intentions and contraceptive use. While the national total

fertility rate is 5.5 children per woman, it ranges from 4.3 children per woman in the South Zone to 6.7 children per woman in the North West Zone. Use of modern contraceptives ranges from 3% in the North East Zone to 25% in the South West Zone. Also, the 2013NDHS showed variation in the method mix. For example, while contraceptive prevalence was comparatively high in some of the eastern states of the country, contraceptive use includes more natural and traditional contraceptive methods. There are also variations in contraceptive use by religion, education, place of residence and socioeconomic status (National Population Commission and ICF International and 2014).

In addition to the many socio-cultural drivers of high fertility, poor investment in strategic behavior change communication has contributed to low demand for family planning. The main sources of information on family planning in the country are friends or siblings, media, formal education and health workers (Ankomah, Anyanti, and Oladosu 2011; Monjok, 2010; Oye- Adeniran, 2006). Additionally, a number of supply-related factors limit contraceptive use. These include erratic supply of modern contraceptives, gaps in logistics supply chain, donor dependence, poor-quality services and dearth of skilled

health personnel to provide family planning services (Federal Government of Nigeria 2014).

Methodology

Research Design

The researchers used quantitative method to elicit the required data for this study Aliaga and Gunderson (2002) defined quantitative research as “ explaining phenomena by collecting numerical data that are analyzed using mathematically based methods (in particular statistics) The choice of quantitative method was informed by the fact that it helps to compare data in a systematic way. It also makes generalizations of study to a whole population possible. This is particularly so, when a researcher wants to compare or generalize information extensively within a specific population or between different population (Aliaga& Gunderson, 2002).

Population of the Study

The population of this study are married women in Karu Local Government of Nasarawa State who are settled in husbands' houses and have children. Lone/single parents not considered for this study. It is hoped that this category of people will have much to say about the impact of formal education on their adoption of family

planning strategies as means of birth control. The researcher used simple random sampling method (a sampling technique in which every member of the population has equal chance of being included in the study) to select 100 respondents/ research participants from the population who live in the wards/locations as shown in Table 1

Table 1: Sampled Distribution of Married Women in Karu LGA

S/No	LGA	Ward/Unit	Sampled women
1	Karu	Ado	5
2		Mararaba	5
3		Masaka	5
4		New Nyanya	5
5		Aso A	5
6		Aso B	5
7		Autabalefi	5
8		Kadapi	5
9		Kugberu	5
10		Dagbona	5
12		Kuchikawo	5
13		Kasa	5
14		Ludu	5
15		Jakanwa	5
16		Koya	5
17		Shenwu	5
18		Eba	5
19		Gwandara	5
20		Kantanyi	5
21		Chukuwa	5
22	Total		100

Source: Author's computation as at October, (2018).

Sampling Technique

The researchers used simple random technique to draw 100 sample size for the purpose of this study. Simple random technique is a sampling procedure in which each element in the sampling frame has equal chance of being included in the sample size (Ujo, 2000). In the light of this, 100 sample was drawn from each of the 9 districts in Karu LGA.

Instrument of Data Collection

The researchers employed structured questionnaires in order to collect the required data for this study. The choice of structured questionnaires was informed by the following reasons:

Firstly, the population of the study is fairly large. It will be more convenient and time saving to administer questionnaires to them than to engage them in in-depth interview.

Secondly, structured questionnaires will facilitate data analysis and estimation of validity and reliability for the instrument (Ujo, 2000). Finally, structured questionnaire is easier and demands less time to complete. On account of this, most respondents will not feel reluctant to complete and return the questionnaires.

Method of Data Analysis

The data for this study was analyzed through the use of frequency distribution table that contained the percentages of the respondents' responses. Chi-square was used to test the hypotheses of the study in order to establish the relationship between independent variables on the dependent variables.

Table 2: Distribution of the Respondents Based on their Socio-Demographic Characteristics.

Variable Age	Frequency	Percentage (%)
18-24	20	20
24-28	20	20
28-34	30	30
34-44	20	20
44-58	5	5
58 and above	5	5
Total	100	100
Age	Frequency	Percentage (%)
Christianity	65	65
Islam	35	35
Traditional religion		
Others		
Total	100	100

Academic qualification	Frequency	Percentage (%)
Elementary	20	20
SSCE	20	20
SSCE + Literate	20	20
Tertiary institution	40	40
Total	100	100

Marriage type	Frequency	Percentage (%)
Monogamy	55	55
Polygyny	20	20
Polyandry	2	2
Single parents	23	23
Total	100	100

Number of children	Frequency	Percentage (%)
1-2	15	15
3-4	30	30
5-6	15	15
7-8	25	25
9 and above	15	15
Total	100	100

Source: fieldwork (2018)

The data indicates that 20% of the respondents are between the ages of 18 to 24 years; 20% of them are between the ages of 24 to 28 years while 30% of them are between the ages of 28-34 years. The table further shows that 20% of the research

participants fall between the ages of 34 to 44 years. Just 5% of the respondents agreed that they are between the ages of 44 to 58. Similarly, 5% of the research participants said that they are 58 years and above. The modal percentage of 30 who fall between the

ages of 28 to 34 years shows that the respondents are in the active reproductive years of their lives and therefore are expected to utilize family planning provision so as to space their children in relation to their socioeconomic status.

On the distribution of the respondents based religious affiliation, many of them (65%) practice Christian religion while 35% of them belong to the Islamic faith. This shows that the research participants are predominantly Christians. And as a result, adoption of family planning strategy will be very likely; hence Christians particularly the Protestants are not apathetic to it

The data that was generated from the survey demonstrated that large numbers of the respondents (70%) are literate while just 30% of them are illiterate. This shows that the respondents are enlightened enough to make informed decisions on whether to engage in family planning as child spacing mechanism or not.

On the level of academic attainment of the research participants, 20% of them possess first school leaving certificate; 25% of them have senior school certificate and 55% possess advanced level of academic qualification such as ND, HND, NCE,

degrees and so on. This shows that they are literate and lettered enough to obtain information on family planning through both print and electronic media of communication that can inform their rational choice of action/decision on whether to adopt family planning strategy of birth control or not.

On the distribution of the respondents based on their family type, majority of them (55%) practice monogamy type of marriage (one man to one wife and vice versa); 20% of the research participants practice polygynous type of marriage which results when a man marries more than one wife per time. Just 2% of the respondents practice polyandry type of marriage, a situation where a woman has more than two husbands at the same time. The data shows that polyandry is not a popular marriage arrangement in the study area. Twenty three percent of the research participants disclosed that they are single parents. This results from serial divorce experiences or choice that may arise due to feminist agitation for equality with their male counterparts. Women who do that want to assume subordinate position to men opt for lone parenting, which can be said to be traceable to why some of the respondents are single parents.

On the distribution of the respondents based on the number of children, 15% of them disclosed that they have 1 to 2 children; 30% of them revealed that they have 3 to 4 children; 15% of them said that they have 5 to 6 children; 25% the respondents admitted that they have 7 to 8 children while 15% of them disclosed that they have 9 children and above. Inferring from the above, it is safe to say that the respondents have comparatively or relatively small family size. This is so

because of the urban nature of the study area, where the respondents are predominantly into secondary and tertiary sector of the economy which does not encourage large family size. Those who have 9 children and above are the women who due to their low level of education, their participation in farming activities and their religious beliefs that is against family planning, defiled the doctrines of family planning to have large family size.

Table 3: Impact of Family Planning on the Attitudes of no Literate Women towards Family Planning.

S/N	Variable	SA	A	SD	D	N	Mean	Std. Dev	Decision
1	Formal education has nothing to do with my adoption of family planning.	60	30	5	5	100	3.5	0.711	Accepted
2	I practice family planning because of economic condition and not because of my formal education.	60	20	10	10	100	3.3	0.654	Accepted
3	I embrace family planning because I live in urban area where large family size is not required the way is required in the rural settlement where agriculture is their main economy stay	60	20	10	10	100	3.3	0.733	Accepted

4	As a woman I believe in small family size.	70	10	10	10	100	3.4	0.465	Accepted
5	I do not practice family planning because I do not have formal training that orientates me towards it due to my lack of formal education.	55	35	5	5	100	3.4	0.703	Accepted
6	I embrace family planning in order to conform to small family size that is becoming a norm in the urban area.	60	30	5	5	100	3.7	0.622	Accepted
6	I embrace family planning in order to conform to small family size that is becoming a norm in the urban area.	60	30	5	5	100	3.7	0.622	Accepted
7	I practice family planning because of my medical condition and not because of my level of education.	40	30	15	15	100	3.0	0.534	Accepted
8	I practice family planning because my husband is out of job.	30	30	40	0	100	2.9	0.566	Accepted
	Average						3.3	0.624	Accept

Source :fieldwork (2018)

Table 3: indicates that item 1, 2, 3, 4, 5, 6, 7, 8 and 9 show that formal education has impact on women's attitudes towards family planning.

Hypothesis 1

There is no significant impact of formal education on the attitude of literate women towards family planning.

Table 4 x- test of impact of formal education on women's attitudes towards family planning.

	Observed	Expected	Residual	Chi-square	Df	P
SD	12	25.0	-13.0	23.440	3	0.00
D	39	25.0	14.0			
A	35	25.0	10.0			
SA	14	25.0	-11.0			
Total	100					

Source: fieldwork (2018)

Table 4.4 shows that at df 3 p. 0.00 is below 0.05 level of significance, hence, the hypothesis is rejected. It therefore concluded that formal education has impact on women's attitudes towards family planning.

Hypothesis 2

There is no significant impact of family planning on the attitudes of non-literate women towards family planning.

Table:5

	Observed N	Expected N	Residual	Chi-square	Df	P
SD	5	25.0	-20.0	82.320	3	0.00
D	8	25.0	-17.0			
A	62	25.0	37.0			
SA	25	25.0	0.00			
Total	100					

Table 5 shows that at df 3 p.0 is below 0.05 level of significance. Hence, the hypothesis is rejected. It is therefore concluded that formal education has impact on women's attitudes towards family planning.

Discussion of the Findings

The study has demonstrated that formal education plays a very potent role in sharpening married women's attitude

towards the adoption and utilization of family planning as child spacing method so that they will give birth to the number of children that they can adequately cater for. This so as 60%

of the research participants strong affirmed. This study is congruent with the work of Olenicks (2000) which noted out that women with formal education are least likely to resist family planning than those without formal education. This study also corroborates one of the study hypotheses which said that women who have formal education are more likely to embrace family planning than those who are not literate in formal sense.

Furthermore, the study uncovered that religious beliefs play marginal role in influencing married women's attitudes towards adoption of family planning in Karu Local Government Area of Nasarawa State. This is evidence as just only 10% of the respondents strongly agreed that their religious beliefs influence their attitude towards family planning. This finding run parallel to the work of Heaton (2011) who pointed out that religious belief is a potent social variable that impacts women attitude towards reproductive behaviour. The reason may not be unconnected to the fact that his work was carried out among Muslim communities in the extreme northern Nigeria who believe in large family size. This explains why many government policies on population control has not been very fruitful among them.

The study has shown that many people embrace family planning because of economic reality which makes them to see reason in maintaining small family seize. This measure is taken in order to race children that they can adequately cater for.

Conclusion

The study has so far concerned itself with understanding the impact of formal education on the attitude of women towards family planning among married women in Kau Local Government of Nasarawa State. The study has been able to demonstrate that education plays a very pivot role in sharpening women attitude towards the adoption of family planning. This goes to say that women who command high level of formal education are more favourably disposed towards family planning.

Similarly, economic consideration is one of the reasons that prod married women towards accepting family planning so that they will give birth to the number of children that they can manage comfortably within the circumference of their economic abilities.

Recommendations

Based on the findings that were made in the course of this research, the researchers want to make the following recommendations:

1. Government should, as a matter of urgency, intensify their campaign on family planning so that its awareness can be widespread to capture both the literate and non literate women population in the local government area. This will go a long way to erase some misconceptions which people have towards family planning.
2. Government should motivate people to embrace family planning by giving them incentives so as to encourage them to practice it. Such incentives could be by way of offering free houses, employment opportunities and scholarships to children, as well as free medical services to the families of those whose children are not more than four.
3. Government should also inculcate lessons on family planning into school curriculum at all levels of education so that they be can be

knowledgeable about it early in life in order to inform their rational choice decision on it.

4. Religious organizations should be made to see the need to teach their members of their congregations to see the need to embrace family planning as it is not morally good to raise children that one does not have adequate resources to take care of. Such children can turn out to become packs of rascals and social misfits.

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INTEREST, UNDERSTANDING AND USAGE OF THE CORPORATE ANNUAL REPORT IN THE POST-IFRS NIGERIA: A SURVEY OF SHAREHOLDERS

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Abstract

The study was carried out to determine if the adoption of the international accounting standard which is considered to be a major change in the financial reporting environment has made shareholders of companies to show more interest in reading, having proper understanding of, and using the corporate annual reports in the IFRS era. A survey research design was adopted and with the aid of a questionnaire, data were gathered from one hundred and ten shareholders of companies. Levene's test was used to test the formulated hypotheses. Findings revealed that shareholders understand the report except the Notes to the accounts and the Statement of Changes in Equity which a high percentage of shareholders find difficult to understand. The study recommended that the corporate annual report should be made more understandable to users who are without special knowledge of accounting standards used in preparing and explaining the financial statements in the corporate annual reports of companies

Keyword: Annual report, Post-IFRS, Shareholders

Introduction

Financial reporting by entities especially by publicly quoted companies requires the preparation and publishing of the financial statement which is a component of corporate annual report that organisations publish yearly. It is a legal requirement in several countries of the world. The annual (or half yearly or quarterly) financial reporting as required by national laws of countries is aimed at providing truthful account of stewardship of the management to the shareholders of the organisations concerned. This communication by the management to the members of the organisation is done through the Corporate Annual Report. The corporate annual report therefore plays an important role in management's rendering of account of stewardship to the owners of the organisation they have been empowered to manage. According to Stone (1967), 'corporate financial and statistical information are communicated to interested users through a wide variety of mediums. However, the published corporate annual report is undoubtedly the most widely distributed comprehensive source of corporate financial data'.

In Nigeria, the government has shown concerns about financial reporting by entities. The protection of investors' stake in

public companies is a major issue the government makes effort to ensure through various legislations and regulatory agencies saddled with the responsibility of ensuring true and fair reporting by public entities.

Since the corporate annual report which is an important medium for rendering stewardship by managements is prepared based on accounting standards that are 'oriented to serve the needs of investors and capital markets' (Bhagaban, 2009), it is logical to think that the investors will show interest in using the report for making decisions and having a clear understanding of the information contained in the annual report of the entity they invested in.

However, the contrary is what is obtainable. Achim, Borlea and Breban (2010) stated that the loss of shareholders' confidence in the use of corporate annual report seems to be a problem that cuts across nations. Nugent (2007) as cited in (Achim et al, 2010) concluded that: "In the United States of America, only 28% of investors have a great trust in the reality of audited financial statements, while a majority of 64% has a reasonable trust and 8% of the investors have little or no trust in audited financial statements". "In Great Britain, the trust in financial statements is a little higher. Thus, more than half of the investors in Great

Britain (51%) have high trust in financial statements, while 43% have reasonable trust and 6% have little or no trust in audited financial statements.

Rowbottom and Lymer(2010) reported that private investors do not read and trust audited financial information due to increased volume and complexity which invariably lead to information overload.

Notwithstanding the loss of confidence in the figures disclosed in the annual report due to various cases of ‘management’s mismanagement’, a number of authors have noted that the ‘published annual reports are extremely important sources of corporate information’ in the genre of corporate public discourse and that the annual report is the formal communication vehicle of the external reporting function (Stanga, 1976; Curtis,1989;Yuthas, Rogers & Dillard, 2002).

Statement of Research Problem

The fundamental changes in the Nigerian financial reporting system require a study to examine what interest the shareholders show in having an understanding of changes that now affect the annual reports they receive yearly. In addition, it is important to examine if shareholders of companies use the annual reports they receive and whether they understand the technical accounting

explanations in the notes to the accounts in the annual reports.

The study seeks to achieve the following objectives:

- a) To examine whether shareholders in Nigeria show interest in reading the corporate annual report of the companies they invest in.
- (b)To examine whether shareholders without any assistance from professional advisers understand the financial statements and notes to the statements contained in the corporate annual report of an IFRS-compliant account.
- (c) To investigate whether shareholders in Nigeria use the corporate annual report of the companies they invest in as a tool for investment decision-making.

The findings of the study may be significant towards providing and sending useful information to the management of companies in Nigeria as to the perception and disposition that shareholders have towards the reports they spend millions of Naira publishing annually.

Literature Review

Conceptualising Corporate Annual Report

The corporate annual report is an important document that companies issue, usually yearly to render financial stewardship to company owners and other stakeholders. It can also be issued on interim basis. It is a vital company document for communicating the financial and non-financial results for the most recent 12-month financial period of the company to interested parties. Management also uses it to communicate its revenue and profit expectations for the next year and beyond (Basu, 2015).

A corporate annual report be viewed as a formal public document produced by public companies largely as a response to the mandatory corporate reporting requirements existing in most Western economies (Stanton& Stanton, 2002).

According to Bartlett and Chandler (1997) low readability of the annual report could be linked to the reduced trust users have in the corporate reports' accounting figures. This is because, according to Achim et al. (2010), financial figures are intentionally manipulated for creating a financial value more appealing to stockholders, who are not directly involved in the process. More so, the

trust of shareholders appears betrayed since these figures are audited by important audit companies which ought to protect the interest of the shareholders Achim et al. (2010).

Some other past studies have also measured the relative importance users attach to the annual report as a tool for decision-making. In an international study by Chang, Most and Brain (1983), it was found out that UK institutional investors rate the annual report as the most important source of information from companies. Similarly, the study found that financial analysts in the United States also rate corporate annual reports as more important than even prospectuses and communications with management. The same position was maintained by New Zealand financial analysts who rate corporate annual reports as their most important source of information, much more important than any of the other sources, while UK financial analysts rate communications with management as slightly more important than corporate annual reports (Chang et al, 1983). In his study of private shareholders in Australia, Curtis (1989) submitted that, though the chairman's review is the most read section, the statement of comprehensive income and statement of financial position were the most important in making

investment decisions. AbdulKareem, Khaled, Chew and Mohammad(2011) evaluated the extent to which shareholders in United Arab Emirates rely on the following seven sections of annual reports: management report; auditor's report; statement of financial position; income statement; statement of changes in equity; cash flow statement; and notes to financial statements and submitted that participants considered the auditor's report, statement of financial position and statement of comprehensive income to be the most reliable sections whereas the management report and notes to financial statements were considered as the least reliable ones.

Jalal (2008) in his study in Qatar found that participants considered all sections of the annual report to be relevant for investment decision making but the statement of financial position and auditor's report being of the most importance.

Nigeria's Adoption of International Financial Reporting Standards

Previous studies on the adoption of IFRS by countries have shown the benefits derivable from adopting a single set of accounting standards globally, hence the arguments for the convergence in financial reporting. The increasing recognition of the need to have

quality financial reports is a major reason that the adoption of IFRS is becoming the vogue among countries (Owolabi&Iyoha, 2012).

The International Financial Reporting Standards (IFRS) can be regarded as a set of accounting standards and interpretations developed by the International Accounting Standards Board (IASB) for use in the private sector organizations in the world in the preparation of general purpose financial statements.

Before 2012 year-end, financial statements in Nigeria were prepared based on the Statement of Accounting Standards (SAS) published by the erstwhile Nigerian Accounting Standards Board. With the enactment of the Financial Reporting Council of Nigeria Act, 2011 which established the Financial Reporting Council of Nigeria (FRCN) and thereby repealing the Nigerian Accounting Standards Board Act, No.22 of 2003, the financial reporting environment in Nigeria has been affected in certain ways. It is expected that with the adoption of IFRS, information provided by firms to market participants may differ significantly from information based on prior national GAAP, due to differences between requirements of national standards and IFRS (Tarca, 2009).

According to Adeyemo, Isiavwe, Adetiloye and Eriabie(2017), investors can benefit from more accurate, comprehensive and timely financial statement information of IFRS than that of the local GAAP it replaces.

Theoretical Framework

Considering the concept of shareholders in this study, Agency theory is considered appropriate as the theoretical basis for this study.

Agency Theory

Agency theory was developed by Jensen and Meckling in 1976 who 'suggested a theory of how the governance of a company is based on the conflicts of interest between the company's owners (shareholders), its managers and major providers of debt finance' (ICAN, 2014). The theory deals with the relationship between company owners (i.e. shareholders) and the managers (i.e. directors)

Shareholders are the main owners of the company. The relationship between shareholders (principals) of a publicly quoted company and the directors (agents) is an example of agency relationship. 'Specifically, agency theory is directed at the ubiquitous agency relationship, in which one party (the principal) delegates work to another (the agent), who performs that work'

(Eisenhardt, 1989). This is an example of the shareholder-director relationship. The theory attempts to describe this agency relationship using the metaphor of a contract (Jensen &Meckling, 1976, as cited in Eisenhardt, 1989). As an organisation grows, ownership is separated from control as the principals appoint agents to manage the business on their behalf. In the long run, the desires or goals of the principals and agents conflict because of the 'self-interest and opportunism of agents and the difficulties of regulating them' (Shapiro, 2005). The difficulty in verifying what the agent is actually doing is a reason why directors have to provide detailed information about their management of the entity over a period of time.

Agency theory is mainly concerned with resolving two problems that may occur in agency relationships. The first is the agency problem that arises when the desires or goals of the principal and agent conflict and it is difficult or expensive for the principal to verify what the agent is actually doing. The second is the problem of risk sharing that arises when the principal and agent have different attitudes toward risk (Eisenhardt, 1989). Agency costs are incurred to monitor the principal, to give incentives to the

managers so that they act in the best interest of the principals.

Methodology

The study adopted survey research design for data gathering purpose as it is considered suitable since it is used to assess thoughts, feelings and opinions of respondents. The population of this study is made up of shareholders of companies in Nigeria. Due to the paucity of data, it was not possible to get the actual number of shareholders of companies in Nigeria. Efforts made to get this data from the Nigeria Stock Exchange (NSE) and the Central Security Clearing System (CSCS) in Lagos State proved abortive. Therefore, a focus is placed on shareholders of banks who are resident in Lagos State as a section of the population from which samples are drawn.

Lagos was chosen as the geographical area where samples are selected because according to Adeyemi, 2006, Lagos is the cosmopolitan economic capital city of Nigeria. It is the lever that powers the nation's economy in which members of all the various groups and tribes of users of annual accounts in Nigeria resides. On this basis, it is believed therefore that samples selected from Lagos could be representative of shareholders of companies.

Using judgmental sampling method, the sample size for the study is made up of One hundred and ten shareholders of companies, therefore people who are known to be shareholders were approached directly to fill the questionnaire.

A 3-point Likert scale questionnaire was designed and administered directly and was vetted by two Accounting lecturers from two different universities in Nigeria.

Data Analysis and Interpretation of Results

Levene's test was used to test the stated research hypotheses while the responses to the relevant questions in the research instrument were used to answer the research questions. In determining acceptance or rejection of the null hypothesis, the null hypothesis is rejected if the calculated Levene's test value is greater than the tabulated value determined using a statistical table.

Hypothesis One which stated that there is no significant change in the interest shareholders show in reading the corporate annual report after the adoption of IFRS in Nigeria was tested using question 7 under section B of the questionnaire. Based on Table 1, at a confidence level of 0.95 and equal variances assumed, the calculated Levene's test value

is 6.063. However, the tabulated value at this point is 2.00 as determined from statistical table. Following the accept-reject rule stated above, the null hypothesis is rejected while the alternative hypothesis is accepted that there is a significant change in the interest

shareholders show in reading the corporate annual report after the adoption of IFRS in Nigeria.

Table 1: Hypothesis One Independent Samples Test

Levene's Test for Equality of Variances t-test for Equality of Means

		F	Sig.	T	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence interval	95% Confidence interval
									Lower	Upper
Annual report	Equal variances assumed	9.919	.002	6.063	108	.000	7.250	1.196	4.880	9.620
Annual report	Equal variances not assumed			5.839	82.915	.000	7.250	1.242	4.780	9.720

Source: Researcher's survey (2017); IBM SPSS Version 20 output

Hypothesis Two which stated that there is no significant change in shareholders' use of the corporate annual report of the companies they invest in as a tool for investment decision-making after the adoption of IFRS

in Nigeria was tested using question 2 under section C of the questionnaire.

Based on Table 2, at a confidence level of 0.95 and equal variances assumed, the calculated Levene's test value is 4.149.

However, the tabulated value at this point is 2.00 as determined from statistical table. Following the accept-reject rule stated earlier, the null hypothesis is rejected. Therefore, the alternative hypothesis is

accepted that there is a significant change in shareholders' use of the corporate annual report of the companies they invest in as a tool for investment decision-making after the adoption of IFRS in Nigeria.

Table 2: Hypothesis Two Independent Samples Test

Levene's Test for Equality of Variances t-test for Equality of Means

		F	Sig.	T	Df	Sig. (2- tailed)	Mean Difference	Std. Error Difference	95% Confidence interval	95% Confidence interval
									Lower	Upper
Annual Report	Equal variances assumed	11.309	.001	4.149	108	.000	5.483	1.322	2.863	8.102
Annual Report	Equal variances not assumed			3.774	62.271	.000	5.483	1.453	2.579	8.386

Source: Researcher's survey (2017); IBM SPSS Version 20 output 4.3.3

Hypothesis Three states that there is no significant change in shareholders' understanding of the financial statements and notes to the statements contained in the corporate annual report after the adoption of IFRS in Nigeria and from the result in Table 3, at a confidence level of 0.95 and equal variances assumed, the calculated Levene's test value is 4.976. However, the tabulated

value at this point is 2.00 as determined from statistical table. Following the accept-reject rule stated earlier, the null hypothesis is rejected. Therefore, the alternative hypothesis is accepted that there is a significant change in shareholders' understanding of the financial statements and notes to the statements contained in the

corporate annual report after the adoption of IFRS in Nigeria.

Table 3: Hypothesis Three Independent Samples Test

Levene's Test for Equality of Variances t-test for Equality of Means

		F	Sig.	T	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence interval	95% Confidence interval
									Lower	Upper
Annual Report	Equal variances assumed	9.609	.002	4.976	108	.000	6.280	1.262	3.778	8.782
Annual Report	Equal variances not assumed			4.682	73.798	.000	6.280	1.341	3.607	8.953

Source: Researcher's survey (2017); IBM SPSS Version 20 output

Discussion of Findings

The study sought to find out if the adoption of the International Financial Reporting Standards (IFRS) has made shareholders to show more interest in reading, having an understanding and using of the corporate annual reports they receive from the companies they invested in. It was found out that before the adoption of IFRS, that is,

when the Statement of Accounting Standards (SAS) was used in preparing companies' accounts in Nigeria, majority of shareholders used to read the corporate annual reports they received from the companies they invested in. However, findings from the study further indicate that shareholders have also shown more interest in reading the corporate annual reports after the change-over to IFRS in

Nigeria. This is despite the fact that majority of the shareholders do not attend the annual general meetings of the companies they invested in. More so, interactions with shareholders during the questionnaire administration stage also revealed that when reading the annual reports, shareholders are usually more interested in the dividend declared by the companies they invested in. In addition to this, it was found out that shareholders regard the corporate annual report as an important tool when making further investment decisions in the company they hold stake in. This is in accordance with previous findings of AbdulKareem *et al* on the importance investors place on the corporate annual reports of companies. Furthermore, majority of the shareholders also understand some sections of the financial statements in the corporate annual reports very well. However, the Statement of Changes in Equity which is a new account required to be prepared by companies following the adoption of IFRS in Nigeria and the Notes to the accounts are not well understood by nearly half of the shareholders whose opinions were used in this study. The adoption of IFRS in Nigeria has had effects on shareholders' disposition to the corporate annual report as users have shown more interest in reading the report. While they

understand most of the information in the report, they also have a difficulty in having understanding of some sections of the financial statements published in the annual reports.

