



Lead City Journal of the Social Sciences (LCJSS)

Volume 5, Number 1, June 2020
ISSN: 2449092X

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Lead City Journal of the Social Sciences (LCJSS)
Faculty of Social and Management Sciences
Lead City University, Ibadan

ISSN: 2449092X

Volume 5, Number 1, June 2020

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+2348033419512, +2348161198400

Online Version

www.lcu.edu.ng, www.academix.ng, www.google scholar.com

Printer

College Press

3, Baale Moasderin Road, Jericho G.R.A. Ibadan

+2348036694838, +2348023539923

Graphic Design

Green Acres Project

Plot 3 & 4, Greenview Layout, Aba Odo, Off Ibadan-Oyo Expressway, Ibadan

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An Assessment of the Impact of Marketing Practices on the Performance of Small Business Enterprises in Nigeria

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Abstract

This study investigated the impact of marketing practices on organizational performance of small medium enterprises (SMEs) in Lagos State, Nigeria. The purpose of the study is to contextually validate recent findings as to the efficacy of marketing practices in developing economies. Within a survey design, data were obtained from 545 business owners and senior marketing personnel using structured questionnaire and analyzed using factor analysis, ANOVA and other relevant statistical tools in the predictive analysis software (version 19). The findings implicated marketing mix factors and product strategy issues as the most important and impacting factors in the marketing practices of small businesses in Nigeria while advertising and marketing research appears neglected. The study found a strong positive relationship between the marketing practices of Nigerian SBEs and organizational performance indicants. The paper proposes a model that can be used to explain the influence of marketing practices on the performance of small business enterprises. It also makes some recommendations for marketing practitioners and suggests areas for future research.

Keywords: *Small medium enterprises, marketing practices, performance, marketing orientation, market orientation, marketing mode*

Introduction

In recent years, governments world-wide have come to terms with the fact that Small Business Enterprises (SMEs) contribute enormously to the growth and development of a nation's economy. Small Business Enterprises in conjunction with the medium enterprises are known to employ over 60% of Nigeria's workforce (World Bank, 1995 cited in Adelaja, 2004). This figure when taken with the agricultural sector which is largely SMEs in nature, appears to be a gross underestimation.

Small Medium Enterprises (SMEs) constitute about 95% and 98.8% of existing businesses in the United States of America (USA) and Europe respectively (Day, 2000). This is a substantial sub-sector that should interest any nation desirous of fast-tracking its economic development efforts. Again the important role of SMEs have been acknowledged by a plethora of scholars. SMEs are known to generate vast employment opportunities as they create more jobs per unit of capital employed than big businesses (Maijama'a, 2004; Lawal, 2002); mitigating rural-urban drift via the dispersal of industries (Ogunleye, 2004); providing and accelerating backward and forward linkages between the big and small firms (Maijama'a, 2004), producing import-substituting machineries and equipments (Ogunleye, 2004), mobilizing domestic savings and providing a good training ground for entrepreneurship development. Furthermore, they mobilize local resources (Clive,

2001; Olumide, 2004), stimulate technological development and innovation (Osugwu, 2001), act as catalysts for growth and development by fostering the overall economic development of the nation especially in developing economies such as Nigeria (Obitayo, 1991; Ajonbadi, 2002; Mambula & Sawyer, 2004). It is against the backdrop of these numerous developmental potentials of Small Businesses highlighted above that nations world-wide have focused on SMEs as strategic vehicles of economic development.

In the case of Nigeria, we have witnessed an upsurge in Small Business Enterprise development efforts by successive governments due to multifarious reasons. Ojo (2004) identified some of the reasons to include:

- The failure of past industrial policies hitherto anchored on large and capital intensive industries.
- The discovery that vibrant small business enterprises and medium enterprises can contribute to achieving many of the objectives of Nigeria's development plans.
- An increase in emphasis now placed on self-reliance as an approach to development.
- A world-wide acknowledgement of the successes recorded in economies such as Malaysia, Indonesia and India where small and medium enterprises development have been used to accelerate industrial transformation.

- The significance of small and medium enterprises in the Poverty Eradication Programme (PEP) of Nigeria's President Olusegun Obasanjo regime during the period 1999 to 2007 and even beyond.

It is as a result of these reasons that many of the past governments in Nigeria have come up with numerous initiatives since the nineteen seventies to promote the development of Small and Medium Enterprises (SMEs) in Nigeria. Some of these initiatives include, but are not limited to the following (Ojo, 2004; Olumide, 2004; Ubom, 2006; Ogundele, 2007): the Industrial Development Centres (IDCs), the Nigerian Industrial Development Bank (NIDB), Small Scale Industries Credit Schemes (SSICS), the Nigerian Bank for Commerce and Industry (NBCI), the National Directorate of Employment (NDE), the World Bank-Assisted SME II Loan Project, the National Economic Reconstruction Fund (NERFUND), International Financial Assistance, the Second Tier Securities Market (SSM), Banks Equity Holding in Companies and Technical/Technology, Training and related support systems.