Conclusion

Based on the findings of the study above, it is concluded that although it is in the literature that investors have lost confidence in audited financial statements, the adoption of IFRS in Nigeria has made Nigerian shareholders to show more interest in reading the corporate annual reports issued by the companies they invested in. This conclusion is corroborated by the high percentage of shareholders who did not only claim that they always look forward to receiving the corporate annual reports from their companies but that they also, on the average, read and understand them. In addition to this, the findings support the conclusion that Nigerian shareholders use the information in the corporate annual report when making investment decisions in the companies they invest in. The study also concludes that shareholders largely understand the information in the corporate annual reports but find the notes to the accounts in corporate annual reports the most difficult to understand. This is not surprising since most parts of the notes to the account

are usually culled directly from the accounting standards (IFRS) which may not be easily understandable by persons without financial expertise.

Recommendation

This study recommends that the corporate annual report should be made more understandable to users who are without specialist knowledge of accounting standards used in preparing and explaining the financial statements in the corporate annual reports of companies. This will encourage more users to show interest in reading the report which serves as an important medium of communication between the management of the reporting entity and the shareholders. More specifically, the notes to the accounts which shareholders find difficult to understand should be simplified for proper understanding. They should be made more explanatory. This will make the notes truly serve as explanations of the figures presented and disclosed in the financial statements.

In addition to other findings, this study has found out that majority of shareholders do not attend the annual general meetings (AGMs) of companies they invested in. The reasons for this poor attendance of the AGM of companies were not confirmed in this study as those were not the focus of this study. This

could be a further area of research for future studies.

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EFFECT OF MANPOWER TRAINING AND DEVELOPMENT ON THE PERFORMANCE OF NIGERIAN IMMIGRATION SERVICE IN NIGERIA

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Abstract

The study examined manpower training and development as tools for enhancing employees' performance in Nigerian Immigration Service. To achieve this purpose, hypotheses were formulated to guide the study. Literatures related to the variables under study were reviewed and survey research design was adopted for the study. Forty respondents were randomly selected for the study. The questionnaire was the major instrument used for data collection. The data collected was analyzed using regression analysis. The 0.05 level of significance was used for statistical testing of hypotheses. The result of the hypothesis reveals that training and development programme enhance worker's performance. There is also a significant relationship between Manpower Training and Development and Employee's performance. And, the study concluded that, Manpower Training and Development has enhances better performance and greater productivity in Nigerian Immigration Service. Based on the findings of the study, recommendations were given. Some of the recommendations suggest that more workers should be exposed to Training so as to enhance their effectiveness.

Keyword: Manpower Training, staff Development, Employee performance, Nigerian Immigration Service and organizational productivity.

Introduction

There are issues in human resource management for strategic management which include; workers recruitment, selection, training and development, compensation or

rewards, retirement or disengagement and job satisfaction. This study will look at the strategic issue in human resource management with specific references to training and development (Nzelibe, Moruku

& Ezekiel, 2011). Training is one of the most significant processes in Human Resources Management functions in an organization. It has the potential of both developing and damaging the capabilities of individual employees and the organization as well as in contributing or destroying the vital process of organizational change. In this ever changing and competitive era, some researchers consider that organizations both private and public must consider and plan strategically to have an edge over their competitors.

In order to do this, they need to have people (human resources) who are innovative, flexible to market demands and are knowledgeable compared to other organizations and this cannot be satisfied unless they invest in developing skills and competencies (Armstrong, 2010). This implies that training is central in human resource management functions since its role is to achieve better performance and thus a well designed and executed training programme would improve individual and organizational performance by way of producing desired impact. The purpose of training and development activities is to achieve employee performance, acquisition of skills and competencies and organizational performance in terms of completion and change. The main purpose of training is to

improve knowledge and skills and to change attitudes and behavior for the purpose of enhancing employee performance and organizational effectiveness. Training is one of the most potential motivators which can lead to many possible benefits for both individuals and the organization. New technology requires that employees update their knowledge, skills and abilities needed to fit in with new processes and techniques. The results indicate that, training policy the organization has was formulated to achieve the purpose of training and development and the policy also provides a coherent structure for training and development activities that improves access to training meant to help attain employee performance. This implies that training is central in human resource management functions since its role is to achieve better performance and thus a well designed and executed training programme would improve individual and organizational performance by way of producing desired impact.

Organizational effectiveness rests on the efficient and effective performance of workforce that makeup the organization. The efficient and effective performance of the workforce in-turn, rest on the richness of the knowledge, skills and abilities possessed by the workforce. The main objective of training

and development in public organization is to increase efficiency of employees with the resulting increase in organizational performance. But despite the relevance of training and development to organizational performance, most public organizations have not been adjusted to the current reality. It is in view of the above statement, this study seeks to find out whether or not there is manpower training and development programme in Nigerian Immigration Service, and its effect on employee's performance. This study seeks to answer the following research question; Does Training and Development programme exist for both management and junior staff in Nigerian Immigration Service? Does employees' of Nigerian Immigration Service acquire new skill and techniques after the training programme? Does staff development programme in Nigerian Immigration Service have any significance effect on employees' job performance? Does the new skill acquire by staff encourage team work in Nigerian Immigration Service state? And Does Training and development programme improved organizational performance in Nigerian Immigration Service state? This paper therefore seeks to examine the effect of manpower training and development on

employees' performance in Nigerian Immigration Service.

Conceptual Clarification

Manpower training and develop is a tool employed by organization to equip their workforce to the accomplishment of set goals and objectives. The internal structure of an organization is made up of socio-technical arrangements which are deliberately designed to achieve the objectives of that organization by doing the right thing at the right time and in the right measure. According to Armstrong (2003) human resource management has gone through series of stages. Environmental and people factor called for its formation. It originated in 1915. The main idea of personal management was to provide welfare facilities and to dip into the personal inters of workers. It later became very important that personal management operations be extended to include personnel support to management in the form of recruitment and selection, basic training and record keeping etc. many activities has now become involving as need arise with the passage of time.

Training is a learning activity directed towards the acquisition of specific knowledge and skills for the purpose of an occupation or task. The focus of training is

the job or task for example, the need to have efficiency and safety in the operation of particular machines or equipment, or the need for an effective sales force to mention but a few (Cole, 2002).

Jones, George & Hill, (2000) believe that training primarily focuses on teaching organizational members how to perform their current jobs and helping them acquire the knowledge and skills they need to be effective performers.

Staff development on the other hand focuses on building the knowledge and skills of organizational members so that they will be prepared to take on new responsibilities and challenges. Development is used in relation to the process of helping managerial employees who perform non-routine jobs to improve their managerial, administrative and decision-making abilities and competence.

Staff development is the process of building the knowledge and skills of organizational members so that they will be prepared to take a new responsibility and challenges (Jones George & hill, 2000). Wertherland and Davis (1996) define development to mean helping individual worker to handle future responsibilities with little concern for current duties.

Development can also be defined as a deliberate program of an organization to

mould into the desirable shape its future leaders who are expected to perpetuate the business of the organization most efficient and effectively, (Fagbohunge 2009). Development can be referred to as any learning activity which is directed towards future needs rather than present needs and which is concerned more with career growth than immediate performance (Cole, 2003). The intent of development program is to improve an employee's conceptual and human skills in preparation for future jobs.

From the above, it is now clear that there is a major difference between them, though both of them are geared towards increasing or improving the skills of workers. Training is concerned with teaching the workers specific skills that will assist them in their immediate task while development on the other hand is concerned with teaching the workers more general skills that will assist them in career growth thereby equipping them for the future. As a way of summary, the purpose of training is to improve knowledge and skills and to change attitude (Mullins, 1999). Training and development as Stokes (1966) puts it rest on the fact that "a person learns through experience which may be actual, hearing or reading about the experiences of others".

Training and development can also be viewed as formal and informal activities

which bring about change in the skills, knowledge and attitude of employees for the fulfilment of their individual career and organizational goals.

Although they are often used together, there are important differences between “training” and “development”. So much so, that knowing the particularities of each one could help to set priorities and strategies within organization’s human resources department.

Empirical Review

It is the absence of an empirically derived assessment of the effectiveness or otherwise of training and development effects in Nigerian Immigration Service that necessitate this study. Various studies conducted on the training and development left huge research gap to be filled. For instance, a study conducted by Shahazadi and Naveed (2016) conducted a research on Impact of trainings on organizational employee performance where five organizations were selected from public sector of Pakistan in order to collect and analyze the data. Sample size of 201 were selected and questionnaires were distributed through convenient sampling technique to the respondents. SPSS 16.0 was used for regression analysis in order to find the relational impact of training with employee

performance. In findings, trainings showed the positive relationship impact on performance of those employees who were engaged in training activities in the selected sectors in Pakistan Ndibe (2014) studied the effect of employees training on organizational performance his study aimed at identifying the effects of employee training on organizational performance with special emphasis on the process and procedure of selecting employee for training. The survey research was carried out in Enugu State, Nigeria. The population used for the study was 694 staff of Nigerian National Petroleum Corporation. Sample size was determined using Yamane (1964) formula. A sample size of 254 was drawn. The study made use of primary and secondary data which were collected using questionnaire administered to the 254 staff of the selected Organization, Personnel records and annual reports of the selected Organizations were used for secondary data. Statistical Package for the Social Sciences (SPSS), was used to analyze the data and person product moment correlation coefficient and the one-sample test were used to test the hypotheses formulated in the study. Findings from the study reveal that the extent to which unsystematic approach of employee training affected organizational productivity and

there is a very strong positive relationship between employee perception of training and organizational performance.

Another study conducted Falola & Osibanjo (2014) was on Effectiveness of training and development on employees' performance and organization competitiveness in the Power sector. The above study also was conducted in private sector which may not give the same result in the public setting. Therefore, its Finding may not reflect the objective of this study.

Kun, Cowden & Karodia (2014) studied the impact of training and development on employee performance of selected government agencies in South Africa using a random sampling method to select participants for this study, the study adopted a quantitative approach the findings revealed that working conditions and a lack of resources affect the training and development of employees. It was recommended that certain areas be improved, that is, management support, the provision of feedback to employees and the conducting of employee training on a continuous basis.

Howard (2012) carried out a research on the Effect of Employee Training on the Perceived Organizational Performance of a public corporation in Ghana using descriptive analysis indicated that, although some

employees are not aware of and are not involved in the training programmes, majority of the employees reported that, they are aware of and are involved in various training programmes. The results also showed that, training programmes in the print-media industry is not frequent. Results from the correlation analysis suggested that, there is strong relationship between employee training and organizational performance that employee training has a huge effect on organizational performance. He recommended that current change in employees' skills sets requires constant and frequent employee training in the print-media industry in Ghana. From all the above study reviewed, majority of the studies was conducted in private sector. This means that more research on training and development is needed in the area public sector of which this study seeks to fill using Nigerian Immigration Service as case study.

Ekpo (2011) was on the impact of manpower training and development in the oil industry in Nigeria without any reference to Nigerian Immigration Service. Finding from the above study may not reflect the objective of this study.

Another study conducted by Ugwanyi (2011) was on the impact of training and development on organizational performance

in the service industry. The study was conducted using staff of Mortgage Bank of Nigeria. Finding from the above study may not reflect the objective of this study.

Theoretical Foundation

The Human Capital Theory (HCT) is premised on neo-classical analysis of labour markets, education and economic growth. It assumes that people are productive resources and explores whether more highly educated people are more productive than others (Brennan 1988). More importantly, the Human Capital Theory is a cost and benefit analysis of educational investment. From this viewpoint, training represents an investment in human capital that can be justified if net returns are generated in terms of better skills and increased performance (Tharenou, Saks, & Moore 2007). In this sense, the Human Capital Theory distinguishes the modalities of more general and more specific training. The former at its most general generates competences and professional qualifications that are useful to many organizations, even those belonging to different activity sectors (Garcia 2005). It should be pointed out that the transferable nature of the qualifications provided by more general training has a number of consequences for organizational behaviour.

On the one hand, because the qualifications acquired are potentially useful to a number of organizations, this kind of training leads to an improved position of the employee in the labour market. Within a competitive framework, this increase in value means that the organization supplying the training will have to offer the trained employee salary and wider incentives similar to those offered by rival organizations (Garcia 2005).

On the other hand, the existence of working positions that demand from people occupying them costly qualifications and knowledge, transferable between organizations, promotes free rider conduct oriented towards reducing the organization's participation in the financing of training. There are options available to achieve this purpose and they need not be incompatible,

“First, the firm supplies general training, but its financing is assumed totally or in part by the worker through reduced salaries during the training period. Second, the firm develops training policies which give priority to external recruitment over internal promotion and make the possession of certain transferable as well as costly professional competences become a prerequisite necessary to obtain the job and turn general training into an exclusively individual responsibility of the worker that aims at

professional promotion within the firm” (Garcia 2005:1693).

The Human Capital Theory considers that more specific training is characterized by provision of competences that can hardly be transferred from one organization to another. This non-transferable nature also has consequences that affect organizational behaviour. Since more specific training only benefits the organization providing it, there is no reason for rival organizations to make pay offers to employees (the individual employee’s status in the job market will not increase in value) and on the other hand, “as workers do not receive any significant pay rises related to their higher productivity after specific training period, there will be no incentives for them to finance their own specific training. On the contrary, the firm will indeed have reasons to assume those training-related costs, since it will receive nearly all the benefits derived from the improved productivity generated by the new specific professional skills”(Garcia 2005).

By focusing on a rational investment in training that is firmly rooted in Neo-classical economics thinking, the theory looks at the demand for training (by employees) and the supply of the training (by the employer). Here, we can clearly recognize some tensions. On the part of the employees, they

may be interested in general training that can help them in the long run and thus would consider possibly resourcing training for long term development while the employer may be interested in providing a short term training to enable employees to perform specific tasks. These competing interests between the employees and employers call for negotiation in order to achieve a win: win consensus. It may result in a dysfunctional outcome in the event that the objectives of the employees and the employer are in tension. This cannot easily be solved as each party may have different interests, for instance the employees may have different aspirations, may want certain training routes envisaging career change or progression and may have time horizons within which to complete the training while the employer may not be willing to provide training that will lead the employee to move away to other competitors. In the end, the training provided may be from the vantage position of the employer if they meet the total costs. “The type of training content, the match of training content with organizational level outcome, the type of training methods and design and learning principles, the type of employees trained and the implications for the transfer of training are not congruent with organizational objectives” (Tharenou, 2007:270).

Others have pointed out that dysfunctional training may be due to the fact that the manifestation of training learning outcomes in subsequent job behaviours and organizational indicators may be a function of favorability of post training environment for the performance of learned skills.

This theory is applicable to the public sector in which training whether specific or general is provided by the employer to enhance employee's performance for organizational output. This theory was useful in finding out how far the staff was involved in decision making after training, whether they thought the training had any immediate effects on their jobs and whether there were scenarios where they had not put into practice what they had acquired from the training. Human Capital Theory is relevance because, rational investment in education can lead to improved productivity, it does allow for non rational decisions. The theory also suggests that human capital accumulation can lead to employee-led innovation.

Methodology

A descriptive survey method was used for this study. It is important to determine the method and procedure adopted in this research report since it gives the reader background information on how to evaluate

the findings and conclusion. The data for this research work was collected from both primary and secondary data. The researcher had chosen the Nigerian Immigration Service as the studied population. A total populations of 1610 employees both top and junior staff of Nigerian Immigration Service make up the population for this study. The three hundred and twenty two (322) populations were selected using Taro Yamani statistical formula is stated as follows:

$$n = N$$

$$1 + N(e)^2$$

Where n=sample size

N=total population size

1 is constant

e = the assume error margin or tolerable error which is taken as 5% (0.05)

$$n = \frac{N}{1 + N(e)^2}$$

$$= \frac{1610}{1 + 1610(0.05)^2}$$

$$= \frac{1610}{1 + 1610(0.0025)}$$

$$= \frac{1610}{1 + 4.025}$$

$$= \frac{1610}{5.025}$$

$$n = 322$$

Data Presentation

Does Nigerian Immigration Service offer training and development programme for both management and junior staff?

If yeas, have you acquire new skill and techniques as after the training

Does staff development programme have any significance effect on employees' job performance?

Does the new skill acquire by staff encourage team work in Nigerian Immigration Service?

Does the training and development programme improve organizational performance?

Frequency Table

From the data obtained, 232 respondents representing 73.7% agreed that, Nigerian Immigration Service offer training and development programme for management and junior staff, 21.3% respondents disagreed while, 5.1% of the respondents could not ascertain whether Nigerian Immigration Service offer training and development programme for management and junior staff.

The data is presented in the table below:

Table: 1: Training and Development programme for both management and junior staff in Nigerian Immigration Service

	Responses	Frequency	Percentage
Valid	Agreed	232	73.7
	Disagreed	67	21.3
	I'M not Sure	16	5.1
	Total	315	100.0
Missing	System	38	
Total	315	100.	

Source: Field Survey, 2019

From the data obtained, out of 315 respondents that agreed there was training programme, 193 respondents representing 61.3% agreed that, they have acquire new skill and techniques as after the training,

33.7% respondents disagreed while, 5.1% of the respondents could not ascertain whether they have acquire new skill and techniques as after the training . The data is presented in the table below:

Table: 2: Acquire new skill and techniques as after the training

	Responses	Frequency	Percentage
Valid	Agreed	193	61.3
	Disagreed	106	33.7
	I'M not Sure	16	5.1
	Total	315	89.2
Missing	System	38	10.8

Total	315	100.0	
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Source: Field Survey, 2019

From the data obtained, 212 respondents representing 60.1% were of the view that, staff development programme has significance effect on employees' job performance. 86 respondents representing 24.4% respondents disagreed while, 17

respondents representing 5.4% of the respondents could not ascertain whether staff development programme has significance effect on employees' job performance. The data is presented in the table below:

Table: 3: Whether staff development programme have any significance effect on employees' job performance.

	Responses	Frequency	Percentage
Valid	Agreed	212	60.1
	Disagreed	86	24.4
	I'M not Sure	17	4.8
	Total	315	89.2
Missing	System	38	10.8
Total	315	100.0	

Source: Field Survey, 2019

From the data obtained, 255 respondents representing 81.0% of the respondents agreed that, new skill acquire by staff has been encourage team work among the staff in Nigerian Immigration Service, 44 respondents representing 14.0%

disagreed while, 5.1% of the respondents could not ascertain whether new skill acquire by staff has been encourage team work among the staff in Nigerian Immigration Service. The data is presented in the table below:

Table: 4: new skill acquire by staff has encourage team work in NIS

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agreed	255	72.2	81.0
	Disagreed	44	12.5	14.0
	I'M not Sure	16	4.5	5.1
	Total	315	89.2	100.0

Missing	System	38	10.8	
Total	315	100.0		

Source: Field Survey, 2019

From the data obtained, 259 respondents represent 82.2% agreed that, training and development programme has improve organizational performance in term of return on investment or profitability, 40 respondents represent 12.7% respondents disagreed

while, 5.1% of the respondents could not ascertain whether training and development programme has improve organizational performance. The data is presented in the table below:

Table: 5: Training and development programme improve organizational performance NIS

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agreed	259	73.4	82.2
	Disagreed	40	11.3	12.7
	I'M not Sure	16	4.5	5.1
	Total	315	89.2	100.0
Missing	System	38	10.8	
Total	315	100.0		

Source: Field Survey, 2019

Result and Discussion

Multiple Regressions Model Specification

$$\hat{Y} = \beta_0 + \beta_1 X_1 (\text{staff Training}) + \beta_2 X_2 (\text{staff development}) + \beta_3 X_3 (\text{training and development programme}) + e$$

$\hat{Y}$ = dependent variable.

β_0 = Constant

$\beta_1, \beta_2, \beta_3$ = are the slope on y – axis

X_1, X_2, X_3 = are the independent variable

e = Error term

Table 6: Variables Defined

Model	Variables Entered		
1	staff Training, staff development, training and development programme		

Independent Variables: staff Training, staff development, training and development programme.

Training and development has any significance with relationship with employees' performance.

Dependent Variable: employees' performance,

All requested variables entered

Table 7: Summary of the Model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.992 ^a	.984	.984	.09608	1.010

Predictors: (Constant) development programme, staff Training and staff development, training.

Dependent Variable: employees' performance

Table 8: ANOVA^a (Goodness of Fitness)

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	110.380	4	27.595	2988.962	.000 ^b
Residual	1.810	196	.009		
Total	112.189	200			

a. Dependent Variable: employees' performance

b. Predictors: (Constant), development programme, staff Training and staff development. The result of the statistical table above shows that, the value for f-factor regression models stood at 2988.962. The value is greater the value of level of

significant which stood at 0.000. This means that, the model is fit for the variable under consideration. Goodness of fitness in the use of this (regression) model has 95% level of confidence interval. Although, there is 1.81 model error but this error is not significant enough to affect the use of this model on the study.

Table 9: Regression Coefficients^a

Model		Unstandardized Coefficients	Standardized Coefficients	Standardized B	t	Sig.
	B	B	Std. Error			
1	(Constant)	3.850E-015	.017		.000	1.000
	Staff Training	7.093E-015	.052	.000	.000	1.000
	Staff development,	.095	.023	.095	4.183	.000
	development programme,	.905	.052	.904	17.260	.000

Dependent Variable: Organizational Performance in NIS

The result of the table above shows the relationship between independent variables and independent variables.

Findings

From the result of the analysis, we can accept the first hypothesis which stated that, staff training and new skills acquisition in Nigerian Immigration Service. We accept the alternative hypothesis because the calculated beta which is the normal value of r^2 stood at 7.1 is greater than the level of significance which stood at 1.00. There is a significant relationship between staff training and new skills acquisition in Nigerian Immigration Service. This further means that, training is method used to acquire new skill for staff in Nigerian Immigration Service. This means

that, if the management of Nigerian Immigration Service decided to investment in staff training, there is will at 70% increase the performance of staff in the organization.

From the result of the analysis, we can accept the second hypothesis which stated that, there is significance relationship between staff development programme and job performance. We accepted the alternative hypothesis because the calculated beta which is the normal value of r^2 stood at 09 is greater than the level of significance which stood at 0.00. Therefore, there is a significant relationship between staff development

programme and job performance in Nigerian Immigration Service. This further means that, the management of Nigerian Immigration Service should focus more on staff development because; any investment in staff development will yield 90% staff performance level.

From the result of the analysis, we can accept the third which stated that, there is significance relationship between training/development and organizational performance. We accept the alternative hypothesis because the calculated beta which is the normal value of r^2 stood at 0.09 and is greater than the level of significance which stood at 0.00. Therefore, there is significance relationship between training/development and organizational performance.

Analysis shows that, training brings new skill and techniques to employees while, staff development brings job performance. This means that, both training and development in Nigerian Immigration Service has significance effect on organizational performance.

Conclusion and Recommendations

The essence of training and development in service organization cannot be over emphasized. It has been observed that training is very important in every aspect of

an organization. It enhances the efficiency of staff, increases output and motivates employees for better performance. It has been discovered that training and human development are not isolated from human resources. The world currently undergoing rapid change particularly in the area of skill obsolescence and technological capability, training is not exclusively reserved for newly employed staff but also for the old employees as well. It is therefore important for the purpose of enhancing individual performance that training and development should be made a continuous process that should last through an employee's entire working life. It was also discovered by the researcher that Nigerian Immigration Service does not only provide training to their employees but it is mandatory that a three month course will be studied by the employee immediately after employment coupled with induction by management in order to enhance their interpersonal acceptance and to improve their performance.

The following suggestions are offered which in the opinion of the researcher may go a long way in addressing issues relating to human resources training and development programme in Nigerian Immigration Service.

- i. Staff qualified for training should be encouraged by providing study leave with pay.
- ii. Emphasis should be placed on – the – job training where employees already in the field impact knowledge on the new role as a result of the training and development skill and knowledge acquired.
- iii. Training and development of all staff should be vigorously pursued and made compulsory.
- iv. Evaluate training for effectiveness: The basis upon which each category of training is to be evaluated should be continued and adopt to change.

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UNDER-DEVELOPMENT, SECESSION AND THE QUEST FOR SOCIAL JUSTICE IN NIGERIA: A SOCIOLOGICAL REVIEW

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Abstract

The crises of nation building bedeviling Nigeria since independence in 1960 are global phenomenon faced by many modern states. However, the way these crises are managed to a large extent determines the survival and the level of political stability any country will enjoy. Since, Nigeria's independence in 1960, the country has been facing the crises of both state and nation building. Though, while some countries have made significant progress in addressing the challenges of state/nation-building, Nigeria is hitherto grappling with ways it can address same. This has been affecting the country's quest for political stability. This study argues that the inability of the Nigerian governments over the years to take decisive steps in addressing the crisis of identity, legitimacy, penetration, participation, integration and distribution have resulted in the call for secession by perceived marginalized ethnic groups in Nigeria especially in the South-east and South-south geo-political zones. Besides, this study further made a case, that the continued repression of the Nigerian government against the perceived ethnic groups calling for secession is a short term measure which has negative implications on unity of the country and will continue to threaten the stability and survival of the Nigerian state. Also, the study suggests long term measures to address the crises of nation building in Nigeria to include inclusive governance, good governance and developing equitable revenue sharing formulae amongst others. It also suggests that inclusive governance and social justice remain critical in addressing the increasing crises of nation building in Nigeria.

Keywords: Under-development, Nation building, Ethnicity, Ethnic groups, Social Justice, Marginalization

Introduction

The concept of nation has been greatly influenced by the works of a Geneva-born French moral and political philosopher Jean-Jacques Rousseau (1712-1778) who sometimes has been regarded as the “father of modern nationalism”. Though, Jean-Jacques Rousseau did not engage the issue of “nation question”, nor did he discuss the issue of nationalism in his works, but he stressed the significance of popular sovereignty which expresses the “general will” of the citizens which form the basis of the French revolution in 1789 (Heywood 2007:113). The ideas that nations are political and not ethnic communities have been argued in the literature. Though, these arguments have been buttressed by various theories of nationalism. Besides, the crises of nation building have not been solved in many nations today. This is because most elite have never sought to create a common national culture of loyalty and commitment rather most elite’ focus on developing a centralized and penetrative bureaucratic system (Mahajan 2008).

Moreover, a number of countries have been faced with the crisis of identity. For instance, the United States of America which is an immigrant society, has long been a multi-cultural society, the cause of conflict of identity was not taken up until the rise of the black

consciousness movement in the 1960’s and the advent of the reverse of discrimination which accords preferential treatment to the blacks on the basis of their past discrimination. Also, Australia has been officially committed to resolving conflict identity since the early 1970’s, in recognition of its increasing “Asianization”. Similarly, New Zealand is linked to its recognition of the role of Maori culture in forging a distinctive national identity. In Canada, the country has demonstrated its greatest official commitment to resolving conflict identity as it attempts to achieve reconciliation between French-speaking Quebec and the English-speaking majority population, and acknowledging the rights of the indigenous Inuit. In the United Kingdom, multi-culturalism recognizes the existence of significant Black and Asian communities and abandons the demand that they assimilate into white society. In Germany, this applies to Turkish groups (Heywood, 2007).

The crisis of nation-building is a global phenomenon that has posed significant threat to the political development of many states across the world today. Over the years, achieving nation-building have been a major challenge to many states especially in Africa. This problem arises when there is a threat to the survival of the unity and stability of a state

either within the state or outside the state. In recent times, many states are facing enormous pressure from their citizens which in turn challenge the stability and survival of the entire political system. In Africa, many countries have been faced with the challenges of state-building and nation-building. In recent years countries like Nigeria, Somalia, Mali, Cameroon, Senegal, Libya and Burkina Faso amongst others have been faced with the challenges of addressing the threat to their political stability. On one hand, most states in Africa are faced with the challenges of state-building that have arisen from the need to develop a centralized and penetrative bureaucracy that will develop the attitudes of obedience and compliance from the citizens. On the other hand, most African states are also faced with the challenges posed by nation-building which emphasis the need for their citizens to give up their narrow loyalties to their ethnic group.

Moreover, the Nigerian state is often seen as a sharply divided state in which major political issues have being violently contested along ethnic, religious, and regional divisions. Over the years the issues that generate the fiercest contestation in Nigeria include those that are considered fundamental to the existence and legitimacy of the state, over which competing groups tend to adopt exclusionary, winner-

take-all strategies. These include the control of state power, resource allocation, and citizenship (Smyth and Robinson 2001). However, the challenges of state-building in most cases are easily solved by most states under a democratic system but the challenges of nation-building has not been solved in many countries of the world like Nigeria due to the attitudinal disposition of many ethnic elements within the Nigerian federation who have divergent interests. Since, Nigeria's independence in 1960 the country has been grasping with how to address the challenges of centripetal and centrifugal forces advocating for increased share of the nation's wealth. Thus, since the return of Nigerian to democracy in 1999, one of the challenges facing current democratic dispensation is how to address the challenges of nation-building that hitherto threatens the political stability of the country.

Over the years, the crises of nation building have generated conflicts that have posed a lot of challenges to policy makers in Nigeria searching for practical solutions to secession. Thus, the question arises: how can conflict especially those that revolve around secession especially among various ethnic groups in Nigeria be ameliorated, so that inequality in wealth and power can be overcome and peace achieved. It is against this background that this

study seeks to assess the implications of the crises of nation-building on secessionist quest for social justice in Nigeria's fourth republic.

Conceptual discourse: Secession, Social Justice and Nation building

The concept of "secession" has been defined by several scholars. Though, on many occasion the concept of secession is used in the context of self-determination and dissolution (Mavric, 2012:17; Ojibara, 2016). Though self-determination and dissolution are interconnected but they do not mean the same thing. Secession is the process whereby a group people seek to separate themselves from the state they belong in order to create a new state. It can be said here that secession is not a consensual process which allows a particular sovereign state confers independence on a territory or locality by legislative or other political means which may be known as devolution or granting of political independence. Therefore, it can be said that secession is basically a linear process to self-determination.

However, the concept of justice has been assigned different meanings by different scholars at different times and places. Thus, what is termed as justice in the past may be injustice in the present day and vice visa; it is possible that justice of today becomes injustice

of tomorrow and vice visa (Johari, 2005:338). Johari, (2005) asserts that the concept of justice has some implications. First, it requires a just state of affairs. This implies that, it is not possible to assess the justice of actions without an initial identification of just state of affairs (Miller, 1976:17-18). Second, justice is aligned with a condition of morality. For example, a fair society is one in which a person who wins morally deserves to win but one in which there is no cheating, nobody jumps the gun or has an unfair advantage through the use of undue advantage (Barry, 1965). Third, justice means that it is first and foremost concerned with the way rewards and punishments are distributed in any society. Fourth, justice usually prevails in congenial environments that are allowed by democratic rules, but it may also survive in an undemocratic set up in exceptional cases (Johari, 2005).

Moreover, the concept of social justice is a very wide concept that covers everything that relate to the norm of "general interest" ranging from the protection of the interests of the minorities to the eradication of poverty and illiteracy. Johari, (2005) posits that social justice is not merely related to the observance of the principles of equality before the law and independence of the judiciary as we find in developed societies. He added that social justice also relate to the eradication of gigantic

social evils such as pauperism, disease, unemployment and starvation which have their interests that obstruct the achievement of common good and have their stigmatic expression on the faces of the people.

The affirmation of the idea of social justice is well articulated in the interpretation of social justice by Dean Roscoe Pound who presented a six fold illustration of social interest and set the pace for that identified eight Jural postulations that will ensure social justice in any society. Thus, the ideas of social justice envisage promoting the welfare of the people by securing and developing a just social order (Johari, 2005). Therefore, the concept of social justice has had different implications by the “negative liberals” who see the concept of social justice as antithetical to the principles of equality of opportunities. The idea of social justice clashes with the idea of equality in respect of equal opportunities in the views of the negative liberals.

The concept of nation building is seen by Mahajan (2008) as placing emphasis on the fact that citizens should give up their narrow loyalties such as loyalty to their ethnic group chief, family, caste and religion amongst others and concentrate on their loyalty to the nation. He added that the citizens are expected to owe allegiance to the state in preference to narrow loyalties. Lucian Pye identified six distinctive

crises in political development of any society to include the crisis of identity which occurs when people in a particular country fails to achieve a common sense of identity; the crisis of legitimacy which arises when negotiations fails to reach an agreement on certain fundamental questions with whom they govern; the crisis of penetration which occurs when the capacity of the government to deliver the dividend of democracy to the citizens is weak due to ineffectiveness of government institutions; crisis of participation which arise when there is uncertainty or emergence when new interest groups create serious strain on the existing institutions; the crisis of integration which arise from the problem of relating popular politics to governmental performance; and the crisis of distribution which refers to how governmental powers are to be used to influence the distribution of state resources throughout the country (Mahajan 2008:223). Therefore, our argument in this study situates within the context of Pye’s six types of crises of nation-building.

Literature Review: Secession, Social Justice, Nation building and National Integration

In the literature, scholars have undertaken a numbers of studies that have pointed out direct or indirect on the ethnicity, conflict identity,

social justice and national integration or nation building in the literature such as Adamolekun, (1991); Adeleke and Charles (2015); Adetiba and Rahim (2012); Afegbua (2010) Ako-Nai, R. (2008); Alulo (2003); Alubo (2006); Azeez, (2009); Anugwon, (2000); Aquiline-Tarimo (2008); Badmus (2006); Bandyopadhyay and Green, (2008); Banks (1996); Chandra (2005); Chandra, (2004); Chogugudza, C. (2008); Cohen, (1974); Cohen (1993); Diamond (1988); Duruji (2010); Edewor and Aluko (2007); Edewor, Aluko, and Folarin, (2014); Ekeh, and Osaghae (1989); Elebeke (2010); Esman (2004); Etang (2004); Fakanbi and Raji (2013); Fearon (2003); Fearon and Laitin (2002); Fearon and Laitin, (1996); Horowitz, D. L. (1985); Htun, (2004); Hutchinson and Smith (1996); Ibeanu (2000); Moore (2001); Kazah-Toure (1995); Kellas (1998); Mustapha (1986); Mustapha (2007); Muzan (2014); Nnoli, (2007); Nnoli (1978); Nwaezeigwe (1998); Nzongola-Ntalaja (1999); Ojo, (2009); Olarinmoye, (2007); Olaiya (2004); Osaghae, E. (1991); Osaghae (1995); Osaghae, (1998); Osaghae and Suberu (2005); Osaghae (1994) Osimen, Balogun and Adenegan, (2013); Osinubi, and Osinubi, (2006). Posner (2005); Smith (1995); Smyth and Robinson (2001); Suberu, (2001); Uduma, (2013); Umezina (2012); Varshney (2002); Wasara (2002); Weiner (1971); Weber (1996);

Wilkinson (2004); William (2004); and Wonah (2016) amongst others. Also, some of these studies have shown that the emergence of ethnicity and conflict identities have directly and indirectly had either positive or negative consequences on Nigeria's national integration. However, these studies have neglected the implications of the crises of nation building on secessionists' quest for social justice in Nigeria under current democratic dispensation. It is against this background, we intend to make contribution to existing knowledge in this research area.

Perspectives on Nation and Nation building

There are two broad perspectives on the concept of nation and nation building in academic literature. One perspective has it that the concept of nation is basically an ethnic or cultural entity. This perspective has been traced to the eighteenth century to the work of two German scholars Herder and Fichte. Herder emphasizes the significance of language which is embodied in people's tradition and history. In Herder's view each nation possesses what he termed "Volksgeist" (German word for the spirit of the people which reflected in their culture especially in their language) shows that songs, myths and legends gives the people some sense of creativity (cited in Heywood 2007:111). Heywood (2007) have

equally argued that that Herder's argument shows some level of culturalism that depicts some level of support for national traditions and collective memories rather than political desire for statehood. Lafont (1968) hold similar view that nation is an ethnic or cultural entity. Gellner (1983) in his study have emphasized the nexus between nationalism and modernization as well as industrialization. Gellner have equally states the significance of premodern or agroliterate societies have been designed in a way that a network of feudal relationship and loyalties exist in these societies. He further argues that emerging industrial states needs to promote social mobility and competition that will require a new channel of social cohesion which have been provided by nationalism. However, Smith (1986) has challenged Gellner's argument by identifying the relationship between modern nations and pre-modern ethnic communities which he termed "ethnies". Thus, it is within the context of Smith's view of nations are historically embedded in cultural heritage and language that predate the origin of the state. However, Smith admitted that ethnicity is the precursor of nationalism.

However, in the literature, some scholars have out rightly disagreed that the notion of "nation" is an artificial creation, myth and even an imagined concept. For instance, Hobsbawn

(1983) have identified the extent to which nations are "invented traditions". Though, modern nations have evolved from long standing established ethnic communities. Hobsbawn further argued that the idea that nations emerged from historical continuity and cultural purity was a myth which have been created by nationalism. Heywood (2007) added that within the context of Hobsbawn argument, nationalism creates nations, not the reverse. Similarly, Anderson (1983:233) has argued that the modern nations are artifact or an imagined community. He argued that nations exist often in a mental sense than as real communities that needed the desired level of interaction to maintain the idea of common identity. Anderson further stressed his argument that within a given nation, an individual only meet very insignificant number of those he or she considered to have similar national identity. He concluded that if the concept of nation exist in the real sense of the word, it only exist as imagined artifices, constructed for human education, mass media and a process of political socialization.

From the forgoing analysis, it can be said that regardless of the origin of nations holds by scholars in the literature one common denominator to these views is that nationalism posses a distinctive cultural attributes than political attributes. Meinecke (1970) have

differentiated between “cultural nations” and “political nations”. To him, cultural nations are seen with high level of ethnic homogeneity in which national and ethnic identity re-enforces the other while, political nations are not. This is evident in countries like Greece, Germany, Russian and Britain. The advantage with cultural nations is that they are united by natural and historical forces that make them stable and enjoy significant level of cohesion. Also, they often see themselves as exclusive groups (related by kinship, common descent) that are not driven by political allegiance but by ethnic identity that are inherited rather not by political forces or allegiance. For instance, one cannot be a member of cultural nations by mere speaking or adopting the language or belief system of a people. It is within the context of cultural nations identified by Meineke (1970) that we situate our arguments in this study.

Implications of the crises of nation building on secessionists’ quest for social justice in Nigeria’s fourth republic

The crises of nation building are common phenomenon in the evolution of most states in contemporary times. The crises of nation building have posed great challenges to Nigeria since independence in the 1960. Though, several attempts have been made by past administrations in Nigeria aimed at fostering national integration notably among which is the

National Youth Service (NYSC) Scheme which focus on forging “unity in diversity”, as well as seeking to wash away socio-cultural differences and imposing uniformity in spite of complex cultural diversity (Edewor, Aluko, & Folarin 2014).

One of the evident implications of identity crisis in Nigeria is the loss of loyalty to the Nigerian states while there is growing acceptance of ethnic loyalty. In Nigeria, the nexus between ethnicity and nation building has been rightly captured in an in-depth survey of Nigeria’s public opinion carried out by United States Agency for International Development (USAID) in 2000 which revealed that ethnicity is the strongest type of identity among Nigerians. Besides, almost half of the respondents representing 48.2 percent choose to label themselves with an ethnic (including linguistic and local-regional) identity, when compared to almost one-third of the respondents representing 28.4 percent who opted for class identities. Also, 21.0 percent of the respondents choose a religious identity. The survey further revealed that two-thirds of the population see themselves as members of primordial ethnic, regional, and religious groups (cited in Lewis and Bratton, 2000: 24-25).

Again, these crises which range from identity, legitimacy, penetration, participation;

integration and distribution have resulted in the call for secession by perceived marginalized ethnic groups in Nigeria. The implication of this on Nigeria's quest for political development is often frustrated by continuous threat for national disintegration as centrifugal tensions, resource control and self-determination, ethnicity based identity politics and religious cleavages have enveloped the consciousness of many Nigerians. This has in turn affected the nation's quest for national integration as well as the peace and stability of the country especially under the current dispensation (Osimen, Balogun, and Adenegan, (2013).

Since the inception of Nigeria, the country is faced with perennial crises of nation building which has posed significant threat to its efforts at promoting political stability and national integration. One of the highest level of a call for secession have been the civil war (1960- 1970) which its psychological effects have not been erased from the minds of many Nigerians especially those who took part in the war. Besides, the crises of nation building that have characterized governance under the current democratic dispensation has made the international community to see Nigeria as one of the most deeply divided countries in the world based on the inability of past governments to address the increasing cases of

social injustice and perceived marginalization of some section of the country.

It is pertinent to note that under the current democratic dispensation, Nigeria has witnessed an upsurge of violent and non-violent separatist groups seeking for self-determination and autonomous entity of their own. For instance, in the South-Eastern Nigeria alone the Movement for the Actualization of the Sovereign State of Biafra (MASSOB), and the Indigenous People of Biafra (IPOB) have emerged while in the South-south, we have the Niger Delta Avengers. All of these secessionists have expressed their grievances through various peaceful and violent means in recent years to register their disaffection on their state of perceived marginalization. Besides, these agitations have spread across the country as virtually every geo-political zone in the country has witnessed one or more separatist groups' agitation. Today, Nigeria is faced with the crises of nation building that have triggered the emergence of the Boko Haram insurgency in the North-East of Nigeria since 2009. Also, the unrelenting religious clashes between Muslims and Christians which have claimed many lives and incessant conflict between farmers and herdsmen mainly in the middle belt and South-west regions, banditry in the North-west states as well as the Islamic Movement of Nigeria (IMN) (Shite) violent

protest have become a nightmare to the country.

However, rather than the crises of nation building abating, the negligence of the political elite is pointing the nation towards another civil war as most efforts by the government to address the increasing threat to political stability have not been rewarding as aggrieved segments of the Nigerian state especially from the South-east and South-south geo-political zones are calling for national disintegration, if the existing status quo characterized by marginalization is not re-structured to allow for equitable allocation of the state resources (Osaghae & Suberu, 2005). Thus, the implication is that if the existing status quo does not change. It then means that the country may be headed for a national disintegration.

A critical analysis of the inability of the governments to address the increasing trend of violence today is because the crises are highly rooted in age-long dissatisfaction and discontentment against successive government policies and actions by Nigerians across the country. Moreover, other issues that have been responsible for the call by various secessionists in the country for national disintegration range from the structural imbalance inherent in Nigeria's federal system, since country's independence on October 1, 1960. Also, the inequitable revenue sharing formula, ethnic

politics, politics of exclusion and religious intolerance amongst others that trigger agitations remained unresolved till date.

Also, the crises of nation building have further strengthened ethnic politics and identity politics which have further created the platform in Nigerian politics where corrupt leaders are supported by their ethnic groups. Instead of vehemently rejecting and condemning their activities; they do support them due to ethnicity, thereby making these leaders to continue in the corrupt manner with impunity. The implication of this is that after most elections, these crop of politicians who used ethnic sentiments to appeal to the conscience of the people by pointing out at the peculiar needs of these people will never be ready to listen to them anymore describing the electorates who voted them to power as 'noise-makers' using heavy armed security personnel to restrict the electorate from accessing them.

At this juncture, we will like to say that the use of the armed forces in the fight against secession groups which have been peaceful and later turned violent at some point in a bid to seek for self-determination especially in the South-eastern and South-south geo-political zone in Nigeria arguably is not the best option as it remains a short term measure. This explains the re-emergence of secessionists under different names; our position therefore,

is that peaceful dialogue, politics of inclusion, equitable resources allocations and good governance remains critical in addressing the growing incidence of secession. When current triggers for secession is critically analyzed against the backdrop of good governance it can be said that certain sections of the country have been marginalized politically and economically. Therefore, there is the need for a structural change in the present political arrangement in the country to allow for all-inclusive governance that will increase the penetrative capacity of the government as well as gain acceptance from Nigerians.

Conclusion

From the above analysis, we discovered that the phenomenon of crises of nation building is a global issue that has attracted the attention of policy makers and researchers. Since, Nigeria's independence in 1960, the crises of nation building have had negative consequence on the survival and stability of the country even in the aftermath of the country's return to democratic rule on May 29, 1999. Over, the years a number of factors have been identified as triggers of secessionism in Nigeria such as long-term marginalization, ethnic politics and religious intolerance amongst others. This study reveals that the failure of past governments in Nigeria

in addressing key developmental issues that centered on the crises of nation-building have triggered secessionists quest for social justice and further calling for the disintegration of the country. This study further argues that the use of violent means as a measure to address the challenges by secession groups across the country will only produce a short time measure to addressing the growing numbers of secessionists groups across the country who have been perceived to marginalized. It is at best, postponing the evil's day. It is against this backdrop, that we make the following recommendations.

Recommendations

Firstly, the federal government under the President Buhari led administration should adhere strictly to the Federal character principle in all political and appointive positions in the country as it is considered a sine qua non to giving minority ethnic groups some sense of belonging.

Secondly, authoritarian tendencies at all levels of government should be discouraged by all stakeholders in Nigeria's political process. This is because an authoritarian regime that governs against the wishes of the citizens is more likely to face legitimacy crisis. Therefore, the solution to this is that government at all levels in Nigeria should legitimize its authority by

ensuring that the wishes and will of Nigerians prevail on national issues at all times, particularly during elections.

Thirdly, critical reforms is required if government institutions in Nigeria will be made effective in service delivery. To this end, the government should ensure that its institutions are effective and efficient in the discharge of its responsibilities.

Moreover, the federal and states government should strengthen existing democratic platforms that will encourage greater political participation of Nigerians in the decision making process. In addition, the government at all levels should engage in critical voters and political education in order to discourage any form of voters' apathy and encourage political activism.

Besides, the federal and states governments should engage in developing frameworks and programmes that will promote national integration rather than allowing existing spread of hate speeches that has the capacity to disintegrate the country to be trending. To this end, the government should make and enforce stiffer penalties for citizens whose actions and inactions are capable of disintegrating the country.

Also, the federal government through the National Orientation Agency should educate Nigerians on the imperatives of de-emphasizing

ethnic criterion as a platform for social and political mobilization especially during and after elections.

Again, the federal government and the National Assembly should develop an innovative ways of power sharing and equitable and fair distribution of state resources for all groups within the Nigerian federation which we consider as panacea for peace and stability in Nigeria.

Furthermore, the National Assembly in collaboration with the President should set up a National Centre for Inter-ethnic dialogue that would receive complaints and resolve demand brought before it by any ethnic group irrespective of their size, and make recommendations to the government.

Lastly, the federal and states government should among other things, strengthen existing frameworks that will give opportunities and help develop the potentials of vulnerable and promising Nigerians.

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GLOBALIZATION AND PRODUCTIVITY: A STUDY OF SMALL AND MEDIUM SCALE FOOD PROCESSING ENTERPRISES IN PORT HARCOURT CITY LGA, RIVERS STATE, NIGERIA

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Abstract

This study focused on globalization and how it affects the productivity of food processing Small and Medium Scale Enterprises (SMEs) in Port Harcourt City Local Government Area of Rivers State, Nigeria. The emphasis has always been on the operational mechanisms of globalization such as openness, deregulation, free trade, privatization, foreign direct investment and so on. The focus of the study is to prove that these mechanisms pose serious challenge to the development of SMEs in Port Harcourt and by extension Nigeria. In order to achieve this aim, three objectives and one hypothesis guided the data collection process. A sample of 174 SMEs categorized into agro-based, marine-based and livestock based was used for this study. Data were collected using the primary (questionnaire) method and this was supported with secondary information where necessary. The Chi-Square(χ^2) statistical tool was used to test the degree of relationship between globalization and productivity. The findings revealed that the cardinal reason why the productivity level of the SMEs in the food processing sub-sector of the economy is relatively low is because of inadequate capital within the reach of the proprietors. This is in addition to the suppression of local capital by mostly international firms who have the technical know how and capital that are required for high competitiveness. Based on the findings, it is recommended that there should be a responsive and efficient financial system that could support SMEs in addition to the development of a system of technical skills and entrepreneurship training, for SMEs in Port Harcourt City Local Government Area of Rivers State.

Keywords: Globalization, Productivity, Capital, Small and Medium Scale Enterprises.

Introduction

The concept of globalization has attracted polar arguments most of which have been ideologically driven especially within the social sciences. This notwithstanding, the concept is one of the most frequently used in development, trade and international political economy discourse around the world. This is because policy analysts, scholars and civil society groups have all found some kind of intellectual attraction for the discourse on globalization given its currency as well as potency in terms of bridging hitherto difficult social, economic, political and religious gaps among and between nations of the world. It is common knowledge that as a result of globalization, people are now more than ever before linked together economically and socially by trade, investment and governance (Sajuyigbe, Alabi, & Adewale, 2016).

Perhaps, its diverse or multi-dimensional nature is the reason why globalization is extensively underpinned by widespread interconnection among people and countries on a large scale. The outcome of this interconnectedness and interdependence is the emergence of a global culture in which people more often consume similar goods and services across national boundaries with a common business language. According to Lewis and Harries (1992), globalization is the spread of economic innovations around the world and the

political and cultural adjustments that accompany this diffusion is seemingly unstoppable as history teaches, the political organizations and ideologies that yield superior economic performance survive, flourish and replace those that are not productive.

From the foregoing and given the ferocity of the Western world in the globalization equation, there is increasing concern about the fragility and vulnerability of the world system especially as it affects those countries located in the periphery. This is because a faulty development in one part of the global system could have widespread repercussions or disadvantages on the other parts. This worry is founded on the understanding that most of the countries in the periphery nations may not have the requisite social, economic and technical infrastructure to sustain such shocks when and if they occur. One of such examples is the increasing fact associated with the risks that Nigeria faces with its fiscal revenue whenever she is hit by a crash in oil price in the international market.

Interestingly, two contrasting viewpoints have emerged over time concerning the real impact of globalization on the economy of the Third World Countries like Nigeria. This debate presents a two-edge sword scenario that pitches optimists against pessimists in the intellectual discussions surrounding the issue of

globalization. In a World Bank sponsored work by Anderson (1992), the view of optimists was clearly espoused when he argued that globalization necessitates economic growth and general development, since it professes the opening up of boundaries and facilities for competition in and across nations. In other words, for this group, globalization suggests exciting business opportunities, more rapid growth of knowledge and innovation or a prospect of the world as too interdependent to engage in war (Todaro & Smith, 2004). However, counteracting this viewpoint, those who share their pessimism concerning the impact of globalization converge on the notion that it is an unhealthy process with an unequal distribution of benefits and losses. Hence, globalization rises deeply troubling concerns especially following the fact that; inequalities may be accentuated both across and within countries, environmental degradation may be accelerated, international dominance of the richest countries may be expanded and locked in, and that some people and regimes may be left behind.

The skepticism surrounding the unequal character of globalization has also triggered the argument that it undermines productivity in countries like Nigeria. This line of thought is founded on the belief that Small Scale and Medium Scale Enterprises that are known to be

the engine of growth and development tend to be caught up in an operational web that stifles their growth mostly as a result of the superimposing nature of larger firms from more developed nations of the world. This stunting of the growth of SMEs especially in countries like Nigeria as a result of the predatory nature of globalization clearly generates disincentives that further choke the level of productivity. There is the understanding that the universalization of communication, mass production, market exchange and redistribution associated with the wave of globalization, rather than engendering new ideas and developmental orientation subverts the potentials of country specific industrialization within developing nations like Nigeria.

Although a good number of the works cited above have examined the issue of globalization in Nigeria, there has been very little attempt at clarifying how the phenomenon affects the productive capacity of SMEs especially those that are found within the food processing value chain of the agricultural sector. This suggests some kind of a knowledge gap in the literature thereby providing justification for this paper. In light of this, the central aim of this paper is to examine how globalization has impacted or affected the performance of food processing

SMEs in terms of production in Port Harcourt LGA of Rivers State, Nigeria.

Objectives of the Study

The general objective of this study is to examine the relationship between globalization and productivity of small scale food processing enterprises in Port Harcourt, Rivers State.

Other specific objectives are to:

- i. Examine the areas where globalization has adversely affected the growth of food processing SMEs in Port Harcourt, Rivers State.
- ii. Identify the difficulties that proprietors of SMEs within the food processing sub-sector encounter in the face of globalization in Port Harcourt, Rivers State.
- iii. Determine whether globalization actually reduces the productive capacity of food processing SMEs in Port Harcourt, Rivers State.

Hypothesis

- i. There is no relationship between globalization and the productivity of SMEs in Port Harcourt, Rivers State.

Review of Related Literature

Globalization has a long history of defining the processes of system interaction between societies. However, its present stage, which is largely underpinned by the huge innovations in information communication technology marks a significant watershed in the nature, process and dynamics of the interrelationship between countries of the world. The potency, currency and significance of the word globalization has given it the status of a buzz-word. The concept of globalization is used in many contexts as a diffuse and vague indication of changes that have been sweeping the globe as a whole. While a significant chunk of academics especially those within the field of the social sciences have pointed to the centrality of the concept of globalization within the overall matrix of the world, its analytic usefulness is nevertheless, becoming precarious.

Furthermore, those who align with the optimists on the issue, tend to look at the ideal that globalization provides a level ground for justice, particularly economic and social justice; of tolerance, particularly racial tolerance and the elimination of racism and racial prejudice; and humanity; particularly the universal actualization of the idea of oneness of humanity, the dignity of human beings and gender sensitivity as well as the development

of global norms and values. Accordingly, the Universal Declaration of Human Rights in December 1948 began the process of laying down global normative standards. On the other hand, the pessimists share the view that the above position is misleading especially because it is ahistorical and devoid of the understanding that the current dynamics of globalization can be traced backwards to 500 years. The most vocal of this school of pessimist is Wallerstein (2000) who argued that globalization has changed everything and as a result, the sovereignty of states has declined; everyone's ability to resist the rule of the market has disappeared, our possibility of cultural autonomy has been virtually annulled; and the stability of all our identities has come into serious question.

This polar arguments associated with globalization have provided direction with regard to the way the concept has been defined over the years. This notwithstanding, those who converge around the optimistic school of thought seem to have been having a field day with pushing the positive definitions to the general public. Henslin (2008), sees globalization as the extensive interconnections among nations due to the expansion of capitalism. Similarly, in the World Economic Outlook, the International Monetary Fund (IMF), described globalization as the growing

economic interdependence of countries worldwide through the increasing volume or variety of cross-border transactions in goods and services and of international capital flows, and also through the more rapid and widespread diffusion of technology (IMF, 2012). Also, Nilson (2010), adds that globalization is typically a process by which different economies and societies become more closely integrated. This is further justified by the position of the United Nations Development Programme (UNDP, 2001), on the subject matter when it defined globalization as 'multidimensional process of unprecedented rapid and revolutionary growth in the extensiveness and intensity of interconnections on a truly global scale'. As a multi-dimensional concept, at the center of the globalization process are its economic dimensions, trades, capital flows, global financial markets, technology transfer to mention but a few.

In the context of this article, globalization is viewed from a reductionist perspective which clearly reflects the notion of capital and its movement around the world. Hence, the progressive reproduction of capital and the global motion that it maintains portends danger for mostly small (in the capital sense) developing countries like Nigeria. In this regard, the image associated with globalization is that it is a worldwide process of converging

incomes and lifestyles driven by ever larger international flows of good, capital and people. Nevertheless, the basic engine behind the emergence of a globalize world economy lies not in goods, people and money, and ideas becoming increasingly and similarly transportable across national boundaries, but rather, it lies on capital becoming historically more portable and more internationally mobile than anything else.