Many of these institutions were poorly managed and so went into liquidation or had to be merged with others. Most of the above government initiatives sought to provide funds for Small and Medium Enterprises as the lack of finance was identified as a major inhibiting factor against SMEs development generally. Despite the spending of these huge financial resources in funding Small Medium Enterprises (SMEs), the failure rate of SMEs continues to be high all over the world. In the UK, for example, about 10 percent of small businesses cease trading annually, 15 percent of new starts wind-up in their first year of business while more than 40 percent wind-up within three years (Stokes, 1998).

In view of this gloomy picture, business scholars (such as, Berryman, 1983; Cromie, 1991; Stokes, 1998; Chavancova, 2006; among others) have investigated the causes of small business failures. Their findings revealed that marketing has consistently been either the most or second most critical source of survival problem with other problems being of accounting, finance, owner(s) behavior and of external origin.

However, many of the marketing studies undertaken in the last 20-30 years have concentrated on market orientation and its effect on organizational performance in developed economies (for example, Kohli & Jaworski, 1990; Narver & Slater, 1990; Jaworski & Kohli, 1993; Slater & Narver, 1994, 1995; Jaworski & Kohli, 1996; Deshpande & Farley, 1998; among others). All these studies concluded that the key to better performance lies in the adoption and implementation of market orientation as a business

philosophy rather than marketing orientation (i.e. marketing practices – the effective and efficient performance of the marketing function).

However, recent studies conducted in the developing economies are reporting contradictory evidence. Ellis (2005) in Hong Kong, Appiah-Adu (1998) in Ghana and Akimova (2000) in Ukraine found that marketing practices impact on performance much more than market orientation. Herein lies a major gap in knowledge. Furthermore all these studies were conducted on big corporations. It is, therefore, not clear whether these findings are equally applicable to developing economies such as Nigeria and to small medium enterprises (SMEs). It is these problems that this paper (a preliminary reportage of a major study to be published in the nearest future), sets out to solve in part. The objectives of the study are:

- i. To identify the degree of importance attached to the dimensions of marketing practices by SME managers in Lagos.
- ii. To identify the extent of emphasis placed on organizational performance indices by SME managers in Lagos.
- iii. To measure the degree of association, if any, between the marketing practices of SMEs in Lagos and their performance.
- iv. To make necessary and appropriate recommendations for SME managers and government policymakers.

In order to give focus to the study, the following research questions were set to guide the study:

- i. What is the degree of importance attached to the dimensions of marketing practices by SME managers?
- ii. What is the extent of emphasis placed on organization performance indices by SME managers in Lagos?
- iii. What is the degree of association, if any, between the marketing practices of SMEs in Lagos and their performance?

Hypothesis: the study tested one hypothesis in a bid to improve on the reliability and acceptance of the research findings.

Ho: That there is no significant relationship between the marketing practices of SBEs in Lagos and their performance.

This paper is divided into six sections. The first is the introduction; the second and third examines the conceptual and theoretical frameworks of the paper respectively; the fourth section elucidates the research methods used; the fifth section presents the results and discussion while the sixth section is the conclusion and recommendations. The key to the

research variables as contained in the research instrument are provided as an appendix.

Conceptual Framework

Since the advent of the marketing concept, marketing scholars and practitioners have held onto the comforting assumption that the marketing concept naturally leads to superior performance. Organizations which embrace the concept are seen to be customer focused (Levitt, 1960; Kotler and Keller, 2006) and naturally expected to make long-term market share and profitability gains. The advent of superior products notably of Japanese origin which out-marketed many U.S companies' products led to challenges of the long-held presumptions about the pre-eminence of the marketing concept (Payne, 1988). This called to question the long touted performance-enhancing effects of the marketing concept and various research works were carried out to ascertain things. An investigation of extant literatures reveal two streams of research efforts. The first stream which was led by the pair of Narver and Slater (1990) and Kohli and Jaworski (1990) included the works of Pelham and Wilson (1996), Baker and Sinkula (1999), Chan and Ellis (1998), etc. The pair of Kohli and Jaworski (1990) and Narver and Slater (1990) laid much of the conceptual foundations and measurement instruments for the market orientation (MO) construct and philosophy. The second stream of research works which are not as coordinated as the first by way of commonality of instrument and terminology are grouped together as "Marketing practice (MP)" (Ellis, 2005). This stream include researches purportedly aimed at studying marketing capabilities (Chang, 1996; Vorhies, Harker & Rao, 1999), marketing strategies (Shaw, 2001), marketing efficiency (Galbraith & Holton, 1955), marketing orientation (Avlonitis & Gounaris, 1997) and marketing practices (Greenley & Shipley, 1992).