The experience of Nigeria, with regard to her political economy since 1960, is one that is replete with massive specimen of the adverse impacts of globalization. This is especially understandable when a cursory look at the progression or indeed retrogression of the country's economy is put into perspective. There is the understanding that policies and practices over the past six decades have brought retrogression instead of progression to Nigeria. Interestingly, this is not farfetched from the predatory impact of playing a less competitive role in the world capitalist economy. While it is not safe to put all the blames on the vampire nature of globalized capitalism, it is equally difficult to forget in any sense of hurry the role that the historical colonial interface between Nigeria and Britain played in distorting the development trajectory of the former. The point is that history plays a

strong role in shaping the understanding of the present and the direction of the future.

Clearly, the historical nature of capitalism opened up a global scenario where a significant chunk of developing nations in Africa became mostly importers rather than producers. This historical role and the over-reliance on one commodity by most of these countries (Nigeria for example) created an economic crisis of gigantic proportion. Whereas in the fifties, sixties and seventies rapid increase of primary products stood out as the engine of growth, with Nigeria becoming the principal world producer of palm kernel and groundnut and third producer of cocoa, today, the country only responds to the international market on the brink of the petroleum industry.

Farmers, suddenly, after many years of production found that they were unable to recover their cost of production, including fertilizers and many other impute obtained on credit. Because of the failures of Nigeria's commodity export sector and the sustained high demand at home, it is now obvious that low productivity and uncompetitive production is a problem. Nigeria is very significant in the current global economy and is considered the most populous country in Africa and the seventh in the world. But with all these rating her economic infrastructure is unable to support her demographic superstructure.

Indeed, the whole subcontinent of Africa currently accounts for only one percent of global GDP. According to the African Competitive Report 2000/2001, published jointly by the World Economic Forum and Harvard University, Nigeria topped the Millennium Optimum Index League table of twenty four countries. Nigeria's lack of competitiveness manifests itself most glaringly in the manufacturing sector and it has been a really long time since the country embarked on any conscious attempt at industrialization.

Since consumer goods industries dominate manufacturing activities and are basically small scale or micro-industries, given their perennial shortage or lack of infrastructural facilities, there was no way in which these industries could be competitive globally. The playing field is far from being equal for competition. According to Khor (2003), the key aspect of globalization and development relationship is inequality. It is this skewed relationship that defines the structure of economic gains and losses within the global system. The average Nigerian manufacturer has to provide private electricity, water, transport and even security services to supplement the inadequate, unreliable supplies from the public sector. How can he or she be expected to compete with foreign rivals where these facilities or public goods are readily

available to individual manufacturers at little or no cost to the enterprise? Nigeria industry competitiveness will greatly depend on the provision of efficient, reliable and cost effective enabling infrastructural services like electricity supply and this must come ahead of privatization and marketization or else the process of industrialization as a major imperative for global competitiveness is likely to be a futile one.

It is an incontrovertible fact that the Nigerian economy is well integrated with the global economic system. Nigeria is well integrated with an excessively dependent position within the international economy and is exposed to external shocks and the boom and bust of the world economic forces. Out of the three aspects of liberalization (finance, trade and investment) the process of financial liberalization has been the most pronounced. There has been progressive and intensive liberalization of control in financial flows and markets. According to Khor (2003), Nigeria economy is open; the national barriers are being removed in the three areas mentioned above. Hence, there is no doubt that the Nigeria economy is very open for the flow of foreign capital, trade as well as investment and this is likely to enable production if the right choices are made. However, the productive capacity of the country depends on how well it competes

within the global capitalist market (Akpakpan, 1999). From the foregoing, therefore, it is clear that production is vital to the survival of any society. It is an important indicator not only in terms of generating goods and services, but because it opens up opportunities; creates job and boosts income in addition to providing the latitude for people to learn new skills, and by so doing, it develops the society's technical capacity. It also boosts the value of the country's currency by reducing the need for imports and increasing its ability to export and it also boosts the image of the country both internally and externally.

It is a general belief that Small and Medium Scale Enterprises (SMEs) play a key role in economic growth and industrialization in both developed and developing nations. Experts often times draw a symbiotic relationship between large, medium and small firms in the promotion and sustaining of economic growth of nations across the globe. That is why most countries attempt to promote all the three sectors for rapid economic growth and development. Currently, the role of government has shifted to being a key player in facilitating and creating enabling environment to strengthen these enterprises (Agiobenebo, 1999). Also, as globalization has resulted in increased competition, countries have now tended to focused on comparative advantages

rather than use of tariffs to protect local industries. SMEs have been fully recognized by government and development experts as the main engine of economic growth and major a factor in promoting private sector development. SMEs do not only contribute significantly to improve living standards, they also serve as drivers for sustainable local capital formation for the purpose of achieving high levels of productivity and capacity.

A major gap in Nigeria's industrial development process in the past years has been the absence of strong and reliable SMEs sub-sector. The little progress recorded from the courageous efforts of the first generation of indigenous industrialists was almost completely wiped off by the massive dislocations and traumatic devaluation which took place under the Structural Adjustment Programme (SAP). The policies of SAP were rooted in the neo-classical theory of perfect markets whose assumptions do not reflect constrains of SMEs in developing countries (Udechukwu, 2003). With a projected population of over two hundred million people in Nigeria, productive farmlands, rich variety of minerals deposit, and so on, the country should be a safe haven for SMEs but this is not the case. In addition, the availability of natural and human resources in the country has significantly given her a sense of advantage

over a significant number of other countries in Africa.

This positive socio-economic characteristic that Nigeria displays notwithstanding, her SMEs sub-sector continues to struggle for survival both at the domestic and international levels. This is not farfetched from the historical fetters of global capitalism that has undermined the growth of the country in general and the country-specific challenge associated with poor macro-economic policies that ordinarily should have triggered the required incentives for SMEs to flourish and serve as the much needed catalyst for industrialization. It is therefore clear that there is an urgent need to provide the required enabling environment for the development of SMEs, so that they can adequately play the role expected of them in economic transformation. Such role include, mobilization of domestic saving for investment, appreciable contribution to gross domestic product, increase in the ability to harness local raw materials, employment generation, significant contribution to poverty reduction efforts through sustainable livelihoods, and enhancement in personal income, technological development, and export promotion.

Theoretical Framework

The theoretical framework adopted for this study is the Marxist Political Economy (MPE)

approach. The theory is associated with the works of Karl Marx the German social and revolutionary thinker. Just like the functionalist theory that emphasizes the interdependence of parts, the MPE also theorizes structural linkages between the various structures of society but with a revolutionary difference. For Marx and indeed a significant number of scholars who hold on to the analytical tradition associated with the MPE theory, all other social structures in society especially the political sub-system depends largely on the economic sub-system. In other words, the economic sub-systems in society determine the social direction of the political, religious and education sub-systems among others. Hence, the primary assumption of the MPE is that the economic sub-system and the social relations of production associated with it, is further reflected in the political sub-systems and vice-versa.

Also, the MPE relies on the dialectical method to explain the motion of society especially as it relates to class and class struggle. In other words, the theory holds that the owners of the means of production by virtue of their historical places and exploitation of those who own nothing but their labour power, generate significant contradiction that propels social conflict in society. According to Raimi (2017), the Marxist Political Economy gained its

analytical primacy by proving that the dialectics (class struggle) found within all class-based societies especially capitalism, stands out as the social catalyst for change in society. However, the critical point to note about the MPE is that it sees the interface between the economy and the political subsystem as one in which the owners of the means of production are always in alliance with the ruling class and that this alliance which he sees as unholy, is one that further strengthens the exploitation of those who do not own the means of production. Clearly, therefore, this class romance creates a social feedback scenario where the political or ruling class make policies that support the exploitation of the masses by the owners of the means of production.

It follows, therefore, that the local owners of the means of production in Nigeria, which in the case of capitalism, the MPE refers to as the bourgeoisies, provide enabling environment for the international bourgeoisies to triumph without any sense of consideration for the wellbeing of the masses. The MPE provides a clear theoretical basis for understanding the motion and economic fierceness of globalization especially in the context of the predatory nature of foreign corporations in Nigeria. To Raymond and Dunkerly (2002), therefore, the globalization of the world economy provides the necessary condition,

through bourgeois policies, for capital to move freely across national boundaries. To them, this explains why such hyper-mobility undermines the ability of Third World states and particularly Nigeria to direct her so called national economy. This production movement is said to be particularly strong for financial capital which does not face the constraints of fixed location costs associated with industrial capital.

In light of the above, the MPE theory serves a useful purpose of expanding our knowledge on how the movement of international capitalist formations through its agents and under the guise of globalization serves as disincentive for the viability of Small and Medium Scale Enterprises (SMEs) in a country like Nigeria. Essentially, the argument is that bourgeois policies in Nigeria provide sometimes open and sometimes tacit support for international capitalists through the socio-economic framework of globalization with grave consequences for local economies that are ordinarily supposed to be boosted by the SMEs. This is perhaps why Hoogvelt (1997), is of the opinion that the theory enables us to know the impact of global finance, particularly how it has deepened rather than widened the Third World nations' economy, in the sense that its impact can be felt throughout the world, but in

ways that have empowered some, while increasing the vulnerability of others.

Methodology

This study adopted the survey research design which allowed for easy data collection across a wide range of respondents. Through this design, the food processing enterprises which constitute the target research universe were clustered under three categories of SMEs namely; marine-based, agro-based and livestock-based SMEs. Put together, a total of 328 of these three clusters of food processing SMEs were identified as the target population for this study. Out of this, 180 of them were randomly selected from each of the three clusters mentioned above. The simple random sampling technique was employed given the availability of a sampling frame derived from the register of each of the different cluster's associations. The primary method of data collection was a self-designed questionnaire which was administered to all 180 respondents. The major techniques for analyzing the data

obtained from the field were the simple percentages and the chi square statistical tool. Out of the 180 questionnaire distributed, 174 (constituting 97% return rate) were collated for analysis.

Results and Discussions

The data are presented in simple frequency charts especially for those associated with the objectives, while the hypotheses was tested using the chi square statistical method. The discussions are done based on the findings associated with each of the research objectives stated earlier.

Obj. 1: Examine the areas where globalization has adversely affected the growth of food processing SMEs in Port Harcourt, Rivers State.

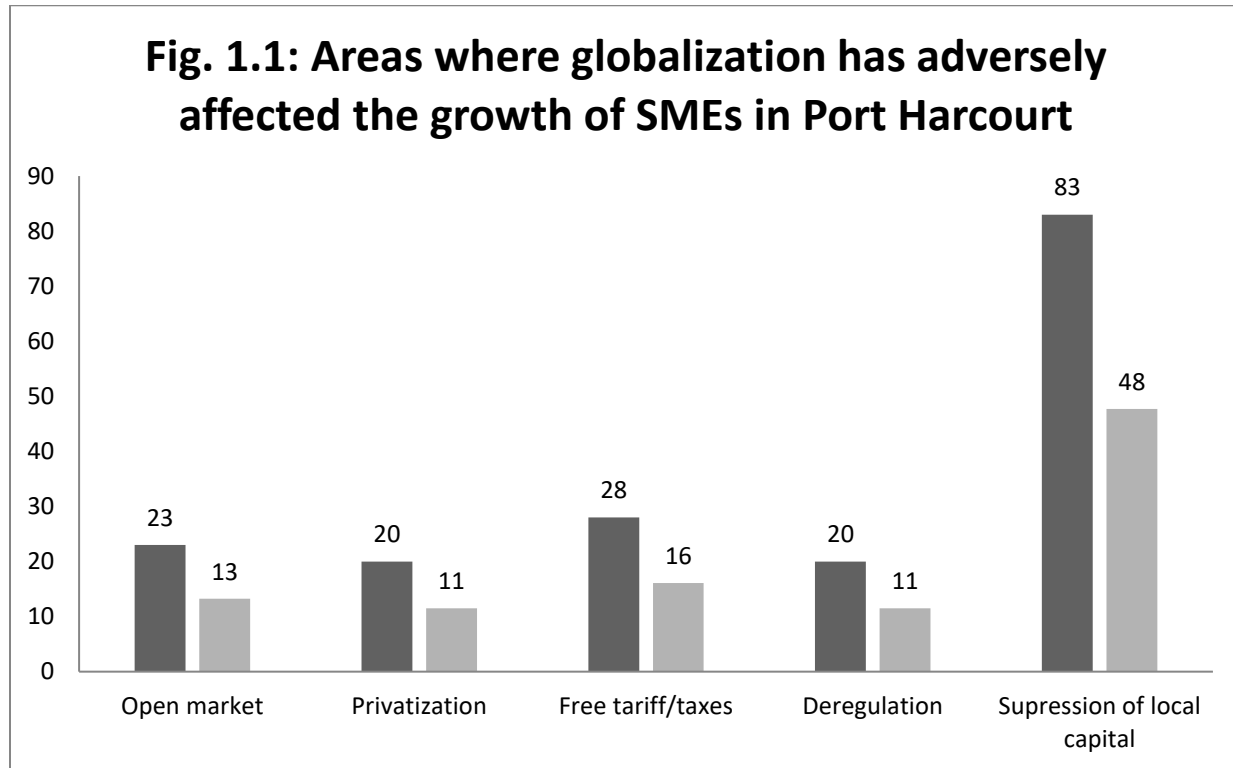


Figure 1.1 above shows information on the areas where globalization has adversely affected the growth of food processing SMEs in Port Harcourt city. From the data presented in the figure, it is easy to see that 23(13%) of the respondents point out that the open nature of the market occasioned by globalization affects them adversely, 20(11%) of them said privatization, 28(16%) of them said the free tariff/taxes adversely affects them, 20(11%) of the respondents said deregulation, while 83(48%) of the respondents said the suppression of local capital by foreign firms is

a major setback to SMEs in the study area. This goes to show that the dominance of international capitalist firms within Port Harcourt city undermines the ability of SMEs to grow. This is possible due to the fact that larger foreign firms have all it takes including technical skills, product quality, capital among others to surpass local SMEs.

Obj. 2: Identify the difficulties that proprietors of SMEs within the food processing sub-sector encounter in the face of globalization in Port Harcourt, Rivers State.

Fig. 1.2: Difficulties that proprietors of SMEs encounter in the face of globalziatio in Port Harcourt

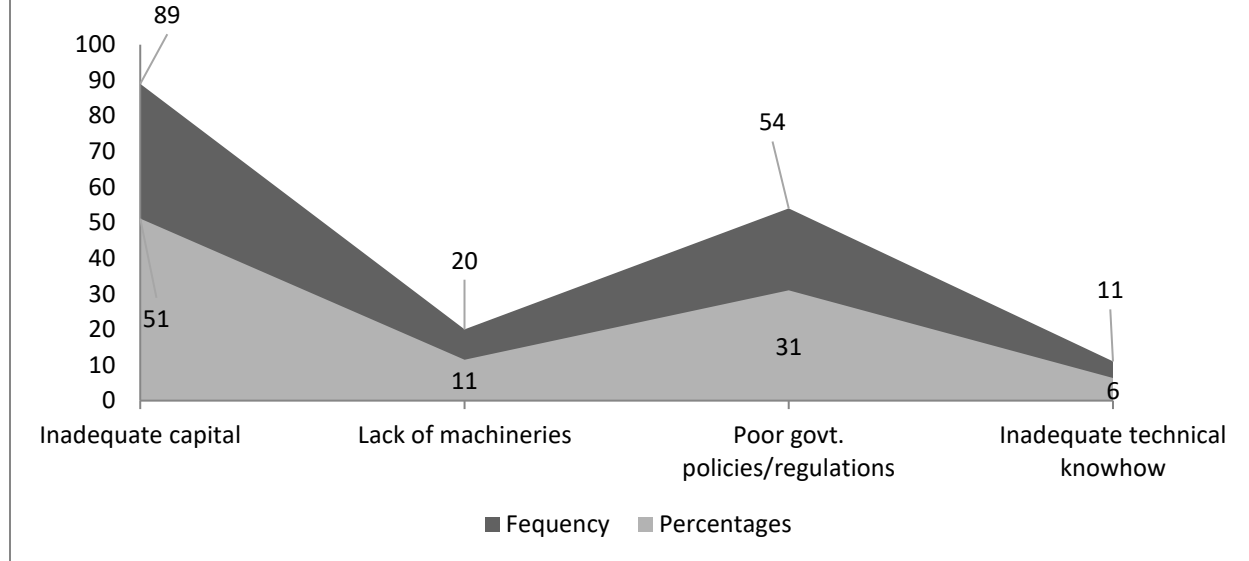


Figure 1.2 above shows data on the difficulties that proprietors of SMEs encounter in the face of globalization in Port Harcourt city. From the data in the chart, it can be seen that 89(51%) of the respondents point to inadequate capital as a major difficulty, 20(11%) of them said lack of machineries, 54(31%) of the respondents finger poor government policies or regulations as the difficulty that they face, while 11(6%) of the respondents said inadequate technical knowhow is their major difficulty. The fact that a good number of the respondents point to inadequate capital corroborates the outcome of the data presented in Figure 1.1 above where an

equally significant number of the respondents said the suppression of local capital is the major adverse effect that globalization has on local SMEs. This goes to show that the interplay between weak policy regimes and the predatory nature of global capitalism provide enough disincentive for the growth of SMEs in Port Harcourt city.

Obj. 3: Determine whether globalization actually reduces the productive capacity of food processing SMEs in Port Harcourt, Rivers State.

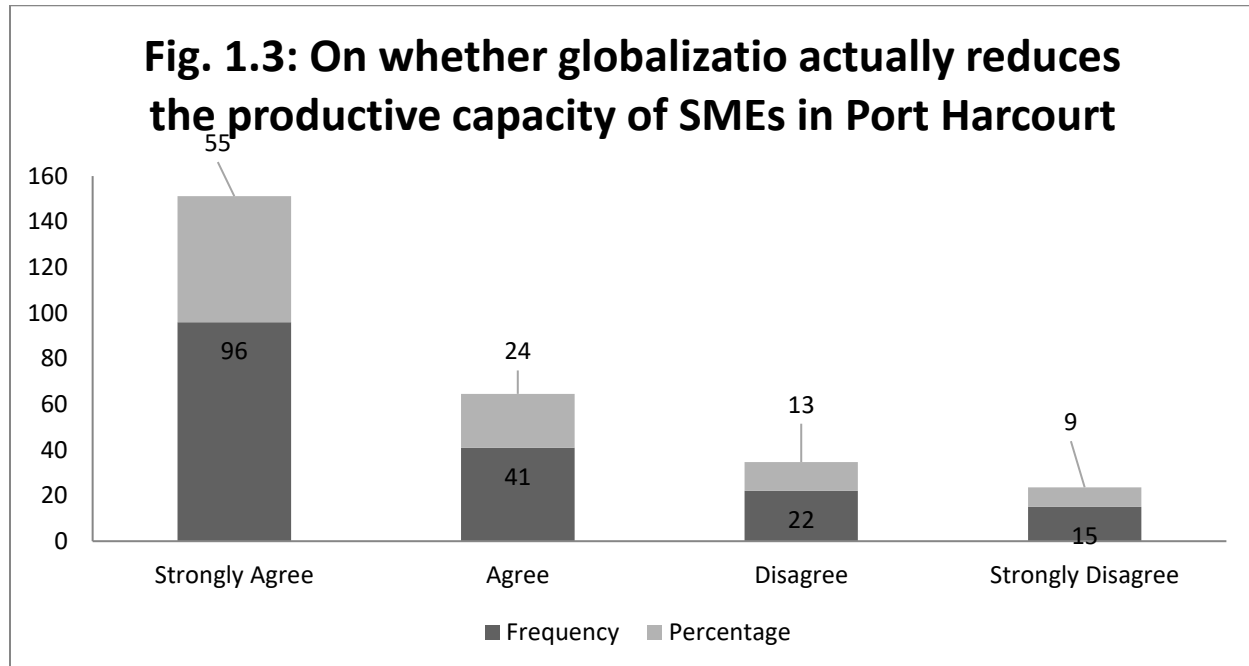


Figure 1.3 above shows information on whether globalization actually reduces the productive capacity of food processing SMEs in Port Harcourt city. The data presented in the figure indicates that 96(55%) of the respondents strongly agree that globalization

definitely reduces the productive capacity of SMEs in the study area. On the other hand, 41(24%) of them agree, 22(13%) of them disagree, while 15(9%) of the respondents strongly disagree to this viewpoint.

Test of Hypotheses

1. *There is no relationship between globalization and reduced productivity of SMEs in Port Harcourt, Rivers State.*

Table 1.1: Globalization does not in any way undermine productivity of SMEs

Category of SMEs	SA	A	D	SD	Total
Marine-based	5	3	15	36	59
Agro-based	3	9	27	20	59
Livestock-based	2	12	9	33	56
TOTAL	10	24	51	89	174

Table 1.1 above shows data on whether globalization has any link in terms of undermining the productivity of food

processing SMEs in Port Harcourt. From the data presented in the table, 10 of the respondents strongly agree that globalization

does not undermine the productivity of SMEs in the study area, 24 of them agree, 51 of the respondents disagree, while 89 of them

strongly disagree. The data in Table 1.1 above is further subjected to a chi square statistical test in Table 1.2 below.

<i>Category of SMEs</i>	<i>O</i>	<i>E</i>	<i>O-E</i>	<i>(O-E)²</i>	<i>(o-e/e)²</i>
<i>Marine-based</i>	5	3.39	1.61	2.59	0.76
	3	8.14	-5.14	26.40	3.24
	15	17.29	-2.29	5.26	0.30
	36	30.18	5.82	33.89	1.12
<i>Agro-based</i>	3	3.39	-0.39	0.15	0.05
	9	8.14	0.86	0.74	0.09
	27	17.29	9.71	94.22	5.45
	20	30.18	-10.18	103.59	3.43
<i>Livestock-based</i>	2	3.22	-1.22	1.48	0.46
	12	7.72	4.28	18.28	2.37
	9	17.29	-8.29	68.78	3.98
	33	30.18	2.82	7.96	0.26
<i>Chi-Square</i>	$\chi^2=$		21.52		

*Degree of freedom =6; Chi-Square Table value =12.59; Chi-Square Calculated Value=21.52

Decision rule: Accept null hypothesis if calculated value is less than table value and reject hypothesis if the calculated value is greater than table value.

In this study, since calculated value for χ^2 is 21.52 and table value is 12.59, the hypothesis which states that “*There is no relationship between globalization and the productivity of SMEs in Port Harcourt, Rivers State*” is hereby rejected. This means that the alternate hypothesis which is that “*There is a relationship between globalization and the productivity of SMEs in Port Harcourt, Rivers State*” hereby accepted and upheld. Based on the fact that the chi

square computed value is quite higher than the table value, it is the submission of this paper that the impact of globalization on the productivity of food processing SMEs in the study area is significant.

Findings

The first objective of this study focused on examining the areas where globalization has adversely affected the growth of food processing SMEs in Port Harcourt. The data in this regard, was presented, analyzed and discussed in Figure 1.1 above. Thus, given the logic associated with frequency and simple percentage analysis, the dominant response in

the figure is that which states that the suppression of local capital (83/48%) is a key adverse effect that globalization has on food processing SMEs in Port Harcourt. This clearly corroborates the study by Udechukwu (2003), which also revealed that the capacity of SMEs in Nigeria in terms of growth and sustained competitiveness in the global market is mostly undermined by the suppression that they face under a fierce capitalist system. This is in addition to that of Oladimeji, Ebodaghe and Shobayo (2017), which revealed no significant change in the performance of SMEs as a result of globalization in Nigeria. This goes a long way to show that strong capitalist firms that operate in Nigeria are more established and have all it takes to stay highly competitive while SMEs do not have the requisite infrastructure or base to compete, thereby, threatening their business longevity. However, it contradicts the finding of Oyedele, Kareem and Akanbi (2016), who established that globalization has boosted the capacity of SMEs in Lagos State, Nigeria.

The next objective that guided the data collection process in this study was the identification of the difficulties that proprietors of SMEs encounter in the face of globalization. The data relating to this objective was presented in Figure 1.2 above and the analysis that followed showed that a significant number

of the respondents (89/51%) agreed that inadequate capital is a major difficulty that they face. This justifies the finding discussed above where respondents equally fingered the issue of local capital as a problem. While these two indices may differ, they nevertheless interact to undermine the capacity of SMEs. This is because, the suppression of local capital depicts a business scenario where international firms exploit the entrepreneurship environment in such a way that they stifle opportunities for local SMEs to have access to capital.

The last objective focused on determining whether globalization actually reduces the productive capacity of food processing SMEs in Port Harcourt city. The data in this regard was presented and analysed in Figure 1.3 above and the result showed that 137(79%) of the respondents were positive that globalization actually reduces productivity level of SMEs. This was further corroborated by the chi square test which showed a significant relationship between globalization and reduced productivity among SMEs in the study area.

Conclusion

The potency of globalization is currently being felt around the world and this is clear especially through the motion of capital. While globalization has attracted a lot of commendation from mostly western scholars,

the resentment of Third World academics especially on the grounds that it has brought nothing but further underdevelopment and impoverishment to this part of the world also forms a significant chunk of the literature on the subject. What is also clear in the literature is the fact that globalization now attracts a double-edge-sword kind of debate where some believe that it is a good thing and others see it as bad. This optimist and pessimist divide continues to provide justification for further studies to either validate or refute any of their claims.

This study has succeeded in examining the link between globalization and productivity of food processing SMEs in Port Harcourt, Rivers State. Based on the findings in this study, it is safe to conclude that the current nature of globalization which in all ramification involves the free movement of capital creates an environment where large international enterprises suppress local ones. This is made possible because the international enterprises have all it takes including capital and technical know how that are required to dominate the business environment at the detriment of local SMEs. This goes a long way to undermine the productive capacity of local SMEs and make them less competitive. This is why Mwika, Banda, Chembe, and Kunda (2018), are of the opinion that taking into consideration the role

played by SMEs in economic development, there are different contextual factors that need to be considered and addressed for SMEs to yield positive returns in a globalized environment. It is in light of this that the recommendations highlighted below are made.

Recommendations

Based on the findings of the study, the following suggestions are proffered to aid the productivity of food processing SMEs in the face of globalization.

- i. Loan facilities should be made available for proprietors to invest properly into the SMEs subsector of the economy as this will enhance their competitiveness and growth. The loan regime should be made in such a way that the interest rates are healthy or low enough to allow more SMEs to have access to such facilities. This will go a long way to make more of the SMEs viable and competitive.
- ii. Government should make policies that reduce the viability of international businesses in Nigeria. For instance, business taxes and tariffs should be raised higher for foreign enterprises and made low for local SMEs. This in addition to the above suggestion of

promoting a healthy loan regime can dovetail to improve the productive environment of SMEs.

- iii. Lastly, government should ensure that there is a continuous capacity building programme for the SMEs in the food processing sub-sector of the economy. This should focus on the technical ability of the SMEs especially on trainings that can make them more competitive in the global business arena.

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AN EMPIRICAL STUDY OF THE RELATIONSHIP BETWEEN GOVERNMENT EXPENDITURE AND AGRICULTURAL SECTOR GROWTH IN NIGERIA

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Abstract

This study makes a modest contribution to the debates by empirically analyzing the relationship between government expenditure on the agricultural sector and its contribution to economic growth, using time series data from 1986 to 2016. Ordinary Least Square was used in the regression analysis and secondary data were sourced from the Central Bank of Nigeria Statistical Bulletin (Various Issues), National Bureau of Statistics among others. The empirical findings revealed that Government Expenditure on Agriculture (GEA), Deposit Money Bank Loan to Agriculture (DBA) and Agricultural Credit Guarantee Scheme Funds (ACGSF) were statistically significant in explaining Agricultural sector output in Nigeria within the period of study, with Deposit Money Bank Loan to Agriculture and Agricultural Credit Guarantee Scheme Funds having the strongest effect. Interest Rate (INTR) had an inverse and insignificant impact on agricultural output in Nigeria. The empirical result also revealed that Deposit Money Bank Loan to Agriculture and Agricultural Credit Guarantee Scheme Funds had direct significant impact on gross domestic product growth rate. Based on the findings, it is therefore recommended that increased funding would fast track growth and development of the sector. There should be synergy between various tiers of government, deposit money banks and international intervention and donor agencies in agricultural funding in Nigeria as this will make funding to the sector more efficient and effective in Nigeria.

Keywords: Economic Growth, Government expenditure, Agricultural growth

Introduction

One of the major challenges facing mankind is the provision of an equitable standard of living, adequate food, clean water, safe shelter and energy, a healthy and secured environment, an educated public, and satisfying job for this and future generations. It is not an overstatement to assert that the growth and development of any nation depend, to a large extent, on the development of agriculture (Loto, 2011). The saying that “agriculture is the mainstay of the Nigerian economy” may have become a cliché. It nevertheless underscores the emphasis placed on agriculture as the engine of growth in the Nigerian economy. Generally, the sector contributes to the development of an economy in four major ways; product contribution, factor contribution, market contribution and foreign exchange contribution. In realization of this, the government has embarked on various policies and programmes aimed at strengthening the sector in order to continue performing its roles, as well as measures for combating poverty. Notwithstanding the enviable position of the oil sector in the Nigerian economy over the past three decades, the agricultural sector is arguably the most important sector of the economy. Agriculture’s contribution to the Gross Domestic product (GDP) has remained stable at between 30 and 42 percent, and employs about 75 per cent, of

the labour force in Nigeria (Mitchel, 2005). Many factors have been identified to enhance or retard growth in the agricultural sector and among these factors is capital.

Many researchers have attempted to examine the effect of government expenditure on the growth of agricultural output. For instance, Olugbenga and Owoye (2007) examined the effect of government (consumption) expenditure on economic growth for a sample of 96 countries, and discovered a negative effect of government expenditure on growth of real output. Komain and Brahmasrene (2007) examined the association between government expenditure and agricultural output in Thailand by employing the Granger causality test. The results revealed that government expenditure and the agricultural output are not co-integrated. Moreover, the results indicated a unidirectional relationship, as causality runs from government expenditure to growth. This research work purports to examine the roles of the fiscal authority in developed and developing countries vis-a-vis developed countries. In the relative absence of perpetual weakness of institutions of mobilize and direct saving, the role for the state is crucial in harnessing the resources for development (Wartney, 2008). Since the regulatory apparatus is weak and market signals

imperfect, the state has an important role to play in allocating investment funds, there is the expectation that fiscal expenditure would play a major role in anti-poverty programs.

The relationship between the agricultural output and public spending is an important subject of analysis and debate (Mitchell, 2005). A central question is whether or not public sector spending increases the long run steady state growth rate for the agricultural? There are divergent opinions on this issue. According to the Keynesian model, during recession expansionary budgetary policy should be taken to increase the aggregate demand in the economy thus boosting the gross domestic product (GDP). Increase in government spending translates into increased employment in the public sector and increased orders of products from suppliers and firms in the business sector. In other words, when employment rises, income and profits of suppliers and firm increases and as a result they can hire more employees to produce the goods and services ordered by the government. The unemployed, who have now found work, whether in the public sector or the business sector, enjoy an increase in income.

According to the Keynesian model, if demand increases, business concerns produce more merchandise and services, and the results is

substantial act as a catalyst to increases demand and production within sectors that do not have direct contact with public demand. Thus the Keynesian school of thought stresses that an utopian society cannot be achieved and as such there is need for government interferences through her fiscal operation notably expenditure. Policy makers are divided as to whether government fiscal expansion helps or hinders the growth of the agricultural output. Advocates of bigger government expenditure argue that government programs provide valuable “public goods” such as education and infrastructure. They also claim that increase in government spending can boost economic growth. Furthermore, in a growing economy, government spending can be curtailed. The government sector can revert to a lower level of spending and personnel can be re-directed to the business sector. However, while budgetary expansion is easy in a recession, cut-backs during economic highs are very difficult. No minister, director or a public institution relinquishes control, authority and budges easily, the result is inflation and inefficient public sector even after the recession is over and a lower rate of growth in the private sector than its potential would indicate. The relationship between public expenditure and growth is especially important for developing countries (Nigeria inclusive). There is evidence

that unlike in the case of developed countries, consumption is not negatively related with economic growth. This study empirically investigated the relationship between government expenditure and agricultural sector growth in Nigeria.

Literature Review and Theoretical Framework

Conceptually, agriculture is the production of food, feed, fibre and other goods by the systematic growing and harvesting of plants and animals. It is the science of making use of the land to raise plants and animals. It is the simplification of nature food webs and the rechanneling of energy for human planting and animal consumption, husbandry and forestry (Olorunfemi, 2008). Oji-Okoro (2011) stated that agricultural sector is the largest sector in the Nigerian economy with its dominant share of the GDP, employment of more than 70% of the active labour force and the generation of about 88% of non-oil foreign exchange earnings. Jhingan (2007) asserted that agriculture in whatever form it comes or exists-food and cash crops production, livestock, poultry, animal husbandry, hunting and horticulture-has its roles to play in any Nations economic growth and development.

Mabuza and Endo (2014) opined that agriculture is the cultivation of land, raising

and rearing of animals for the purpose of production of food for man, animals and industries. It involves and comprises of crop production, livestock and forestry, fishery, processing and marketing of those agricultural production. The term agricultural credit is used to mean repayable financial assistance given to farmers for agricultural projects (Iganiga & Unemhilin, 2011). Various types of innovations have different financial requirement. Some require little additional capital while others require major capital investment (Capital intensive type). A popular instrument for the achievement of this objective is the enhancement of the productivity of the domestic agricultural sector. Public expenditure is the main instrument used by Governments especially in developing countries to promote economic growth which is an essential ingredient for sustainable development. Economic growth brings about a better standard of living of the people through provision of better infrastructure, health, housing, education services and improvement in agricultural productivity and food security (Loto, 2011).

Nearly all the sectors in the national economies of developing countries demand more budgetary allocations every year. For instance, the agricultural sector under the Maputo

Declaration of 2003 requires African Governments to increase expenditure on agricultural sector to at least 10 percent of the national budgetary resources (New Partnership for Africa's Development (NEPAD), 2011). Niloy (2010) defined public expenditure as expenses which the government incurs for its own maintenance as also for the society and the economy as a whole. Government recurrent expenditure refers to government spending on its day to day recurring items such as personnel cost and overhead cost. Government capital expenditure refers to spending on capital projects like roads, airports, education, telecommunications, electricity and the acquisition of investment goods like plant and machinery and other items having an expected working life of more than one year (Anyafu, 1997).

Empirical Literature

Using time series data, Lawal (2011) attempted to verify the amount of federal government expenditure on Agriculture in the thirty-year period 1979 – 2007. Significant statistical evidence obtained from the analysis showed that government spending does not follow a regular pattern and that the contribution of the

agricultural sector to the GDP is in direct relationship with government funding to the sector. Oboh (2008) used error correction model to investigate Farmers' allocative behavior in credit utilization in Benue State. The study reveals that the usefulness of any agricultural credit programme does not only depend on its availability, accessibility and affordability, but also on its proper and efficient allocation and utilization for intended uses by beneficiaries.

Iganiga and Unemhilin (2011) studied the effect of federal government agricultural expenditure and other determinants of agricultural output on the value of agricultural output in Nigeria. A Cobb Douglas Growth Model was specified that included commercial credits to agriculture, consumer price index, annual average rainfall, population growth rate, food importation and GDP growth rate. The study performed comprehensive analysis of data and estimated the Vector Error Correction model. Their results showed that federal government capital expenditure was found to be positively related to agricultural output. Oboh and Ekpebu (2010) examined the determinants of formal agricultural credit allocation to the farm sector in Nigeria. The study found out that there is the need to critically assess factors affecting the rate of credit allocation by beneficiaries of NACRDB.

Akintola (2004) used autocorrelation to carry out a study on the role of banking industry in financing agriculture. He identified banks' traditional roles to include financing of agriculture sectors of the economy. Credit of banks to the Nigerian economy has been increasing over the years.

Enga, and Alimba (2011) examine the effect of commercial bank funding on the Nigerian agricultural sector from 1986 to 2005. The result from the OLS multiple regression revealed that, agricultural sector repayment ability, cash reserve ratio and interest rate have the theoretical signs indicating that an increase in interest rate and repayment ability of the agricultural sector causes an increase in the amount of credit by commercial banks to the agricultural sector while cash reserve ratio increases tend to decrease commercial bank funding to the Nigerian agricultural sector. This means that a per cent increase in lending and repayment ability caused a 0.0014 per cent decrease in the supply of agricultural credit while a percentage increase in cash reserve ratio will result in 0.06 per cent decrease in the supply of credit by commercial bank to the Nigerian agricultural sector during the study period.

Udah and Obafemi (2011) undertook an empirical investigation of the financial sector

reforms effect on the Nigerian manufacturing and agricultural sectors by employing annual time series data between 1980 and 2007. The estimation techniques of impulse response and variance decomposition were employed in the estimation of the equation. Results showed that credit to private sector positively impacts the agricultural and manufacturing sector of the economy and capacity utilization. This implied domestic investment would be facilitated with increased credit to private sector. Furthermore, findings revealed that currency outside banks boosted agricultural and manufacturing sectors and capacity utilization in the long run. However, gross domestic savings impacted negatively on capacity utilization and a positive influence on manufacturing and agricultural outputs. Nevertheless, political instability declined agricultural and manufacturing outputs in the short period and the both sectors experienced increase in outputs in the medium and long periods. The results further showed that political instability caused expansions in capital utilization in the short period, while contractions were experienced in the subsequent terms.

Udoh (2015) estimated the relationship among private investment, public expenditure, and agricultural output growth in Nigeria from the period of 1970-2008. The author used

Autoregressive distributed lag (ARDL) model and error correction model to analysis the data. The empirical findings of his study revealed that the government expenditure has a positive and progressive effect on the development of the agricultural output.

Theoretical Framework

There have been contributions from various schools of thought such as the classical, neoclassical, Keynesian etc on whether government should intervene to short-run fluctuations in economic activity. The classicalists believe that market forces bring the economy to long-run equilibrium through adjustment in the labour market. The classical and neoclassical economists deem fiscal policies as ineffective due to the well-known crowding-out effect. While the Keynesians opines that government expenditure does not obstruct economic growth instead it accelerates it through full-employment, increased aggregate demand and so forth.

Agricultural Based Economic Development Theory

Agriculture Based Economic Development Theory propounded by Wiggins (2006), postulate that agricultural-based strategy for economic development requires a technical, institutional and financial- incentive change

that will raise the productivity of small farmers. Wiggins explains that agricultural financial incentives can play a dual role in the process of economic development. Firstly, it will produce more food and also produce many great jobs needed. Secondly it will provide raw materials for industrial use.

Keynesian Theory

The Keynesian school of thought suggested that government spending can contribute positively to sectorial growth (like the agricultural sector) in the economy. Thus, an increase in government consumption is likely to lead to an increase in employment, profitability and investment through multiplier effects on aggregate demand. Consequently, government expenditure increases the aggregate demand which brings about an increased output depending on expenditure multipliers. Keynes regards public expenditures as an exogenous factor which can be utilized as a policy instruments to promote growth.

The Neoclassical Growth Theory

The neoclassical based their research on Solow (1956) growth model were of the view that government expenditure is detrimental to economic growth in the long-run. It is as such because of the argument they brought forward.

To them, government expenditure engenders the crowding out effect and in times of budget deficit, taxes are raised which increases production costs and leads to increased price and low demand or the government results to borrowing. Also, government spending discourages private investments. Solow and Swan introduced the Solow's model in 1956. Their model is also known as Solow-Swan model or simply Solow model. In Solow's model, other things being equal, saving/investment and population growth rates are important determinants of economic growth. Higher saving/investment rates lead to accumulation of more capital per worker and hence more output per worker. In the absence of technological change & innovation, an increase in capital per worker would not be matched by a proportional increase in output per worker because of diminishing returns. Hence capital deepening would lower the rate of return on capital

Methodology

The Diffusion theory of Agricultural Development was adopted as the framework of this study. The diffusion of better husbandry practices was a major source of productivity growth even in pre-modern societies. The diffusion approach to agricultural development rests on the empirical observation of substantial

differences in land and labour productivity among farmers and regions. The route to agricultural development, in this view, is through more effective dissemination of technical knowledge and a narrowing of the dispersion of productivity among farmers and among regions.

Method of Data Analysis

The research technique employed in this study was the Ordinary Least Square (OLS) method of analysis with the aid of E-view 9. These time series data ranging from 1886 – 2016 were sourced from the Central Bank of Nigeria Statistical Bulletin (Various Issues), National Bureau of Statistics among others.

Multiple regression method was used to measure the relationship between the dependent variables and the independent variables. To determine the strength of the explanatory variables on the dependent variables, statistical test such as student test, test of goodness of fits (R^2) coefficient of determination (R^2) and f-ratio test were used. For the presences or otherwise of autocorrelation, Durbin Watson Statistics was also employed.

MODEL SPECIFICATION

In order to capture the relationship between government expenditure and agricultural

output in Nigeria, Ewubare and Eyitope (2015) in their study adopted the model of the form: $AGOUT = F(GEA, DBA, GCF)$(i)

Where; AGR = Agricultural Production,

GEA = Government expenditure in Agriculture,

DBA= Deposit money bank loan to agriculture

GCF = Gross fixed capital formation.

This study modified the empirical work of Ewubare and Eyitope (2015) to capture the influence of government agricultural expenditure on agricultural output in Nigeria. A multiple regression model is used with agricultural output (AGOUT) as the dependent variable, while Total Government Expenditure on Agriculture (GEA), Deposit money bank loan to agriculture (DBA), Agricultural Credit Guarantees Scheme Funds (ACGSF) and interest rates (INTR) are taken as the independent variables. The model is therefore stated as follows:

The functional form of the model is as follows:

$AGOUT = F(GEA, DBA, ACGSF, INTR)$(ii)

The linear equation is given in equation (iii) below

$AGOUT = \beta_0 + \beta_1 GEA + \beta_2 DBA + \beta_3 ACGSF + \beta_4 INTR + U_t$(iii)

$\beta_0 > 0, \beta_1 > 0, \beta_2 > 0, \beta_3 > 0 \text{ \& } \beta_4 < 0$

Where

AGOUT = Agricultural Output in Nigeria

GEA = Government Expenditure on Agriculture

DBA = Deposit Money Bank Loan to Agriculture

ACGSF = Agricultural Credit Guarantees Scheme Funds

INTR = Interest Rates

U_t = Error Term

Recommendations and Conclusion

Recommendations

The empirical findings revealed that Government Expenditure on Agriculture (GEA), Deposit Money Bank Loan to Agriculture (DBA) and Agricultural Credit Guarantee Scheme Funds (ACGSF) were statistically significant in explaining Agricultural sector output in Nigeria within the period of study, with Deposit Money Bank Loan to Agriculture and Agricultural Credit Guarantee Scheme Funds having the strongest

effect. Interest Rate (INTR) had an inverse and insignificant impact on agricultural output in Nigeria. The empirical result also revealed that Deposit Money Bank Loan to Agriculture and Agricultural Credit Guarantee Scheme Funds had direct significant impact on gross domestic product growth rate. On the basis of the findings, the following recommendations were made:

- i. Agricultural Credit Guarantee Scheme Funds had significant impact on agricultural output in Nigeria as such it calls for the proper funding of the scheme by the government.
- ii. Deposit Money Bank Loan to Agriculture had significant impact on agricultural output in Nigeria as such it calls for more allocation of credit to the agricultural sector in Nigeria. This can be achieved by the Central Bank of Nigeria (CBN) lowering the interest rate charged on farmers for money borrowed for the purpose of agricultural production.
- iii. Government expenditure on agriculture had significant impact on agricultural output in Nigeria as such it calls for more government spending in the sector as such spending provides the

needed fund for the farmers for increased agricultural production.

- iv. Interest rate had an inverse relationship with agricultural output in Nigeria as such it calls for policy that will lower interest rate charged by deposit money banks to farmers. That is lowering of interest rate will enable farmers to borrow more funds for the purpose of agricultural investment and hence the increase in agricultural production.

Conclusion

This research appraised the relationship between government expenditure and agricultural sector growth in Nigeria. Based on the analysis carried out on the secondary data sourced from the Central Bank of Nigeria, it was observed, in the context of this study, the explanatory variables of Government Expenditure on Agriculture, Deposit Money Bank Loan to Agriculture and Agricultural Credit Guarantees Scheme Funds examined, have a statistically significant effect on agricultural output in Nigeria within the period of observation. However, Deposit Money Bank Loan to Agriculture and Agricultural Credit Guarantee Scheme Funds had the strongest effect on agricultural output in Nigeria. Based on the findings, it is therefore recommended that increased funding would fast track growth

and development of the sector. There should be synergy between various tiers of government, deposit money banks and international intervention and donor agencies in agricultural funding in Nigeria as this will make funding to the sector more efficient and effective in Nigeria.

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IMPACT OF AUDIT QUALITY ON EARNINGS MANAGEMENT OF LISTED MANUFACTURING FIRMS IN NIGERIA

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Abstract

The spate of reported cases of manipulations of figures in the financial statement of companies in the world has raised questions on effectiveness of audit function. This study examines the effect of audit quality on earnings management of listed manufacturing companies in Nigeria. The study employed ex-post facto research design. The population of the study consists of fifty five (55) listed manufacturing firms in the Nigeria Stock Exchange and forty-one (41) firms were selected as its sample size using purposive sampling technique. Fixed-effect regression model was employed in the analysis of the secondary data collected from the annual reports and accounts of the chosen sample firms for the period of six years (2013-2018). The study found that audit fee has significant negative effect on the earnings management of listed manufacturing firms in Nigeria. The result of the study also revealed that audit tenure has a significant positive effect on earnings management at 95% confidence level. This implies that lengthy auditor tenure is a mechanism through which management influences auditors to compromise their independence in Nigerian listed manufacturing firms, and therefore allows unethical practices such as earnings management. The study recommends that professional accounting bodies and Financial Reporting Council of Nigeria (FRCN) should issue a framework or guideline which will back and enforce three years professional requirements for auditors in Nigeria.

Keywords: Real Activities manipulations, Code of Corporate Governance, Audit fee, Audit firm tenure.

Introduction

The constant reported cases of manipulations of accounting figures in the financial statement of firms globally in the last decade, has led to several accounting scandals and failure of corporate organizations. This could be evidence from the collapse of many firms around the world such as Xerox in 2000, Enron

in 2001, Adelphia in 2002, Ahold and Tyco in the Europe in 2002, WorldCom and Global Crossing in the United States in 2002 and Adeco, Parmalat in 2003, are typical examples (Fodio, Ibikunle & Oba, 2013). Nigeria has also had her own share of financial reporting failures with the cases of Cadbury Nigeria Plc. in 2006; Afriland First Bank Nigeria Plc faced problem of

financial reporting in 2009; Intercontinental Bank Plc. (2009); Oceanic Bank Plc and Lever Brothers Nigeria Plc. and the case of Skye Bank Plc. in 2018. This has put the auditing function into doubt as the auditors were not able to neither detect nor report these manipulations. The increasing incidence of this has led to the loss of public confidence in the quality of reported accounting earnings and the audit function (Okolie, 2014).

In order to maintain high audit quality as well as curbing the spate of vicious corporate collapses that pervade the globe in the past decade, audit quality standards and codes of best practice have been developed in different countries to restore the confidence to the investors. These codes constitute the bulk of the regulatory frameworks that are meant to guarantee integrity of auditors' reports in relation to corporate earnings and financial statements. For example, Sarbanes- Oxley Act Code 2000 was enacted in the US, code of Corporate Governance in South Africa, and different countries of the world. Regulatory authorities in Nigeria have also responded to the audit quality issue with new initiatives. An example of such an initiative was the long overdue revision of the 2003 Code of Corporate Governance in 2011, 2016 and 2018. The central objective of corporate governance code in Nigeria was to restore the reliability of

financial statements by curbing earnings management and accounting fraud (Cohen, Dey, & Lys, 2008). Demaki (2011) opined that launching of governance mechanisms Code, 2003 in Nigeria was expected to mitigate corporate scandals and other related issues. However, despite these reforms and reviews, corporate failures and scandals are still there.

Manipulations of accounting figures can be done through window dressing, creative accounting, fraud or earnings management (Kitiwong, 2014). It has been observed that the most harmful method is the application of earnings management which, most of the times, go undetected not to talk of reporting it by the external auditors. Earnings management occurs when managers use judgment in financial reporting and in structuring transactions to alter financial report either to mislead some stakeholders about the underlying economic performance of the company for bonus or compensation to the manager or to influence/mislead contractual outcomes that depend on reported accounting figures (Healy & Wahlen, 1999). This is achieved by exploring the loopholes in the accounting methods of preparing the financial statement.

The remuneration of the auditor is a cause for concern. When an auditor receives huge amount for audit service, the independence of the auditor is compromised as he would not

want to provide negative reports against the client as it is believed that he has created economic bond with the client. Moreover, longer audit-client relationship may compromise the auditor's objectivity as the auditor may form personal ties, familiarity and bond of loyalty with the client which make auditor to be sympathetic towards the client's firm (such as the case of Enron and Arthur Anderson), therefore, there is low tendency that discovered earnings management will be reported.

Prior academic researchers (such as Tyokoso&Tsegba 2015; Masoyi, Abubakar& Peter 2015; Uwalomwa, Uwuigbe&Okorie, 2015) have focused on accrual manipulations (discretionary accruals). These studies have provided conflicting results. It was observed that there are fewer studies that examined the effect of audit quality on real earnings management of listed manufacturing industries in Nigeria. Therefore, this study has filled the gaps in the literature. The objectives of this study are to:

- i. examine the effect of audit fee on earnings management of listed manufacturing companies in Nigeria.
- ii. assess the effect of audit tenure on earnings management of listed manufacturing firms in Nigeria.

To achieve the objectives stated above, the following hypotheses were formulated and tested:

H₀₁: Audit fee has no significant effect on earnings management of listed manufacturing companies in Nigeria.

H₀₂: Audit tenure has no significant effect on earnings management of listed manufacturing firms in Nigeria.

Literature Review

Earnings Management, Audit Fee and Audit Tenure

DeAngelo (1981) defined audit quality as the probability that an auditor will both discover and truthfully report material errors, misrepresentation and omissions detected in a client's accounting system. This means that an auditor should be able to detect errors or manipulation of accounting figures and must report this to the shareholders as well as other stakeholders in their audit report. Hope and Langli (2007) also viewed audit quality as when the auditor carries out his work with higher degree of independence and objectivity on one hand and define auditor's independence as the auditor's objectivity and ability to withstand client's pressure on the other hand. This pressure may include monetary and non-monetary issues that make the auditor comply with management desire rather than his professional judgment.

Healy and Wahlen (1999) defined earnings management as a situation when managers use judgment in financial reporting and in structuring transactions to alter financial reports to either mislead some stakeholders about the underlying economic performance of the company or to influence contractual outcomes that depend on reported accounting practices. Therefore, managers employed

earnings management as an opportunistic behaviour in order to satisfy their personal objective or to place the firm in a better economic performance. It represents an intentional intervention in the external reporting process with the aim of obtaining some private gains or compensations (Schipper, 1989). This also signifies that management has incentives to manipulate the earnings with the aim of either maximizing the wealth of the company or as a bonus or compensation to the manager. This may encourage fraud and material misstatement by the reporting companies as the financial result and position of the business might not be presented accurately (Ching, Teh, San & Hoe, 2015).

Watt and Zimmerman (1990) opined that earnings management is derived from the flexibility of accounting choices that are allowed within Generally Accepted Accounting Principles. The Generally Accepted Accounting Principles allow managers to choose the appropriate reporting procedures and to make estimations and assumptions that suite their business environment. Hence, as an alternative on offer, the manager may choose the reporting procedures that best suit him in order to maximize his wealth by exhibiting opportunistic behaviour (Watt & Zimmerman,

1990). As a result, accounting manipulation power usually creates the problem of management manipulating earnings. Therefore, this makes shareholders, investors and creditors to be unable to distinguish the true net worth and economic value of a firm because the reports presented do not accurately reflect the actual performance of the firm.

Managed earnings are earnings which do not result from a neutral treatment but from the use of aggressive accounting or conservative accounting. In doing so, a management has to alter real events or to choose accounting choices. Adopting conservative or aggressive accounting practices through purposely selecting accounting estimations and assumptions is far preferable to structuring real transactions because, as remarked by Goncharov (2005), operating earnings management is more costly than accounting earnings management since it affects real cash flows. Roychowdhury (2006) indicates that managerial manipulation can influence financial statements not only via the use of accounting rules, but also by operational decisions. For instance, it can be achieved through acceleration of sales, alterations in shipment schedules, and delaying of research and development (R&D) and maintenance expenditures as earnings management methods available to managers. Another way of

manipulating earnings is through overproduction of goods which leads to decreased cost of goods as long as fixed overheads are absorbed by larger number of products. As a result, fixed cost per unit is reduced and hence, manager report better gross profit ratio and operating margins. On the other hand, excessive production leads to increased production costs and costs of maintaining inventory (Huang & Sun, 2017). Moreover, mainly in the manufacturing industry, firms' management may make overproduction of goods in order to decrease reported cost of goods sold to receive higher gross profit.

Firms can adopt real activities manipulations through the acceleration of sales. The acceleration of sales can be achieved through the use of price discounts and lenient credit terms, with the intention to persuade more customers. By introducing price discounts, firms can accelerate their sales from the next year to the current year. The price discounts will boost total earnings in the current period but it will also lead to lower margins. This would subsequently lead to a situation where production costs relatively to sales will be abnormally high (Abernathy, Beyer&Rapley, 2014). However, the increase in sales is a temporary situation. When the old prices are re-enacted, there would be lower sales and lower profit margin.

Moreover, firms can lower their costs of goods sold through an increase of their production. By increasing their production more than normal, firms can spread the fixed overhead costs over more units. This would subsequently decrease the fixed cost per unit. However, due to the overproduction, firms might contract additional holding costs and therefore cash flows from operations are lower than the normal sales levels (Roychowdhury, 2006). Finally, firms can decide to alter the levels of discretionary expenditures such as advertising, R&D and selling, general and administrative (SGA) expenses. By reducing these expenses firms can increase their current period earnings, which subsequently leads to an increase in the current period cash flows when these expenses are paid in cash. However, there is a risk that this may negatively affect the cash flows in the future (Enomoto, Kimura & Yamaguchi, 2013).

Audit Fee and Earnings Management

Onaolapo, Ajulo and Onifade (2017) defined audit fee as the amount charged by the auditor for an audit assignment carried out, that is, amount charged by the auditor for any work done in order to express opinions on the true and fair state of affairs or position of the client's enterprise. Audit fee consists of the amount paid for the audit of financial statement

and the amount paid for other non-audit services provided by the audit firm to the client's firm. Non-audit services are the services that the auditor can provide apart from normal auditing procedures, by offering different services to the clients from which he can earn extra revenues. Recently, the demand for business expert services has increased and expanded in different range of services which include: training, risk management advice, mergers and acquisition, taxation, portfolio monitoring, recruitment and human resources and corporate governance. An auditor needs to pay much attention when both audit and non-audit services are provided to the same client, because these non-audit services may threaten the independence of auditor (Marsel & Ali, 2015). The Sarbanes-Oxley Act increased disclosure requirements for auditor compensation by requiring a clear breakdown of audit, audit-related, and non-audit fees, and restricted non-audit services that audit firms can provide to audit clients.

The regulators' concerns about auditor independence is underlined by the economic bonding hypothesis that argues that the strength of the audit firm's economic dependence on the client or the economic bond, consciously or otherwise, reduces the auditor's independence, or the willingness to resist client-induced biases in the reporting process. Thus, the lack

of auditor's independence is assumed to result in poor earnings quality (Koh, Rajgopal & Srinivasan, 2013). It is based on this that different measures are used to proxy economic bonding (such as audit fee, non-audit fee, audit fee to non-audit fee ratio, etc.) so as to draw inferences on auditor independence.