The differences between these two areas of research work is so thin that many writers have used both MO and MP inter-changeably. However, Ellis (2005) posits that the key difference between the two is that "one is concerned with markets and the other with marketing". Market orientation (MO) is concerned with markets and the implementation of the marketing concept. It is externally focused. Marketing practices (MP) emphasise and are concerned with marketing – that is, the performance of the marketing functions and activities within the organization.

The study by Ellis (2005) heeds the admonition of McGee and Spiro (1988, p45) to "distinguish between the marketing philosophy (i.e. MO) and management of the marketing mix (MP) both conceptually and in

implementation". Ellis differentiated the two through the study of different past studies discussed below.

Marketing Practice Studies

Can be distinguished by their operationalization of the marketing concept. Literature reveals that the central question of most marketing practice studies relates to the effectiveness of the company's marketing activities. Market orientation proponents argue for a customer and competitor orientation as providing a "solid foundation for value-creating activities" (Slater & Narcer, 1994) thereby implying that market orientation is the implementation of the marketing concept as posited by Kohli and Jaworski (1990). MP on the other hand is unconcerned with internal orientation as it focuses on efficiently managing the marketing function or the mix elements. The perspective of MP appears to be influenced mainly by the company's management of the marketing mix elements; the efficacy and usefulness of its market research; the appropriateness of positioning strategies; and the nature of its marketing goals (Ellis, 2005; Doyle, Saunders & Wong, 1992; Greenley & Shipley, 1992; Shaw, 2001).

Curiously, it is observed that while MO studies done tend to be published in top tier marketing journals, the opposite is the case with MP studies. This shows that by nature, the MP researches tend to be more practitioner-oriented (Ellis, 2005). They emphasise performance implications of carrying out the marketing function. By nature MP studies are known to be comparative – comparing High and Low MP performers (Akimova, 2000); marketing strategies of organizations (Shaw, 2001; Doyle, Saunders and Wong, 1992); and different market segments (Greenley and Shipley, 1992).

Golden, Doney, Johnson and Smith (1995) in their MP study of Russian firms (n = 200) measured the following dimensions of marketing practice: level of product quality, level of marketing research, level of customers service, the degree of importance attached to marketing activities such as advertising, personal selling, sales promotion, pricing-related issues, and distribution coverage. The result of their study show a positive link between the provision of high quality products and customer service on one hand and performance on the other. Promotion and pricing-related issues were found to have no link with performance.

The study by Hooley and Beracs (1997) using 564 Hungarian companies revealed that better performing firms were significantly different from the rest in terms of some MP-related measures. It was reported that the top performers had greater distribution coverage of the market, offered a broader range of

products and exhibited high levels of technical product quality.

Akimova (2000) in her study of 221 Ukrainian firms used a combination of predictor variables such as MO measures (e.g. marketing as a guiding philosophy of business) and MP measures (e.g. marketing as product promotion and positioning). She discovered that managers who emphasized MP activities had significantly better scores on the measures of competitive advantage than those who emphasized selling or production; and also had greater sales volume, better profits and better return on investment.

Marketing orientation (marketing practice) therefore involves the determination of customers' needs and the effective management of the marketing functions to achieve customers' satisfaction and organizational goals/objectives. On the other hand, market orientation is the generation of market intelligence, the organization-wide dissemination and analysis of same and an appropriate market- oriented response to the intelligence. (Kohli&Jaworski, 1990). Taking a culturally-based perspective, Narver and Slater (1990, p.21) see market orientation as the 'organizational culture that most effectively and efficiently creates the necessary behaviours for the creation of superior value for buyers and, thus continuous superior performance for the business'. It involves the three behavioural aspects of (1) customer orientation, (2) competitor orientation, and (3) interfunctionalorientation.

On the basis of extant literatures reviewed thus far with respect to small businesses and mid- sized firms (Ellis, 2004; Carson, 1990; Huszagh et al., 1994; Romano & Ratnatunga, 1995; Carson et al., 1995; Siu and Kirby, 1998; Simpson & Taylor, 2000; Pelham, 2000; Becherer et al., 2001; Shaw, 2001; Simpson & Taylor, 2002; Simpson et al., 2006; Ellis, 2005; Hooley and Berac, 1997; among others), it is clear that while the principles of marketing can be said to be the same and applicable to large and some medium-sized organizations across board, evidence abound to the effect that small businesses marketing is peculiar. This is because of the close interplay between marketing and entrepreneurship in small businesses. The dimensions of marketing practice in SBEs as revealed in literature would include amongst others the following: marketing planning; marketing strategy development; conducting market(ing) research; customers services; product positioning; product range extension; internal customers relationship; designing advertising campaigns; sales and personal selling; designing, implementing and evaluating sales promotional programmes; price(s) and pricing related issues; distribution strategy formulation and implementation; and personal

contact networking.