The studies of Jubril (2014); Eriabie and Dabor (2015); and Masoyi, Aliyu and Zachariah (2015) revealed that higher audit fee reduces auditor's independence due to the economic bonding between the management and the auditor, thereby given room for manipulation in the financial statement. In contrast, Miko and Kamardin (2015); Nawaiseh (2016); Onaolapo, et al. (2017); Alzoubi (2017) and Choi, et al. (2019) found that adequate audit fee reduces the potential of earnings management, thereby resulting to lower likelihood of manipulations in the financial statement.

Audit Tenure and Earnings Management

Audit firm tenure is the length that an audit firm is engaged to a client-firm for performing audit of the financial statement (Johnson, Khurana, & Reynolds, 2002; Eilifsen, Knechel, & Wallage, 2001). Audit tenure reflects the relation between auditor and audited entity. Audit tenure is one of the most controversial issues in the study of earnings management. Audit tenure is defined as short when the same

auditor has audited the financial statements of a company for two or three years. Audit tenure is defined as long when the same auditor has audited the financial statements of a company for nine or more years. One of the commonly used arguments in favor of audit firm rotation is based upon the assumption that long auditor tenure may cause a relationship to be established between the auditor and the client, which in turn possibly may compromise the auditor's independence and objectivity. When the auditor's independence is compromised by a relationship between the auditor and the entity that is being audited, breaches discovered in financial statements may less likely be reported (Carmen, 2012).

A short tenure is between two and three years, a medium tenure is four to eight years and a long tenure is nine years or longer (Johnson, *et al.*, 2002; Carcello & Nagy, 2004). Johnson *et al.* (2002) suggested that tenure of nine (9) years or longer did not have a negative effect on financial reporting quality. Carcello and Nagy (2004) found that financial reporting fraud is more likely to take place within the first three years of the auditor-client relationship. Their results support opponents of mandatory audit firm rotation who address the adverse effects on audit and financial reporting quality. As a result of this, Sarbanes Oxley Act (2002) specified that an audit firm should not

use more than five years with a client firm while section 33(2) of the Nigerian Code of Corporate Governance stipulated that external audit firms should be retained for no longer than ten (10) years continuously and could only be re-engaged after seven (7) years of their disengagement.

Rad, Salehi and Valipour (2019); Bargathi, Collison and Crawford (2017); Saleem and Alzoubi (2018); and El-Guindy and Basuony (2019) reported in their studies that the longer the auditor tenure with a client firm, the lower the level of earnings management practice. In contrast, Affess and Smii (2016) found that longer auditor tenure aggravates earnings management practice. They reported that when auditor spends more years with a particular firm, it would lead to closeness with the management of the firm, hence he could turn blind eye to any irregularities detected in the financial statement.

Theoretical Framework

This study was guided by the assumption of the agency theory. Agency theory was first propounded by Mitnick in 1973. He defined agency theory to be the study of the agency relationship and the issues that arise from this, particularly the dilemma that the principal and the agent, while working towards the same goal, may not always share the same interests.

Jensen and Meckling (1976) explained further that the agency relationship is one in which one or more persons (the principals) engage another person (the agent) to perform some services on their behalf which involves delegating some decision making authority to the agent. Agency theory explains the agency problem which is due to the agent (management) acting in their own benefit and in an opportunistic manner at the expense of the principal (owners/shareholders) (Jensen & Meckling 1976).

Therefore, agency theory solves the issue of information asymmetry which leads to conflicts and dissimilar interests between the principals (shareholders) and the agent (manager) which makes managers to take opportunistic behavior of manipulating the financial statement. Agency theory posits that, to prevent the managers from manipulating the accounting figures in order to mislead the stakeholders, there is need for an independent party to attest to the financial statement prepared by the management. To achieve this, high quality of audit service is required. The agency theory perceives that audit firm size, audit fee and auditor tenure are associated with higher audit quality. The reason being that large audit firms have the necessary resources to identify and report any manipulations in the financial statements. This sends signal to the

market that the financial statements prepared have credible and reliable information than those audited by the non-big four audit firms. Furthermore, large audit firms command higher audit fee in the audit market making them to be independent of their clients, thereby, providing higher audit service. Economic dependence theory which is also a form of agency theory states that for an auditor to provide high level of audit service, he should be financially independent, that is, an auditor must not rely on his client in terms of monetary benefits. Therefore, when the remuneration is high, the auditor is expected to provide high audit service, thereby, reducing the level of earnings management. Therefore, the higher the auditor's quality and independence, the more they detect management's manipulations in the financial statements. One of the limitations of the agency theory is that if there is no goal incongruence, the agent's self-interested utility-maximizing behaviour will result in wealth maximization for the principal.

Empirical Review

Jubril (2014) investigate the effect of auditor's independence on earnings management of deposit money banks in Nigeria. Ordinary least square technique was used in analyzing the data sourced through annual report for the periods 2006-2012. The result of the study shows that audit fee has significant positive effect on the earnings management through discretionary accruals. This implies that audit fee reduce auditor's independence, thereby given room for manipulation of figures in the financial statement.

Miko and Kamardin (2015) examined the impact of audit committee and audit quality on preventing earnings in the pre and post Nigerian Corporate Governance Code, 2011, the result of the multiple regression revealed that audit fee has significant negative impact on earnings management, that is, the higher the audit fee, the lower the likelihood of manipulating financial statement through discretionary accruals.

Ching, Teh, San and Hoe (2015) studied the relationship among audit quality, earnings management and financial performance of Malaysian public listed companies. Data was collected from the annual report of the one hundred (100) industrial products and consumer products industries listed on the main Board of Bursa Malaysia during the periods

2008 to 2013 and was analyzed using multiple regression analysis. The result of the study revealed that there is no significant relationship between audit fees and earnings management. Al-Rasas and Kamardin (2015) examined the association between internal external audit attributes, audit committee characteristics, ownership concentration and discretionary accruals. Data was sourced from the annual report of 508 firms listed on the Malaysian main market from 2009 to 2012 and was analyzed using panel regression analysis. The result of their study shows that there is insignificant negative relationship between external audit fee and discretionary accruals (using modified Jones model).

Eriabie and Dabor (2015) carried out a study on audit quality and earnings management in listed Nigerian banks. Data was gathered through annual report and accounts of sample firms and was analyzed using regression analysis. The study found out that there is positive relationship between audit fee and earnings management, that is, high audit fee aggravates earnings management.

Masoyi, Aliyu and Zachariah (2015) examined the impact of audit quality on earnings management of listed deposit money banks in Nigeria. Ordinary Least Square (OLS) regression technique was employed to test the data sourced from the annual report and

accounts of ten (10) listed deposit money banks for a period of eight (8) years (2006-2013). The study revealed that audit fee has significant positive impact on earnings management of listed deposit money banks in Nigeria.

Nawaiseh (2016) carried out his study on whether earnings management can be influenced by audit quality of Jordanian listed firms or not. Secondary data was obtained from the annual report of 13 banks listed on Amman Stock Exchange (ASE) over a period of years from 2006 to 2010 and was analyzed using regression analysis. The study revealed that there is negative relationship between audit fee and discretionary earnings management, that is, audit fee helps to reduce manipulation of accounting figures.

Rad, Salehi and Valipour (2016) examined the impact of audit quality and ownership structure on earnings management of listed firms on Tehran Stock Exchange. Multiple linear regression model with panel data and fixed effect were used to analyze the data obtained from annual report and accounts of one hundred (100) firms listed on Tehran Stock Exchange for the periods of five years (2009-2013). The result of the study shows that auditor tenure has a significant and negative impact on earnings management. This implies that the longer the auditor tenure, the lower the levels of earnings management practice.

Affess and Smii (2016) carried out their study on the impact of audit quality on earnings management of listed firms in Tunisia. Panel regression analysis was employed to analyze the data collected from the annual report of twenty (20) companies used as sample for the period 2005 to 2009. The study shows that audit tenure has a positive and significant effect on earnings management of the sample firms.

Barghathi, Collison and Crawford (2017) studied the relationship between audit quality and earnings management using stakeholders' perceptions. Data collected through questionnaire from one hundred and two (102) respondents was analyzed using multiple regression analysis. The study found out that audit firm tenure/rotation deters and has significant impact on earnings management.

Habbash and Alghamdi (2017) assessed the association between audit quality and earnings management in less developed economies using Saudi Arabia as the case study. Data was sourced from the annual report of 337 non-financial listed firms for the periods 2006 to 2009 and was analyzed using multiple regression analysis. The result of the study shows that auditor tenure/change has no significant effect on earnings management practice measured through discretionary accruals.

Martinez and Moraes (2017) investigate the impact of audit fees on earnings management in the Brazilian market. Regression analysis was employed to analyze the data obtained from the Economatica Database and the website of the Brazilian Securities Commission of 300 firms listed on the BM and Bovespa. The study found out that there is no significant positive relationship between audit fee and discretionary accruals.

Alzoubi (2017) examined the relationship between audit quality, debt financing and earnings management in Jordan. Generalized least square regression analysis was employed in analyzing the data collected from the annual report of seventy-two (72) industrial companies selected as sample for the periods 2006 to 2012. The result found out that audit fee reduces the potential of earnings management and enhance the financial reporting quality.

In the study of Onaolapo, Ajulo and Onifade (2017) on the effect of audit fee on audit quality of cement manufacturing companies in Nigeria, multiple regression using ordinary least square model estimation technique was employed in analyzing the data collected from the audited report of four (4) sample companies for the periods of six (6) years (2010-2015). Findings from the study show that audit fee has a significant positive impact on audit quality.

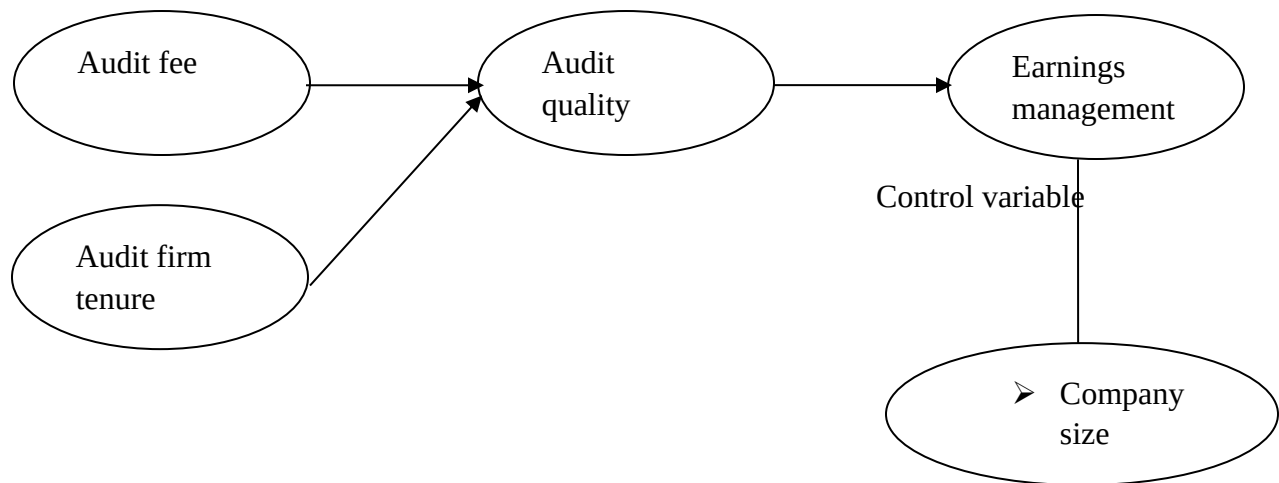
This study focused on the cement companies in the industrial and domestics sector of the manufacturing industry.

Choi, Sohn and Yuen (2018) investigate whether auditors care about real earnings management in their audit fee decisions or not. Regression analysis was employed in analyzing the data collected from the financial statements of large US firms. The study found out that there is significant positive relationship between real earnings management and audit fee of the sample firms.

In the study of Saleem and Alzoubi (2018) on the relationship between audit quality, debt financing and earnings management of firms in Jordan, Generalized least squares (GLS) regression analysis was employed to analyze the data collected from the annual reports of

seventy-two (72) listed industrial companies for the period of 2006 to 2016. The result of the study revealed that long term auditor tenure diminishes the potential of earnings management.

El-Guindy and Basuony (2019) investigate the association between audit firm tenure and earnings management and the impact of changing accounting standards in the United Kingdom. The data sourced from the World-Scope and FAME database of six hundred and eighty-eight (688) listed firms in the United Kingdom chosen as sample for the period of 2003 to 2007 was analyzed using panel regression analysis. The result of the study revealed that there is a negative association between audit firm tenure and earnings management (using discretionary accruals).

Figure 1

Source: Author's Conceptualisation,(2019).

The figure 1 shows the conceptual framework reflecting the effect of independent variables on the dependent variable. The dependent variable in this study is earnings management which was measured through the real earnings management. The independent variable is the audit quality proxy by audit fee and auditor tenure.

Methodology

This study employed ex-post facto research design. The population of the study comprises of all fifty-five (55) manufacturing companies listed on the floor of the Nigerian Stock Exchange as at 31st December, 2018 (NSE Fact book, 2018). The sample size of the study was forty-one listed manufacturing companies. The number of sample companies used was determined using judgmental sampling

technique. The companies in the Nigerian manufacturing industry were stratified into five (5) sub-sectors which include consumer goods sector: conglomerate sector: industrial and domestic sector: health and pharmaceutical sector: and natural resources sector (NSE Fact book, 2018). Samples were chosen based on the population size of each stratum in the total population. The data of the study were sourced from the financial statements of the sampled manufacturing companies.

This study analyzed the data collected through descriptive and inferential statistics. The descriptive statistics used were means, standard deviation, minimum and maximum values of the variables in order to depict the snapshot of both dependent and independent variables. The inferential statistics employed was panel regression analysis technique. Panel regression

analysis was employed to test the two hypotheses. This technique was employed due to the nature of data that was employed in this study which was inform of longitudinal data that comprises time series and cross-sectional data i.e. (forty-one companies over six years). This method of analysis was adopted because it assumed that the data of the companies that were selected vary and the variation could be either fixed effect or random effect. STATA statistical package was employed in running the data and 5% significance level was used in the acceptance or rejection of the hypotheses stated in section one. The normality test was carried out through skewness, kurtosis and Jarque-bera in order to test the normality distributions of the data collected. Heteroskedasticity test was done using Breusch Pagan/Cook-Weiberg test while Hausman test was employed in testing the appropriateness of the model to be used between fixed effect and random effect.

The dependent variable for this study is the earnings management which was measured through real earnings management. The real earnings management (REM) is measured thus:

$$\text{REM} = \text{Abnormal cash flows} + \text{Abnormal Production cost} + \text{Abnormal Discretionary Expenses}$$

Abnormal cash flows was measured using the model developed by Dechowet *al.*, (1998)

where the level of cash flow operations is expressed as a linear function of sales and change in sales. For every firm-year, abnormal cash flows from operations is the difference between the actual cash flows from operation and the expected cash flows from operation. The model of Rowchodhury (2006) and Zgarni, Hlioui and Zehri (2012) was employed in measuring the abnormal production costs where production cost is defined as the summation of cost of goods sold and change in inventory during the year.

Discretionary Expenses = Research and Development + Advertising + Selling, General and Administrative expenses.

The independent variable is the audit quality. Variables used to measure audit quality are audit fee and audit tenure. Audit fee was measured using the natural logarithm of audit fee paid by the company to the auditor in a year while the audit tenure was measured using dummy variable to capture the length of time spent by an auditor with a company. One (1) for all the times spent by the same audit firm and zero (0) for the year of auditor change. Company size is the control variable measured with the natural logarithm of total assets of the firm in a year. Based on the variables discussed and the hypotheses raised earlier, the model of this study is written as:

$$REM_{it} = \beta_0 + \beta_1 AUDFEE_{it} + \beta_2 AUDTEN_{it} + \beta_3 COYSIZE_{it} + \varepsilon_{it}$$

β_3 = the control variable
 ε = error term

Where:

REM = Real Earnings Management of firm i in year

AUDFEE = Audit Fees of the firm in year

AUDTEN = Auditor tenure of the firm in year

COYSIZE = Company Size of the firm in year

β_0 = intercept or constant of the coefficient

β_1 - β_2 = parameters of the estimate

a priori expectation

The *a priori* expectation of the study is that β_1 and $\beta_2 < 0$, while $\beta_3 > 0$

Results and Discussion of Findings

The table 1 shows the result of the descriptive statistics of both dependent and the independent variables employed in the study.

Table 1**Descriptive statistics**

Variables	Mean	S.D	Min	Max
REM	3.7576	0.7793	0.0341	190.54
AUDFEE	3.3537	0.7734	1.0000	5.5000
AUDTEN	0.8829	0.3223	0.0000	1.0000
COYSIZE	5.0600	2.3400	1.7100	15.772

Source: Author's Computation (2019).

Table 1 shows the descriptive statistics of the variables employed in the study. The result in the table 1 revealed that the earnings management measured through real activities manipulation has an average value of 3.7576 with a standard deviation of 0.7793, and minimum and maximum value of 0.0341 and 190.54 respectively. The standard deviation of 0.7793 implies that there is a wide dispersion of the data from the mean value. The result in table 4.1 also shows that audit fee has an average value of 3.3537 (in millions naira) with

standard deviation of 0.7734, while the minimum and maximum values are 1.0000 and 5.5000 respectively. The standard deviation of 0.7734 implies that data is widely dispersed from the mean value in the sample firms. Furthermore, result in table 4.1 shows that on average, the auditor tenure during the period of the study is 88.29% with standard deviation of 32.23%, while the minimum and maximum values of auditor tenure as measured by dichotomous variable are 0 and 1 respectively. The mean value of 0.8829 implies that 88% of

the sample firms used the same audit firm during the periods under study.

Diagnostic Test

The diagnostic tests concentrate on normality distribution test, multicollinearity test, heteroskedasticity test and Hausman in order to test the validity of the data as well as the model to be chosen in testing the hypotheses.

Table 2

Normality Distribution of Data

Variables	REM	AUDFEE	AUDTEN	COYSIZE
Skewness	1.9856	1.9467	-2.3820	1.5962
Kurtosis	0.9938	2.5112	2.6742	0.3949

Source: Author's Computation (2019).

The result in table 2 shows the skewness and kurtosis result of the of the normality distribution of the data collected. Skewness and Kurtosis have been widely used in testing the normality distribution of data set. The rule of thumb is that any value of skewness and kurtosis that falls outside ± 3 has problem of

normality distribution (Peck & order, 2015). It could be deduced from the result in table 4.1 that all variables do not have normality distribution problems because none of the variable has values that falls outside the range of -3 to +3.

Table 3 Correlation Matrix

	REM	FEE	TENURE	FS
REM	1.0000			
FEE	0.4659	1.0000		
TENURE	0.0291	-0.0534	1.0000	
FS	0.3086	0.3743	0.0076	1.0000

Source: Author's Computation (2019).

The result in table 3 revealed that there is no problem of collinearity among the independent variables. It could be deduced from the result in table 3 that the variables with the highest collinearity is between 0.4659 which is between real earnings management and audit

feewhile the variables with lowest relationship is -0.0534 which is between audit tenure and audit fee. It could be seen that none of the variables have result greater than the threshold of 0.8.

Table 4**Multi-collinearity Test - Variance Inflation Factors**

Variable	VIF	1/VIF
AUDFEE	2.17	0.4608
AUDTEN	2.16	0.4630
COYSIZE	2.00	0.5000

Source: Author's Computation (2019).

The result in table 4 shows that there is absence of perfect multicollinearity problem among the variables as indicated by VIF for each variable which is less than 10, and the average VIF also exceeds the value of 0.05. The decision

criterion for the Variance Inflation Factor is that a value of 10 and above implies the presence of perfect multicollinearity (Gujarati, 2004).

Table 5**Breusch-Pagan/ Cook-Weisberg Test for Heteroskedasticity**

Variable	Chi ²	P-value
Model	1.27	0.6901

Source: Author's Computation (2019).

The result in table 5 shows Breusch-pagan test to check if there is problem of heteroskedasticity. The result shows that the p-value (0.6901) is greater than 5% significance

level, the null hypothesis was rejected. Therefore, this model does not face any heteroskedasticity problem.

Table 6**Hausman test**

Variable	Chi ²	p-value
Model	18.06	0.0025

Source: Author's Computation (2019).

The result in table 6 shows the result of the hausman test. Hausman test was computed to check the model that is appropriate between fixed-effects and random-effects. The result

shows that fixed-effects model is most appropriate as indicated by P-value (0.0025) which is less than 5% level of significance.

Restatement and Test of Hypotheses

Table 7**Result of the Fixed-effect Regression Model**

Variables	Coefficient	Std error	t-value	p-value
AUDFEE (LOG)	-0.4454***	0.1019	-4.37	0.000
AUDTEN	0.3318***	0.0313	10.59	0.000
COYSIZE (LOG)	-0.0161	0.0417	-0.39	0.700
Cons	3.3845	0.4519	7.49	0.000
F-stat	14.24***			(0.0000)
R ²	0.5888			(0.0000)
Adjusted R ²	0.5067			

*, **, *** : denotes Significant at 10%, 5% and 1% level respectively.

() : denotes P-value, while the value denotes Coefficients

Source: Author's Computation (2019).

The result in table7 shows the linear relationship between audit quality and earnings management of manufacturing firms in Nigeria, with the use of panel regression analysis. Based on the result of Hausman test, the test of hypotheses was based on fixed effect model. The results from table 6 indicate that the independent variables of the model explained around 59% of the variations in the dependent variables (real activities manipulations) of listed manufacturing companies in Nigeria, from the coefficient of determinations (R² value of 0.5888). The remaining 41% represents the other independent variables not included in the model. The table also shows that the

model is fitted as evidenced by the F-Statistic of 14.24 which is significant at 1% level of significance as indicated by the P-value of 0.0000.

Restatement and Test of Hypothesis one

H₀₁: Audit fee has no significant effect on earnings management of listed manufacturing companies in Nigeria.

The result in 7 indicates that audit fee (AUDFEE) has significant negative effect on real earnings management (REM) of selected manufacturing firms in Nigeria as indicated by coefficient (-0.4454) with P-value (0.000) at 5% level of significance. The null hypothesis which states that: there is no significant effect of audit fee on earnings

management of Nigeria listed manufacturing firms, was rejected. Therefore, alternative hypothesis which states that there is significant effect of audit fee and earnings management was accepted. This implies that every N1 increase in audit fee will induce 0.45% reductions in real earnings management practice in the Nigerian manufacturing firms. This implies that adequate audit fee paid by the client firm does not impair the auditor's independence and objectivity which results in detecting and discovery of earnings management practiced by the manager during the period under review.

This is confirmed by the argument of the agency theory which stipulates that auditors should not be financially dependent on the fees (audit and non-audit service fee) from any client, thereby, making him less likely to bow to pressure from clients in the event of discovering accounting irregularities. This implies that when auditors are adequately remunerated, they would use quality and more experienced staff, employ high technology and increase the number of hours of audit work since they know that they would still have better profit at the end of the audit assignment, therefore, leading to higher chances of detecting and reporting earnings management, because they are also profit

oriented firms. The result indicates that high audit fee leads to high audit service from the external auditors. This finding corroborates with the results of Ching, *et al.*, (2015); Miko&Kamaruddin (2015); Masoyi, *et al.*, (2015); and Nawaiseh (2016) as they found out that audit fee has negative impact on earnings management. In contrast, Eriabie & Dabor (2015); Onaolapo, *et al.*, (2017); and Martinez & Moraes (2017) found that audit fee aggravate earnings management of firms.

Restatement and Test of Hypothesis two

H₀₂: Audit tenure has no significant effect on earnings management of listed manufacturing firms in Nigeria

The result in table 7 indicates that audit tenure has significant positive effect on real earnings management (REM) of listed manufacturing firms in Nigeria as indicated by coefficient (0.3318) with P-value (0.000) at 5% level of significance. The null hypothesis which states that audit tenure has no significant effect on real earnings management of listed manufacturing firms in Nigeria was rejected, leading to the acceptance of the alternative hypothesis. This implies that a long relationship between the external auditor and the clients' management will lead to 0.33% increase in real earnings management practice in the firm. This shows

that longer auditor tenure results in lower independence and objectivity of external auditors and as a result, there are lower chances of discovering earnings management.

This implies that the more time an audit firm spends with the client, the more the auditor independence is compromised, and the greater the possibilities of not discovering earnings management. This is because as the auditor-client relationship lengthens, the auditor may develop close relationship with the client and there is likelihood for the auditor to act in favor of management, thereby, resulting in reduced objectivity and lower audit quality. This finding confirmed the position of regulators around the world, particularly US SEC that, independence is compromised through long-term auditor tenure, thereby, making auditors less likely to report a discovered misstatement in the financial statements.

The result confirms the argument of the agency theory against long audit tenure. The agency theory posits that for an auditor to prevent the agency problem that usually arises between the principal and the agent as well as monitor the activities of the management effectively, there should not be close relationship or longer relationship between the audit firm and client firm as this

may create familiarity threat. The result of this study concurs with the findings of Jubril (2014); Tyokoso and Tsegba (2015); and Affess and Smii (2016); as they found out that auditor tenure has positive and significant effect on earnings management. The result is not in line with the results Bamahros & Wan-Hussin (2015); Ebrahimie, Bahraminasab & Khorram (2015); and Rad, *et al.*, (2016); El-Guindy and Basuony (2018) and Saleem and Alzoubi (2018); and El-Guindy and Basuony (2019); as their studies show that audit tenure has negative effect on earnings management.

Finally, for the control variable, company's size (COYSIZE) has insignificant negative effect on real earnings management as indicated by coefficient (-0.0161) with P-value (0.700) at 5% significance level. This implies that company's size has no effect on earnings management practice, that is, whether a company is large or small, it does not have any effect on manipulations of accounting figures by the management.

Overall, the result implies that audit quality through audit fee and auditor tenure have significant effect on earnings management practice of listed manufacturing firms in Nigeria.

Conclusion and Recommendations

Based on the empirical result of the study, the study concluded that audit fee has significant negative effect on earnings management of listed manufacturing firms in Nigeria. This implies that adequate audit fee would drastically reduce the level of earnings management in the Nigerian manufacturing companies. The study also concluded that audit quality in the Nigerian manufacturing companies is compromised through longer audit firm tenure. This is supported by significant positive effect of audit tenure on earnings management. Therefore, this study concluded that audit quality has significant effect on earnings management of listed manufacturing firms in Nigeria. The study therefore gives the following recommendations in order to ensure that the quality of audit services provided reduce the level of earnings management practice in Nigerian manufacturing firms:

- i. The policy maker such as professional accounting bodies in Nigeria should continue to review the current scale of professional fee set in a gazette in May, 2011, in order to prevent likely future of impairment of auditor's independence.
- ii. The professional accounting bodies and Financial Reporting Council of Nigeria (FRCN) should issue a framework or

guideline which will reduce the present audit firm tenure policy of ten years as well as enforcing the proposed three years tenure for auditors in Nigeria.

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SOCIO-DEMOGRAPHIC CORRELATES OF RECIDIVISTS IN SELECTED NORTH CENTRAL PRISONS, NIGERIA

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Abstract.

The years' offenders spend in prisons; provide the society the ample opportunity to alter their behaviours toward becoming law abiding and self-supporting citizens. However, evidence abounds to the contrary, in view of the fact that certain socio-demographic correlates determine one's predisposition to correction. This study has empirically examined the influence of convicts' bio-data on reconviction in Nigeria prisons, located in the North Central Zone of Nigeria. The findings of the study indicated that a good number of convicts were reconvicted more than once. These reconvictions were due to: age at first conviction, weak family ties and low level of educational attainment, among others. The study made useful suggestions that could ameliorate this ugly trend.

Keywords: Recidivism 1; Prison 2; Fore-running measures 3; Rehabilitation 4; Aftercare services 5; Socio-Demographic Correlates 6; North Central Prisons 7; Nigeria 8.

1. INTRODUCTION

Recidivism is a technical concept which, if slightly misapprehended, by-passes the important challenge it represents, that is the tenacity to criminal behaviour. Though, recidivism is a common phenomenon across

the globe, it does not erase the problem it poses. Soyombo (2009) reported that the prevalence rate of criminal recidivism in Nigeria in 2005 was 37.3%. Also, Abrifor (2010) as cited in Abrifor,

Atere and Muoghalu (2012) estimated the prevalence of

recidivism in Nigeria prisons at 52.4% in 2010. In the same light, Wilson (2009) reported that studies conducted in Nigeria have documented that 81% of male convicted offenders and 45% of female convicted offenders were re-arrested within 36 months of discharge/release from prison custody. This tenacity to criminal behaviour, without doubt, shrinks public faith on the criminal justice system, particularly the penal system, and may suggest an increase in fear of crime victimization among other direct and indirect dangers posed by recidivism. Similarly, Abrifor, Atere and Muoghalu (2012) indicate that:

The high prevalence of recidivism has both consequences and implications for socio-economic growth and development in Nigeria. Recidivism contributes to high crime rates which have resulted in loss of lives and property thereby threatening peace, safety of lives and national cohesion. Also, criminal activities by such recidivists have made the country unsafe

for economic and commercial activities for both local and foreign investors, sometimes forcing them to relocate to safer countries. With such development, the country has lost billions of Naira which would have been invested for developmental projects that could benefit the Nigerian citizenry (p. 27).

Recidivists can be referred to as 'jail-birds' or 'repeaters' or what is sometimes referred to as prison 'customers' who come and go as many times as possible (Igbo, 2007 p. 227 – 228). This assertion supports Opara's argument as cited in Igbo (2007), that the prison appears to be a "postgraduate institution for crime" because inmates only end up perfecting their criminal acts by sharing and learning new skills as they enter and leave the prisons (Igbo and Ugwuoke, 2003 p. 28). These repeaters constitute a serious security problem to lives and properties in any society.

Most studies on the prison are geared towards appraising rehabilitation processes

in prisons (Ameh, 2010), the functions of the prisons (Orakwe, 2013) and posing arguments as to whether the prison is actually for rehabilitation or still a punitive centre (Tanimu, 2010). Despite the increase in the rate of recidivism in Nigeria, there is no comprehensive statistics on the socio-economic correlates of recidivism in Nigeria. This study, therefore, fills this gap by focusing on the social demographic features shared by recidivists as well as proffering possible solution to mitigating the proliferation of recidivism in Nigerian prisons, precisely prisons located in the North Central Zone of Nigeria.

2. LITERATURE REVIEW

2.1. The Prison: An Overview

Not minding the jurisdiction, reactions to violation of the law attract punishment. In most cases, imprisonment is the obvious option. For clear understanding of how prisons function in Nigeria, it is imperative to trace the origin of prisons globally. During the Middle Ages, “punitive imprisonment appears to have been introduced into Europe by the Christian Church in the incarceration of certain offenders against Canon Law” (Schmallegger, 1999 p.473). Near the end of the eighteenth century the concept of imprisonment, as

punishment for crime, reached its fullest expression in the United States. Shortly after, United State prisons became a model for European reformers searching for ways to dehumanize criminal punishment. Hence, modern prison system which emphasizes reformation and rehabilitation is traced to the conversion of Philadelphia’s Walnut Street Jail to a Penitentiary by the Pennsylvanian Quakers in 1790 (Carney, 1977; Bolm and Haley, 1999).

According to Igbo (2007), modern prison system in Nigeria, represents one of the colonial legacies to the country. This prison system was inherited from the British, just like the police and the court. Modern prisons were established in Nigeria, in the second half of the nineteenth century, after successful colonization of the territory, now known as Nigeria. The colonial prisons established in Nigeria were designed to inflict maximum punishment on offenders, for violating received colonial laws and obstructing colonial authorities.

Modern Nigeria prisons service could be traced to 1861, when the colonial concept of prison was established. Coincidentally, this was the beginning of formal colonial machinery of governance. It was in 1872 that the Broad Street prison was established, with

an initial inmate capacity of 300. By 1910, the British government had established prisons in Benin, Calabar, Degema, Ibadan, Lokoja and Onitsha (Dambazau, 2007). According to Ugwuoke (2010), colonial prisons were designed, to serve colonial authority, by parading prisoners for public works and other jobs, for the colonial administrators. They served their interests, by ensuring law and order and collecting taxes. These prisons were poorly managed and the severity of the disorganization, callousness and exploitation varied from prison to prison.

According to Orakwe (2013), the abolition of Native Authority prisons in 1968, and the subsequent unification of the Prisons Service in Nigeria, marked the beginning of modern Nigeria Prisons Service, as a composite reality. Prior to this unification, the prisons in the North were under the general supervision of the Northern Inspector General of Police, who was ex-officio Director of Prisons. On the other hand, the Director of Prisons was in charge of the prisons in the south. The Gobir Report, put an end to all that. As a consequence of that report, Native Authority prisons were abolished, with effect from 1st April, 1968. However, because of the Nigerian

civil war (1967 -1970), it was not until 1971 that the government white paper on the reorganization of the prisons was released. It was followed in 1972, by Decree No.9 of 1972, which spelt out the goals and orientation of the Nigerian Prisons Service. The Prisons Service was charged with taking custody of those legally detained, identifying causes of their anti-social behaviour and retraining them to become useful citizens in the society (Orakwe, 2013). According to Orakwe: “there have been massive transformations in the prison service since 1972. There is also no doubt that the Special Prison Reform Programme, of the Federal Government in 1999, made a lot of difference to the structure of Prisons”(Pp. 7-10).

However, Ogundipe (2006) asserted that the prisons were in terrible shambles, while the congestion rate among the inmates, especially those awaiting trial, was so high that the prison capacity of 30, 000 inmates, was hosting over 58,000 inmates. Its infrastructures and logistics have experienced centuries of neglect that have made the Prisons at this time to be a moral equivalent of hell. Similarly, Amnesty International (2008), observed that the Nigerian prisons have a few things in

common: congestion, dirt and inadequate medical and rehabilitation facilities. As a result, many inmates fall sick and die before they are tried or during jail term. However, the Nigerian Prison Service (2010) asserts that the death rate within the prison has declined to 89 from 1,500 per year, due to the activities of humanitarian organizations. All the same, there have been cases of riots among inmates over poor living standards. Some inmates, who are released, commit crimes and return to prison, either because they were not properly rehabilitated or the society rejected them. A report by Amnesty International (2008) shows that most inmates on death row develop psychiatric problems due to the mental torture of waiting indefinitely for the hangman.

It is important to note that the Nigerian prisoner's ordeal begins from the apprehension stage. As a suspect, he is treated harshly and discourteously as if he had been convicted (Ugwuoke, 2010). A badly treated prisoner usually returns to the society, which has incarcerated him or her, as a sworn enemy of that society. Such ex-convicts who are often trained and re-oriented within the prisons, become hardened and full of desire for vengeance because they believe that they were

victimized rather than corrected. In addition, such an ex-convict is likely to do more harm to the society, invariably perceived as an oppressive system. This condition explains to a very great extent, why many Nigerian ex-prisoners end up as recidivists (Ugwuoke, 1994).

2.2. Functions of the Nigerian Prison Service

The establishment and growth of the prisons in Nigeria, is backed by various statutes, from the colonial period to the present. Among these statutes are: the Prisons Ordinance of 1916, Laws of Nigeria (1948 and 1958) and the Prison Decree No. 9 of 1972. A Government White Paper in 1971 outlined the functions of the prison service to include: custody, diagnosis, correction, training and rehabilitation of incarcerated offenders. The Nigerian Prison Service Staff Duties Manual listed an additional function, generation of funds for the government, through prison farms and industries (Eze, 2010; NPS, 1979).

Awe (1968), Odekunle (1981), Alemika (1990), Ahire (1990) and Tanimu (2010), indicate a deep and increasing disenchantment with the operations of the Nigerian prisons. Given its history,

philosophy, and modus operandi, the prisons in Nigeria are perceived to be ill disposed to achieving any meaningful reformation and rehabilitation of incarcerated offenders. The Nigerian prison service, which operates under the prison Act number 9 of 1972, has reformation and rehabilitation of offenders as part of its fundamental objectives (NPS, 1979). This responsibility is to be achieved through:

Carefully designed and well-articulated administrative, reformatory and rehabilitative programmes aimed at inculcating discipline, respect for law and order, and the dignity of honest labour. The offender in this wise is prepared to become not only law abiding but also useful to both himself and the society at the expiration of his sentence (NPS Annual Report, 1986:5 as cited in Igbo, 2007).

The extent to which the Nigerian prison service is able to achieve these noble objectives remains to be seen, especially in the face of serious challenges and problems from within and outside the prison.

2.3. Ex-convicts' Fate beyond the Prison Walls

Ex-offenders do not do well in the labour or job market. Micro-surveys and administrative data show that, they have relatively low employment rates and earn less than other workers with comparable demographic characteristics (Freeman, 2003; Western, 2002). Since offenders also did less well in the job market prior to incarceration, it is less clear whether incarceration per se reduces their employment and earnings prospects. Again, Micro-survey data suggests that it does, but administrative data is equivocal. In either case, there is no indication that incarceration improves employment opportunities. If anything, ex-offenders face several daunting problems in the job market (Freeman, 2003). On the demand side, employers generally prefer other workers to ex-offenders. Some employers cannot legally hire persons with criminal records for some jobs. Other employers avoid ex-offenders for fear that customers or other workers would sue them if the ex-offender harmed them during work activities. Consequently, Becker (1963 p. 33) suggested "close legitimate opportunities, ensuring that the only new behavioural alternatives available to the labeled criminal

would be deviant ones". This may hold the key to their re-offending.

2.4. Theoretical Explanation

Wolfgang and Ferracuti (1967), in their 'Subculture of Violence' theory, observed that, violent values were uniquely widespread among African-Americans. The theory holds that all groups have norms and values that are shared among members and these norms and values shape members lives by defining crime/violence as either appropriate or inappropriate in certain situations. A subculture is a patterned way of life similar in some ways but different from the dominant culture in expectations about the members choice in satisfying their wants (Conklin, 2010). As a result, the more integrated into a subculture of violence and negative influence an individual or group is, the greater the likelihood of involvement in crime. According to Schmalleger (1999), sub-cultural explanation of crime posits the existence of group values supportive of criminal behaviour.

Critiques of the sub-cultural theory have been numerous. A major difficulty for this theory lies in the fact that studies involving self – reports of crime commission have shown that violence and crime occur outside of criminal subcultures. It appears

that many middle and upper-class lawbreakers are able to avoid handling by the justice system and, therefore, do not enter the official crime statistics. Hence, criminal subcultures may be those in which crime is more visible rather than more prevalent (Schmalleger, 1999). Similarly, while Conklin (2010) asserts that though some group, region and countries do have high rate of criminal violence, there is no strong evidence that a subculture of violence is the cause of the criminal acts. Felson, Liska and McNulty (1994) are of the opinion that prior literature only addressed the issues of whether sub-cultural values explain variation in violence across large social aggregates, such as classes and ethnic groups, but does not address the issue of whether the subculture of violence can explain differences in violence among actual groups.

The subculture theory, however, is applicable to this study in many ways. Most importantly, is the argument that subgroups can either negatively or positively influence the behaviour of their members. For instance, the prisons can be referred to as a subculture where criminals from different backgrounds are lumped together with little or no form of segregation, with serious negative consequences on first offenders', thus

leading to their reoffending. In addition, every group tends to accommodate sub-groups, the prison inclusive. Formation of sub-groups largely depends on the amount of values shared. Sub-groups that tilt towards recidivating most likely share similar socio-economic features.

2.5. Research Focus

The general objective of the study is to ascertain the socio-demographic characteristics of recidivists in prisons in the North Central Zone of Nigeria and to ascertain measures that can reduce the rate of recidivism in prisons in the North Central Zone of Nigeria in particular and Nigeria as a whole.

This study was guided by the following hypotheses:

1. Younger convicts are more likely to be reconvicted than their older counterparts.
2. Convicts with weak family ties are more likely to be reconvicted than those with strong family ties.
3. Convicts with low level of education and skills are more likely to be reconvicted than convicts with high level of education and skills.

3. METHODOLOGY

The study adopted the cross sectional survey research design. The scope of this study cut across all the 36 prisons located in the North Central Zone of Nigeria. The target population for the study was 2,524 which consist of 2,488 convicted inmates and the 36 chief prison welfare officers of the 36 prisons located in North Central Zone of Nigeria. However, information gathered from the chief welfare officers were used to support the information gathered from the convicts. Through the purposive sampling and availability sampling techniques, fourteen prisons were selected. This means that two prisons were selected from each State Command located in North Central Zone of Nigeria. A sample size of 1862 was obtained, this constitute 1848 convicted inmates and 14 welfare officers. Two major instruments were used for data collection in this study. These are: the Questionnaire for convicted inmates and In-depth Interview (IDI) guide for the welfare officers.

4. EMPIRICAL RESULTS AND DISCUSSION

The analysis of the study was based on one thousand five and fifty (1550) respondents who participated in the study. The qualitative data collected through in-depth interviews (IDIs) with key prison welfare officers were used to complement the quantitative data.

The socio-demographic characteristics of the respondents: sex, age, marital status, religion, educational attainment and occupation before conviction were empirically examined using data obtained from the survey conducted. The data are presented in table 1.

4.1. Socio-Demographic Characteristics of the Respondents

Table 1

Distribution of respondents by socio-demographic characteristics

Socio-Demographic Characteristics	F	%	CF
Sex			
Male	1507	97.2	97.2
Female	43	2.8	100.0
Total	1550	100.0	
Age Group (Years)			
Young - old	1286	82.9	82.9
Middle - old	260	16.8	99.7
Old - old	4	0.3	100.0
Total	1550	100.0	
Marital Status			
Single	829	53.5	53.5
Married	568	36.6	90.1
Separated/divorced	153	9.9	100.0
Total	1550	100.0	
Religion			
Christianity	1158	74.7	74.7
Islam	351	22.6	97.4
African Traditional Religion	41	2.6	100.0
Total	1550	100.0	

Highest Formal Educational Attainment

Lower Education

Higher Education

Total

1214	78.3	78.3
36	21.7	100.0
1550	100.0	

Occupation Before Conviction

Unemployed

Employed

Total

337	21.7	21.7
1213	78.3	100.0
1550	100.0	

Source: Authors' results.

Table 1 shows the distribution of respondents by sex. The table indicates that majority of the respondents (97.2%) were male, while 2.8% were female. This is hardly surprising because, males are more prone to engage in criminal activities than the females, as a result of natural placement and societal expectation as head and provider for the family. This finding agrees with the IDI sessions with prison welfare officers as virtually all of them submitted that more males than females are incarcerated in prison.

On the distribution of respondents by age, table 1 reveals that majority of the respondents (82.9%) were young-old (that is respondents between 18 – 37 years of age). The rest of the respondents (16.8%) were middle-old (aged 38 – 57 years) and (0.3%) old- old (age 58years and above). This

finding suggests that majority of the convicted inmates in prisons in North Central Zone, Nigeria, were youths. This is expected for two reasons. First, the youths are adventurous and easily influenced by: peers, bad adult role models, media and internet, among others. Second, this era more than any other previous era, requires that the youth stay more away from home in pursuit of knowledge (premature autonomy). This finding strengthened Reiss's (1951) argument, as cited in Schamellegger (1999), that personal and social controls described how weak egos of young adults lacked the requisite personal controls to produce conforming behaviour.

The distribution of the respondents by marital status as presented, indicates that over half (53.5%) of the respondents were single, while over one – third of the

respondents (36.6%) were married. Only 9.9% of the respondents were separated / divorced. This is hardly surprising, considering that more youths than adults are convicted in prisons located in North Central Zone, Nigeria.

Furthermore, the religious affiliation data indicate that majority of the respondents (74.7%) were Christians, 22.6% were Muslims, while African Traditional Religion constitute 2.6%. This was not expected, considering the assumption that the population of the North Central Zone of Nigeria is assumed to be predominantly Muslims.

As indicated in the table, majority of the respondents (78.3%) indicated lower educational attainment, consisting of those that had No formal education, Koranic education, Primary education and Secondary education. Those that had advanced educational qualification, comprising of NCE/OND, HND, University first degree and Postgraduate degree constituted 21.7%. This finding suggests that though, over half of the respondents were fairly educated, a good number of the respondents were

educated. Other factors aside education also contributed to their involvement in criminal activities.

Finally, the table indicates that while a good number of the respondents 21.7% were unemployed, 78.3% were employed or engaged at different capacity, comprising civil servants, farmers, business owners and artisans. However, slightly less than one – third of this category of respondents (31.0%) was dependent, comprising respondents that are unemployed and schooling. Thus, peer influence and premature autonomy may account for about one-third of the convict population in prisons in North Central Zone of Nigeria in particular and Nigeria prisons as a whole.

4.2. Patterns of Recidivism among Incarcerated Offenders in Prisons in the North Central Zone of Nigeria

To ascertain the prevalence of recidivism in prisons in North Central zone of Nigeria, respondents (convicted inmates in prisons in North Central Zone of Nigeria) were asked to indicate their status of conviction.

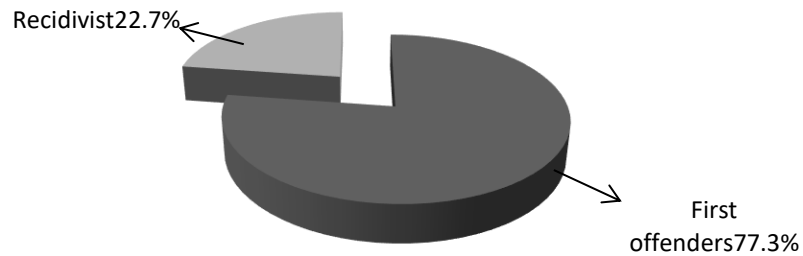


Figure 1
Distribution of respondents by status of conviction

Source: Authors' results.

From figure 1, it can be seen that while 77.3% of the respondents were convicted for the first time, 22.7% or slightly over one-fifth were recidivists, who had been convicted more than once. This finding tends to suggest that recidivism is common in prisons in the North Central Zone of Nigeria. Similarly, the IDI sessions with prison welfare officers revealed that the prisons accommodate good number of recidivists. This finding

corroborates Soyombo (2009) and Abrifor (2010) as cited in Abrifor, Atere and Moughalu (2012) who argued that prisons in Nigeria record high prevalence rate of recidivism.

Furthermore, respondents that were recidivists (22.7%) were asked to reveal the number of times they have been re-convicted.

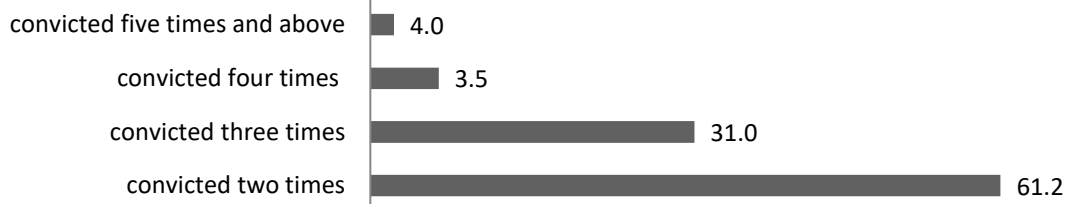


Figure 2
Distribution of respondents by number of re-conviction

Source: Authors' results.

Figure 2 indicates that about 3 out of every 5 respondents (61.2%) had been convicted two times, nearly one-third (31.0%) of the respondents were convicted three times, 3.5% were convicted four times, while 4.0% of the respondents were convicted five times and more. The findings of the study in respect of the pattern of recidivism shows massive decline in further reconviction. This may be attributed to the fact that as many of

the recidivists advance in age, they tend to reduce their criminal activities.

To identify the causes of recidivism in prisons in the North Central Zone of Nigeria, respondents were asked to indicate factors that contributed to their re-offending. The response on recidivist causal factors was cross tabulated with recidivist number of re-convictions.

Table 2

Distribution of respondents by recidivist causal factor and number of re-convictions

Recidivist causal factors	Number of Convictions					Total
	2 times	3 times	4 times	5time(+)		
<i>Family neglect</i>						
<i>/stigmatization</i>	13(43.3)	14(46.7)	0(0.0)	3(10.0)	30(100.0)	
<i>Lack of Job</i>	63(38.2)	81(49.1)	12(7.3)	9(5.5)	165(100.0)	
<i>Peer influence</i>	141(89.8)	14(8.9)	0(0.0)	2(1.3)	157(100.0)	
Total	217(61.5)	109(31.0)	12(3.5)	14(4.0)	352(100.0)	

Source: Authors' results.

Out of 165 of the respondents that indicated lack of job as the causal factor for reconviction, almost half (49.1%) were convicted three times, 38.2% were convicted two times, 7.3% were convicted four times and 5.5% were convicted five times and more. Relatively large number of the respondents (157) blamed peer influence while a few number of the respondents (30) blamed family neglect/stigmatization as the causal factors of recidivism.

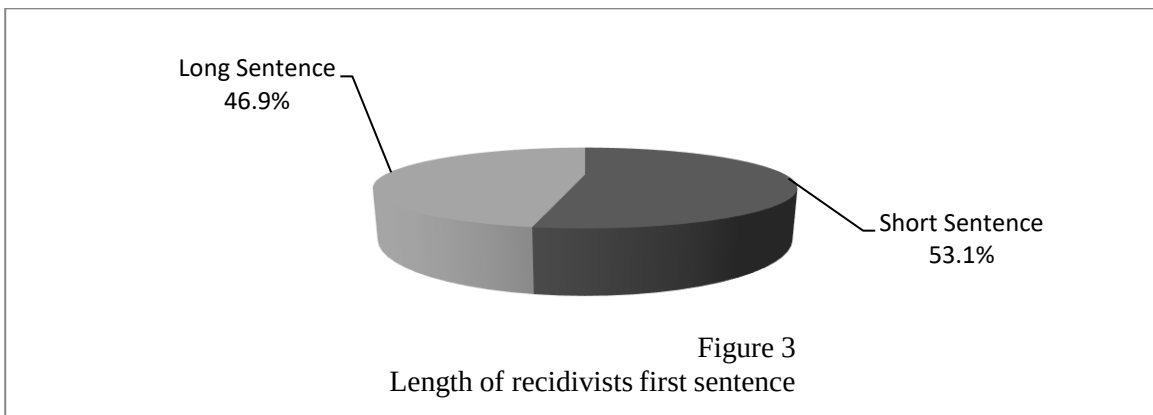
This finding suggests that lack of job and peer influence can be said to be the major factors that foster recidivism. The IDI sections with prison welfare officers supports this finding as all of the interviewees indicated that the major challenge confronting them was the poor nature of aftercare services which if effective would eliminate the vacuum created by lack of job.

Specifically, one of the interviewees stated that:

The reason why some of them begged to retain their bed space and uniform is because they are certain that they will not get work out there... to some because their family refused to accept them, they have no choice but to live with their friends who are equally jobless...the most survive by all means, if they are caught bad luck but if we succeed fine.

This finding corroborates Renaud and Henning (2005) assertion that lack of funds and gainful employment immediately following release from prison fosters recidivism.

To ascertain whether length of first conviction (years) can foster recidivism, recidivists were asked to indicate the duration of their first conviction.



Source: Authors' results.

Short sentence' refers to those that served between 0 – 2 years, while 'long sentence' refers to those that served above 2 years. From figure 3, it can be seen that while 53.1% of the respondents served long sentence at first conviction, 46.9% served short sentence at first conviction. The finding

tends to suggest that duration of first conviction has considerable effect on re-offending.

To ascertain whether respondents' family ties can foster recidivism, recidivists were asked to rate their relationship with family members before reconviction.

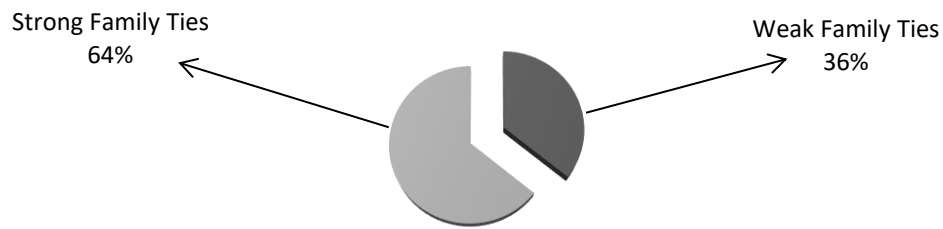


Figure 4
Distribution of respondents by strength of family ties

Source: Authors' results.

For ease of analysis, responses were re-coded. Those that ticked very good and good were re-named strong family ties while those that ticked indifferent, poor and very poor were re-named weak family ties. From figure 7, it can be seen that while 64% of the respondents have strong family ties, 36% of the respondents have week family ties. The finding suggests that family ties contribute a small proportion to the population of recidivism.

4.2. Mitigating the Proliferation of Recidivism

This section reveals respondents' opinions on possible solutions to recidivism in prisons in North Central Zone of Nigeria. To achieve this, respondents were asked to suggest possible remedy to recidivism. The response to this question is presented in figure 5.

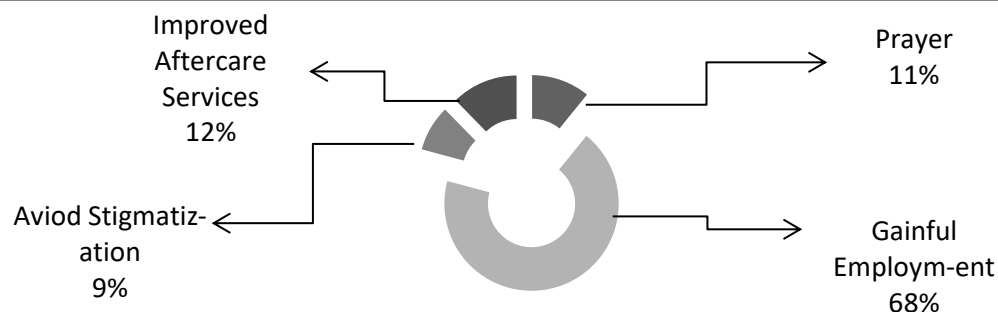


Figure 5
Recidivists' View on how to Curb Recidivism

Source: Authors' results.

More than half of the respondents (68%) indicate that gainful employment of ex-convicts will prevent recidivism, 12% of the respondents were of the opinion that improved aftercare services will solve the problem of recidivism, 11% suggested continuous prayer for ex-convicts while 9% of the respondents were convinced that avoidance of public stigmatization will solve the problem of recidivism. This finding, which corroborates earlier findings on the need for aftercare service, indicates that availability of gainful employment will go a long way in reducing recidivism rate in prisons in North Central Zone of Nigeria. This finding corroborates Becker (1963) submission as cited in Schmallegger (1999) that:

When legitimate opportunities are not accessible to ex-convicts, the only new behavioural alternatives available to the labeled criminal would be deviant ones. This may hold the key to their re-offending (p. 33).

4.4 Test of Hypotheses

This study was designed to ascertain the Socio-demographic correlates of recidivism in prisons in North Central Zone of Nigeria. In this section, three hypotheses formulated for the study were tested. Given the fact that most of the data are categorical variables, the hypotheses were tested using chi-square.

Table 3
Test of Hypotheses

	Socio-Demographic Correlates of Recidivists	
	Chi-Square Value	P-Value
H1: Younger convicts are more likely to become recidivists than their older counterparts.	29.963	0.001**
H2: Convicts with weak family ties are more likely to become recidivists than convicts with strong family ties.	39.131	0.011**
H3: Convicts with lower level of education are more likely to become recidivists than convicts with higher level of education.	32.342	0.007**

Source: Authors' results. ** indicates significance level 0.05

Table 3 presents the results of the quantitative evaluation of 3 scientific

hypotheses, designed to examine the relationship between three socio-

demographic correlates (*age* at first conviction, level of convicts *family ties* and level of *education*) and recidivating. The Chi – Square test revealed that there is significant relationship between age of first conviction and inclination to reoffend. Also, it was established that there is significant relationship between level of family ties and

4.5. Discussion of Findings

From the analyses of data and consistent with the findings of previous studies, there is a considerably high prevalence of recidivism in prisons located in North Central Zone of Nigeria. Precisely, one quarter of the population of convicts are recidivists. Although, the government is aware of the prevalence of recidivism in Nigeria prisons and had made efforts at reducing or eradicating it by establishing the Recidivism Reduction Centre (RRC) in 2010, the population of recidivists is still high. This actually calls for great concern.

The plight of recidivism seems not checked, the study reviewed that the pattern of recidivism is consistent with the pattern of recidivism presented by the Nigerian Prison Service in 2008 and 2009. The finding recorded that repeaters returned to prison for as much as five times and even more after

recidivating and finally, relatively strong relationship exist between level of education at first conviction and likelihood to recidivate. Inferring from above, the three socio-demographic correlates are vital variables when we project on possible recidivists

first conviction. This is something to worry about.

As for the causes of recidivism, poverty and lack of jobs were identified as the most likely causal factors of recidivism, followed closely by peer influence and finally family neglect and public stigmatization. This finding is consistent with the finding of Renaud and Henning (2005), who blamed recidivism on lack of funds immediately following release from prison, and Rossi, Berk and Lenihan's (1980) who asserted that lack of job, poor employability and low wage-earning tend to capacity foster recidivism.

Several solutions to recidivism were identified in this study. The most popular solution to recidivism is provision of gainful employment, followed by improved aftercare services, constant prayer for the inmates and finally public sensitization on the need to avoid ex-convicts stigmatization.

Finally, considering the result from the hypotheses tested, the study revealed that younger convicts are more likely to be reconvicted than older convicts; convicts with weak family ties are more likely to be reconvicted than convicts with strong family ties; and convicts with lower level of education are more likely to become recidivists than convicts with higher level of education.

5. CONCLUSION AND RECOMMENDATIONS

The years that many inmates spend in prison and the additional years that some violent offenders are incarcerated, provide society with a unique opportunity to alter their behaviour and rehabilitate them, to re-enter society and the job market as productive citizens. Ideally, the incarceration experience should change offenders' assessment of the benefits and costs of crime in two ways. First, it should shift their preferences or values, so that they weigh more heavily on the costs of crime on others, relative to the benefits to them, and second, it should change the options or incentives facing them, in favour of legitimate work, relative to illegal activities. By altering the values and incentives of inmates, the ideal criminal justice system would release ex-offenders,

who would find work in the legitimate labour market and make a positive contribution to their families and communities rather than return to crime (Freeman, 2003). However, this is not exactly correct in practice, as the study shows that, rather than reforming and rehabilitating offenders in prison, offenders only end up professionalizing their trade.

The high prevalence of recidivism has both consequences and implications for social and economic growth and development of Nigeria. Recidivism contributes to high crime rates which have resulted in loss of lives and property thereby threatening peace, safety of lives and national cohesion. Also, criminal activities by such recidivists have made the country unsafe for economic and commercial activities for both local and foreign investors, sometimes forcing them to relocate to safer countries. With such development, the country has lost billions of Naira which would have been invested for developmental projects that could benefit the citizenry.

On daily bases, the gap between the rich and the poor in Nigeria widens. There is no gain reiterating the enormous danger posed by recidivism. This gap, if not checked, will only increase the population of recidivists in prisons. In view of the foregoing and

considering the enormous danger and loss recidivism presents, the following recommendations are made. They include:

- i. *Fore-running measures*: The fore-running measures to effective reformation and rehabilitation need to be secured by the government. This implies that the condition of living of all law abiding citizens (including: availability of lucrative jobs, effective applicant welfare scheme, social amenities, access to good education etc.) must be better than that offered in prisons.
- ii. *Adequate funding of aftercare services*: The core of imprisonment is to rehabilitate offenders. The government should ensure that adequate funds are made available for proper aftercare services, such as: provision of trade tools, renting of shops, reconciliation of ex-convicts with family members, securing jobs etc.
- iii. *Adoption of alternatives to incarceration*: In addition to incarceration it is imperative to adopt alternative to incarceration (like: probation, parole, etc). This will help reduce the burden of congestion, foster speedy re-integration, encourage strong family ties, reduced deviation from ongoing studies and eliminate the influence of young age on reconviction.

- iv. *Adequate public sensitization*: The government needs to intensify efforts in sensitizing the public on the need to avoid stigmatizing ex-convicts.

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ROLE OF SOCIAL, SPOUSAL AND ORGANISATIONAL SUPPORTS IN MITIGATING WORK-FAMILY CONFLICT AMONG MARRIED FEMALE NURSES IN ABUJA MUNICIPAL AREA COUNCIL, NIGERIA.

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Abstract

Family-work conflict is one of the major challenges that is militating against married women in nursing profession. The study examined the roles of social, spousal and organizational supports in lessening work - family conflict among married female nurses in Abuja Municipal Area Council (AMAC), Nigeria. The nurses in AMAC have continued to experience conflict between their work and family life. This has resulted in a situation where family roles are usually traded off for work obligation. In carrying out this research, the survey method design was used. Based on the questionnaire as the primary source of data collection, three hundred (300) nurses were purposively selected from Asokoro and Nyanya general hospitals. The study was anchored on role theory which emphasises role conflict due to role expansion. The data collected was analysed with the use of tables and percentages. Findings emanating from the research showed that nurses in AMAC enjoyed spousal supports from their husbands to enable them cope with pressure from the work place that interfere with their household duties. The respondents also revealed that ages of children is one of the determinants of work-family conflicts. The study recommends that the work load of nurses should be reduced as much as possible by recruiting more nurses into the workforce of the hospital.

Keywords: Roles, spousal, organizational supports, work-family conflict, married female nurses

Introduction

Work-family conflict has been said to be a form of inter role conflict in which the role pressures from work and family domains are mutually incompatible in some respect. Work-family conflict occurs when work related demands interfere with home responsibilities and when experiences at work interfere with family like extensive, irregular or inflexible work hours, work over load, bringing work into home domain, and trying to complete it at the expense of family time and other forms of job stress (Gabriel, 2012).

Work-family conflict is a peculiar case among married women in nursing profession generally. Nursing is a profession that requires unalloyed devotion and commitment in terms of time, care and attention to patients. In Nigeria, a nurse on duty is expected to spend eight hours during the day shifts and twelve hours during the night shifts. It is equally expected of her to be unreservedly committed to her family roles as mother, care giver, nurturant and wife among other family obligations. Federal Radio Corporation of Nigeria (FRCN) (2013) on the occasion of International Mothers' Day aired that a mother spends eight hours daily to care for her under-aged children and over the same hours are expected of her at her place of work. She is equally expected to

meet the needs of her husband at home as much as she meets that of her employers. Married female nurses are faced with these role ambiguities which has generated a lot of research attention in family-work role conflict.

Literature Review

The Roles of Social Support in Reducing Work-Family Conflict

Social support refers to interpersonal relationships and social interactions that help to protect individuals from the effect of stress (Kessler, Price & Wortman, 1985; Nielson, Carson & Lankau, 2001). Both the availability and the quality of social support are important social assets for individual adjustment and well-being (Cohen, 1988). Not only the actual availability of social support but also perceived likelihood of receiving social support have been found to be related to greater job satisfaction, lower job-related tension, and lower probability of terminating employment (Bedeian, Mossholder and Touliatos, 1986).

The Role of Spousal Support in Reducing Work-Family Conflict

Spousal support is the help, advice, understanding, and the like that spouses provide for one another. Two forms of spousal support (emotional and instrumental)

have been conceptualized and empirically tested by Adams, King and King (1996). According to them; emotional support includes empathic understanding and listening, affirmation of affection, advice, and genuine concern for the welfare of the partner. Instrumental support is tangible help from the partner in household chores and childcare. Increase in spousal support is shown to be associated with lower level of work-family conflict (Aryee, 1999; Burk & Greenglass, 1999; Erdwins, Buffardi, & Casper, 2001), higher levels of psychological well-being (Ganster, Fusilier & Mayes, 1986), greater life satisfaction (LaRococco, House and French, 1980), and better marital adjustment (Frone, Russel, & Cooper, 1992; Rapoport and Rapoport, 1971). Other researchers concurred that spousal support was particularly influential in reducing family-to-work conflict (Adams & King 1996; Thomas & Ganster, 1995).

The Roles of Organization Support in Reducing Work-Family Conflict

Organizational support has been recognized as playing a key role in employees' ability to balance work and family responsibilities (Allen, 2001; Behson, 2002). There are three components of organizational support, which have been

identified as: supervisory support, organization policies and practices to reduce work family conflict, and time demands and flexibility in employee's jobs. Organizational support resembles the construct of "work-family culture" (Thompson, Beauvais and Lyness, 1999) that comprises managerial support for work-family balance, career consequences associated with utilizing work-family benefits, and organizational time expectations that may interfere with family responsibilities. First, there is the support provided by the supervisor (Eby, Douthitt, Perrin, Noble, Atchley, & Ladd, 2002), Thomas and Ganster, 1995). As in the case of spousal support, supervisory support can be conceptualized as having two components: instrumental and emotional support (Frone, Yardley & Mark, 1997).

Theoretical Framework

This work is anchored on role theory which was propounded by Kahn, Wolfe, Quinn & Rosenthal in 1964. Role theory was used for this study. This is because much of the theory on work life and stress draw on the variant of role theory, with the management of multiple roles in the work family context as the focus of examination in its relation to individual outcomes. The literature on the effects of multiple roles can be broadly categorized by

those emphasizing positive outcomes of role expansion, and those emphasizing negative effects of role stress. Role expansion theory posits that people can benefit from multiple role participation and highlights the possibility that different roles positively impact on each other. However, role conflict can emerge from multiple roles if the roles are not experienced at one's convenient time, that is, when other equally important roles are calling for attention at the same time. Mark, Huston, Johnson & Mac Dermid (2004) pointed out that when role conflict emerges as a result of role expansion, it could result in some health related consequences like insomnia, migraine and dysphoria due to role overload.

The Population of the Study

The population of this study was married female nurses at the General Hospitals, Asokoro and Nyanya. The Hospitals are located at Abuja Municipal Area Council (AMAC). There were 300 female married nurses in both hospitals. Asokoro has 209 married female nurses while Nyanya has 91 married female nurses.

The sample size used in this study was two hundred and forty-eight respondents (nurses). The number was considered

adequate in view of the resources and time available for the study

Sampling Technique

The researchers used purposive sampling method to select two hospitals: Nyanya and Asokoro. Purposive sampling technique was used because the selected hospitals are representative enough to provide information that will reflect the role of social, spousal, organizational supports in the rest of the general hospitals in AMAC

Instrument for data collection

Structured questionnaire was used for this study. The questionnaire gave the respondents the free will to express their views, guarantee anonymity and was most suitable for the study.

Method of DataAnalysis

Table 1: The Number of Hours the Respondents Spent at Work Daily

Number of hours	Frequency	Percentage (%)
3-4	0	0.0
5-6	0	0.0
7-8	171	69.0
9-10	28	11.2
11-12	49	19.8
Total	248	100.0
Does your work involve shift?		
Yes	200	80.6
No	48	19.4
Total	248	100.0

Source: Administered questionnaire (2014)

Going by the responses garnered from the survey, 69% of the respondents spent between 7-8 hours in their work place daily. This is in line with the officially recommended work hours for workers in public service in Federal Republic of Nigeria. Furthermore, 11% of the respondents spent between 9-10 hours at work each day. Also, 19% spent 11-12 hours at work daily. These hours, exceeding 8 hours at workplace is due to the extra work hours that are required to fulfill night shift work routines.

Large number of the respondents (81%) affirmed that their work involve shift while 19% revealed that their work does not involve shift. This category of staff are those who work in HIV/AIDs counseling, family planning, immunization and antenatal departments. They only attend to their patients during the morning hours of the day. This is unlike those in the neonatal, labour, surgical, etc. departments whose patients come round the clock as the need arises.

Table 2: Distribution of Respondents According to their Preferred Shifts

Preferred shift	Frequency	Percentage (%)
Morning	105	42.3
Afternoon	82	33.1
Night	13	5.2
No shift	48	19.4
Total	248	100.0
Reasons for the preferred shift		
It gives me time to attend to my children	13	5.2
It gives me time to attend to husband	43	17.3
It gives me time to attend to my household duties satisfactorily	144	58.1
I do not run shift	48	19.4
Total	248	100.0

Source : Administered questionnaire (2014)

The findings revealed that 42% of the respondents prefer morning shift while 33% of the respondents admitted that they prefer afternoon shift. Few (5%) respondents indicated that they prefer night shift to the rest of the work shifts, while 19% of the respondents averred that they do not run shift.

Furthermore, reasons for their preferred shifts were sought. It was found that 5% of the respondents averred that they prefer the shift because it gives them time to attend to their children satisfactorily as they want,

while 17% of the respondents preferred shift because it gives them time to attend to their husbands satisfactorily as they want. Fifty eight percent maintained that they preferred their choice of shift because it gives them time to perform their household duties satisfactorily as they want, while 19% maintained that they do not run shift. These are staff members who work in neonatal unit, HIV/AIDs counseling unit, family planning unit whose works do not involve shifts. They are permanently on morning duty.

Table 3: Views of the Respondents on whether the Ages of their Children Pose Challenges to them in the Execution of their Work and Family Obligations or Not

Do ages of your children pose challenges to you in house and work obligations?	Frequency	Percentage (%)
Yes	153	61.7
No	95	38.3
Total	248	100.0
Ages of children that pose challenges		
0-5	131	52.8
6-11	14	5.6
12-17	8	3.3
None	95	38.3
Total	248	100.0
Why ages of children do not pose challenges		
Maturity	69	72.6
Children not staying with parents	3	3.2
Services of housemaid	21	22.1
No children at all	2	2.1
Total	95	100.0

Source: Administered questionnaire (2014)

From the survey 61.7% of the respondents affirmed that the ages of their children posed challenges to them in the execution of their work obligations while 38 % averred that the ages of their children do not pose challenges to them in the execution of their work obligations.

Furthermore, 53% of the respondents revealed that the ages of children that pose challenges to them in the execution of their work obligation are between the ages of 0-5 few of the respondents (6%) disclosed that the ages of children that pose challenge to them in the execution of their work and family obligation range from 6-11 while only

3% of the respondents admitted that they experience work family challenge from children who are between the ages of 12-17. The claim of the 53% who disclosed that the ages of children that pose challenges to them in the execution of their work-family obligations ranges between the ages of 0-5 is so because the children between the ages of 0-5 virtually rely on their mothers for anything they need to survive, starting from lactation to their need for sanitation and so on.

However, about 73% of the respondents revealed that their children do not pose challenges to them in the execution

of their work obligation because they are mature enough to take care of themselves, while 22% of the respondents averred that ages of their children do not pose challenges to them in the execution of their work and family obligation because of the services of

house helps. This means that the services of house help play a mediating role in reducing the intensity of work-family conflict among married female nurses. One point two percent of the respondents admitted that they do not have children.

Table 4: Views of the Respondents on how often their Husbands Assist them in their Household Duties

Husband's Assistance	Frequency	Percentage (%)
Very often	20	8.1
Often	202	81.5
Hardly	20	8.1
Not at all	6	2.3
Total	248	100.0

Sources: Administered questionnaire (2014)

Some of respondents (8%) affirmed that their husbands assist them in their household activities very often, while 82% of them disclosed that their husbands assist them in their household work often. It was also found that 8.% of the nurses seldom receive assistance from their husbands in the execution of their household duties while 2%

claimed that their husbands do not assist them in their household work. This reveals that nurses' husbands have egalitarian gender orientation. Men who have equalitarian gender orientation are more apt to assist their wives in household obligations than those who view household obligations as the exclusive reserves of the female folks.

Table 5: Views of the Respondents on the Type of Household Work their Husbands Assist them to Perform

Type of work	Frequency	Percentage (%)
Cooking	56	22.6
Baby sitting	42	16.9
Washing of clothes	80	32.3
Others	59	23.8
None	11	4.4
Total	248	100.0

Source: Administered questionnaire (2014)

Findings revealed that 23% of the respondents received assistance from their husbands in area of cooking. Furthermore, 17% of the respondents reported that their husbands assist them to baby sit while 32% of the respondents disclosed that their husbands assist them to wash clothes. Twenty four percent of the respondents revealed that their husbands assist them to take children to and fro school, to fetch water and guide their

children to solve home work/assignments from the children's school. These sundry assistances they received from their husbands in the execution of their household obligations show that their husbands are modern men and that they have equalitarian orientation towards household obligations. Only 4% of the respondents claimed that their husbands do not assist them in their household duties.

Table 6: Views of the Respondents on how their House Chores are Performed when they are on Duty

House chores	Frequency	Percentage (%)
Husbands adjust	54	21.8
House helps assist in domestic chores	88	35.5
Relations/family members assist to perform domestic chores	104	41.9
Everything stands still	2	0.8
Total	248	100.0

Source: Administered questionnaires (2019)

Some of the respondents 22% disclosed that their husbands adjust when

they are on duty while 36% admitted that house helps assist them to perform their

domestic activities when they are on duty. Majority of the respondents (42%) averred that their relations and family members assist them in their domestic work. Very few (1%) of the respondents differ significantly by saying that everything stands still till they come from work to perform them by themselves. They did not enjoy assistant of

any form from their husbands. This implies that majority of the married nurses in Abuja Municipal Area Council received assistance through the help of family members and paid house helps, which enable them to balance up their family and work responsibilities. This kind of help can go a long way to reduce the level of work-family conflict among them.

Table 7 : Number of Times Respondents had taken Permission from Work in the Last Three Months and the Reasons for the Permissions

Number of times permission was taken	Frequency	Percentage (%)
1-2	97	39.1
2-4	65	26.2
5-6	1	0.4
7-8	1	0.4
None	84	33.9
Total	248	100.0
Reasons for seeking permission		
Care for a sick child	120	48.4
Care for a sick husband	42	16.9
Loss of a relation	68	31.0
Personal ailment	18	3.7
Total	248	100.0

Source: Administered questionnaires (2014)

This survey reveals that within three months, 39% of the respondents had taken permission from their place of work 1 to 2 times. Within the same period, 26% of the respondents obtained permission to be absent 3 to 4 times. This showed that family obligations interfere with work obligations among married nurses, as evident in the number of times they had obtained

permission to be off duty to attend to family obligations.

Further investigation established that 48% of the respondents had sought for permission to be absent from duty/work in the last three months in order to take care of their sick children while 17% of the respondents disclosed that they had taken permission from duty in the last three

months in order to attend to their husbands when they fell sick. Thirty one percent of the respondents claimed that they had sought for permission from duty in the last three months due to lose of relations. Only 4% of the

respondents reported that they had at diverse times taken permission from duty in the last three months to attend to their own personal health challenges, and to attend to their religious functions.

Table 8: Views of the Respondents on whether they had been queried due to work default

Have you been queried due to work default?	Frequency	Percentage (%)
Yes	43	17.3
No	205	82.7
Total	248	100.0
Reasons for query		
Absenteeism	8	3.2
Fatigue/ sleeping while on duty	35	14.1
Lateness	0	0.0
Others	0	0.0
I have never been queried	205	82.7
Total	248	100.0

Source :Administered questionnaires (2014)

It was found that 17% of the respondents had received query/complain from their boss/office due to their family obligations that made to default in their work obligations, while 83% respondents disclosed that they had never received query from their boss/office due to family obligations. As regards reason for query 3% of the respondents revealed that they had received query/complain from their boss/office as a result of family commitment that made them to be absent from duty. Fourteen percent of the respondents claimed that they received

complain/query from their boss/office due to family responsibilities that gave them fatigue/sleeping state while on duty .Sleeping on duty is likely to be one of the reasons why nurses make life threatening medical mistakes such as wrong administration of injections, wrong drug administration, etc leading to iatrogenesis cases in their patients. However, 83% respondents claimed that they had never received any query from their boss or office due to family obligations that made them to default in their work roles.

Table 9: Views of the Respondents Based on Work/Career Salience

Work/career salience	Frequency	Percentage (%)
Work	159	64.1
Family	89	35.9
Total	248	100.0

Source : Administered questionnaires (2019)

Findings revealed that that 64% of the respondents prefer to attend to their work roles and forego their family roles when the former clashes with the latter. This is largely because some family roles can be delegated to family members while work roles cannot

be delegated. However, 36% of the respondents prefer to attend to their family roles and trade off their work role. This may well explain why some married nurses are found to be defaulting in their work roles.

Table 11: Views of the Respondents on whether Organization Supports their Family Obligations

Does your organization support your family obligations.	Frequency	Percentage (%)
Yes	131	52.8
No	117	47.2
Total	248	100.0
How is work performed when you are not on duty		
Co-staff assist through extended shift	26	10.5
Work is re-shared to other staff members	222	89.5
Total	248	100.0

Source: Administered questionnaires (2014)

Good numbers of the respondents (53%) affirmed that their organization grant their permission to be absent from work to attend to pressing family needs/demands while 47% of the respondents averred that their organization does not grant them

permission to be absent from duty to attend to pressing family needs/demands.

The survey revealed that 11% of the respondents disclosed that their work obligations are performed when they are away from duty through the assistance of co-staff members through extended shift. Many

of the respondents (90%) averred that their work obligations are performed when they are away from duty through the re-sharing of their portions of work to other staff members. This re sharing of work to other members of

staff explains why the workloads of the nurses on duty are sometime high thereby leading to fatigue/exhaustion among nurses a condition that spilled over to their homes domain to affect their family obligations.

Table 12: Views of the Respondents on the Number of Days Permission were given

Number of Days Permitted	Frequency	Percentage (%)
1-2 days	180	72.6
3-4 days	15	6.0
5-6 days	15	6.0
As long as the problem persist	21	8.5
No permission	17	6.9
Total	248	100

Source : Administered questionnaires (2014)

The result of the survey indicated that majority of the respondents (73%) affirmed that their supervisors give them between 1 to 2 days to be absent from work in order to attend to family obligation such as care for a sick child. Few respondents (6.0%) disclosed that their supervisors give them 3 to 4 days off duty to attend to a sick child. Similarly, 6.0% reported that their supervisors give them between 5 to 6 days off duty to attend to their family obligations such as care for a sick child while 9 % disclosed that their supervisors give them permission to remain

off duty so long as their problem persists. This implies that most workers enjoy permissions from duty to attend to pressing family needs which is in line with the civil service work policy that permits 5 days casual leave from duty within a leave year to attend to none work routine. The days can be indeterminate depending on the severity of the worker's case. Six point nine percent of the respondents claimed that their organizations do not give them permission to be absent from work to attend to their family obligations.

Table 13: Views of the Respondents on when Lactating Mothers are Enlisted on Night Shifts

Night Shift Begins	Frequency	Percentage (%)
When their children reach 6-7 months	207	83.5
When their children reach 8-9 months	25	10.0
When their children reach 10 months and above	16	6.5
Total	248	100.0

Source: Administered questionnaires (2014)

Majority of the respondents 84% said that their organization exempts nursing mothers whose children are not up to six month from running night shift until their children reach 6-7 months. Just 10% of the respondents admitted that their organization exempts nursing mothers from running night shift till when their children reach 8-9 months while 6.5% reported that their organization exempts nursing mothers whose children are not up to six months from running night shifts until their children reach 10 months and above. This will enable the nurses to balance

their work and family life as it will enable them to give their neonates exclusive breast feeding attention throughout their first six months of delivery.

All the respondents affirmed that their organization gives them off duty to rest and relax their nerves. They averred that their organization gives them 5-6 days to rest after a successful night shift and 2-3 days off duty after a successful morning/afternoon work shift routine.

Table 14: Views of the Respondents on how they utilize their Off Days

Utilization of off duty	Frequency	Percentage (%)
To rest	138	55.6
To cook	15	6.0
To take care of children	20	8.1
To visit friends and family	5	2.0
To stay with husband	20	8.1
Others	50	20.2
Total	248	100.0

Source :Administered questionnaires (2014)

Some of the respondents (56%) revealed that they use their off days to rest. Only 6% of the respondents disclosed that they use their off days to cook while 8% of the respondents reported that they use their off days to take care of children. Few of the respondents (2%) affirmed that they use their off days to visit friends and relatives while 8% of the respondents revealed that they use their off days to stay with their husbands while 20% of the respondents indicated that they use their off days to attend church fellowship, go to the market and to attend to their own personal business activities. This implies that respondents do not use their off days to rest completely. They do channel their off days into participation in religious activities and personal businesses. This explains why some nurses have drug stores and medical shops from where they attend to some minors medical needs and challenges of

some patience. It is not uncommon to see some nurses conducting midwifery services in their own medical outfits. They engage in private practices in order to augment their monthly salaries so as to be able to weather the storm of rising cost of living in Abuja Municipal Area Council.

Discussion of the Findings

The study unveiled that ages of children is one of the potent determinants of work-family conflict (W/FC) among married nurses in Abuja Municipal Area Council. This is manifest as 61% affirmed that the ages of their children; especially those between the ages of 0-5 do pose challenges to them in the execution of their work-family obligations. This is not so with 43% who said that the ages of their children don't pose any challenge to them in the execution of their work and family obligation, reason being that

they are of age/mature enough to take care of themselves. This finding has equally corroborated the work of Ahmad (2007) found that female factory operators whose operators whose children are less than three years experienced more work-to-family conflict than those with older child aged three and above.

The study gathered that there is organizational support for family demands to enable married nurses in Abuja Municipal Area Council perform their family obligations such as childcare. This is so, as 79% of respondents affirmed so. They stated that their organization's support for family demands such as child care comes as exemption from night duty whenever they are breastfeeding. This helps them to give their neonates exclusive breast milk for six months. Study has shown that exclusive breast feeding for six months helps to build children's immunity against diseases among other health advantages (Jones, 2002).

The study observed that the married nurses in Abuja Municipal Area Council's requests/permissions to be absent from duty in order to attend to pressing family needs/demands are usually granted. This is in consonance with the Federal Civil Service work policy which spells that a worker is

entitled to 5 days casual leave within a leave year which is subject to extension depending on the severity of the worker's condition (Public Service Rule, 2008).

The study found that married nurses in Abuja Municipal Area Council often receive assistance from their husbands in area of household chores. This is evidenced as 81.7% of the respondents admitted that their husbands often assist them in the execution of their family obligations such as cooking, baby sitting, washing of clothes among other household obligations such as taking children to and fro school, going to the market to shop for them and fetching of water. This finding is in line with the work of Eskin et al. (2005, p. 455) concept of spousal instrumental support, which he explained to be determinant of work-to-family conflict and family-to-work conflict. to them, assistance of this nature reduces work-family conflict, contributes to higher levels of Psychological well-being, greater life satisfaction and better marital adjustment.

The study observed that there is no staff school as well as Crèche at the General Hospitals in Abuja Municipal Area Councils for the married nurses in their employment to enroll their children. This is evident as the all respondents (100%) attested. This finding is

in line with the submission of International Labor Organization (ILO) (2010) that remarked that despite all documentation and information available on the websites concerning industrialized countries, relatively little is known about work place initiatives for childcare in developing world. not widespread globally. ‘

Recommendations

1. The work load of nurses should be reduced as much as possible by recruiting more nursing into the workforce of the hospitals where there are dearth of nurses. Government should evolve and implement decision that will encourage people to study nurses by granting people scholarship to study nursing, and where there are no nursing schools, government should establish them.
2. Awareness campaign should be organized by government agencies and Non-governmental organization to enlighten husbands and the general public about the travail women are passing through daily in crossing between homes work border. This will draw the support of their

husbands to assist them to execute some family obligations.

3. Childcare facilities like day care and school should be established in the general hospitals so that the married women can keep their children there and they will have relaxed mind to face their duties productively.

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