The execution of the marketing function in terms of specific marketing activities as studied by a group of scholars albeit differently (Greenley& Shipley, 1992; Doyle et al., 1992; Hooley & Beracs, 1997; Avlonitis & Gounaris, 1997; Akimova, 2000; Hill, 2001a, b; among others) have been categorized by Ellis (2005) as belonging to the marketing practice school. It is this view that this thesis adopts and seeks to propagate/extend.

Theoretical Framework

This study proposes a model of the impact of marketing practices on the performance of small businesses in Lagos, Nigeria. As shown in figure 1.0, the model has three major components, viz: (1) marketing practices, (2) performance (outcomes), and (3) the wider macro environment of businesses.

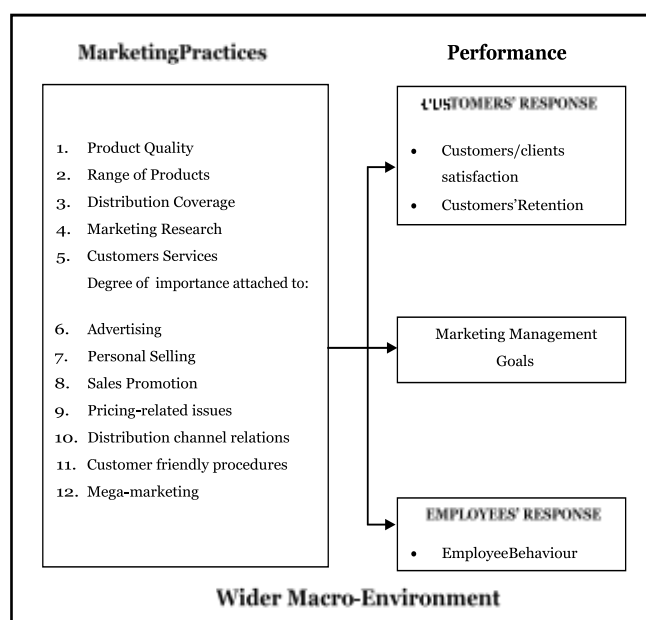


Figure 1: Proposed model of the impact of marketing practices on small business enterprise performance.

Source: Adapted from Kohli & Jawoski (1990).

The thesis of this study is that the marketing mix elements in their extended form constitute the marketing orientation of firms and by deduction, are represented here as the firms' marketing practices. The marketing practices (or orientation) of small business enterprises as of other businesses are proposed in this study to comprise of the following dimensions: level of technical product quality, range of products offered, distribution coverage, marketing research activities, customer's services, the degree of importance attached to advertising, personal selling, sales promotion, pricing-related issues, distribution channel relations. Others are customer-firm procedures/process management, and mega-

marketing (high level contacts and networking). These 'mix-elements' have been found to be germane to the success of the marketing function particularly in small business enterprises (Hill, 2001a, 2001b; Osuagwu, 2001; Hill & Fallis, 1995).

Extant literature draws attention to the particular importance of formal and informal networks a major aspect of mega-marketing (high voltage contact management) in the operations of small business enterprises (Coviello & Munro, 1995; Hill & Fallis, 1995; Hill & McGowan, 1996; Hill, 2001a, 2001b).

The regular use of different levels of a combination of the various dimensions of marketing practices by SMEs constitute their marketing orientation. The outcome of the marketing activities is performance.

Performance

The proposed model indicates that differing levels of performance will result from different marketing orientation. Many scholars have suggested different measures of performance ranging from objective absolute measures to subjective customers' response behaviours, innovation consequences, employee response behavior, etc. (Chakravarthy, 1986; Verhage & Waarts, 1988; Kohli & Jaworski, 1990; Jaworski & Kohli, 1993; Slater & Narver, 1994; Pelham & Wilson, 1996; among others). However, a number of past empirical studies that have adopted both the subjective and objective concepts in the measuring of performance reported a strong association between the objective measures and subjective responses (Venkatraman & Ramanujam, 1986; Appaih-Adu, 1998; Robinson & Peace, 1988). This model, therefore, adopts the subjective measures as small business enterprises in Lagos are usually unwilling to release their absolute figures of performance for reasons of cultural, tax and government regulation related issue.

Performance in the model is specified as

- i. Customers' response. This includes the level of customers/clients satisfaction achieved and the level of customers' retention achieved.
- ii. Marketing management goals. The extent to which each SME achieves the marketing management goals it sets for itself.
- iii. Employee response. Employees of each SME are expected to respond to the marketing practices of the firm. Their responses constitute outcomes. The model suggests that these can be measured in terms of *esprit de corps* within the work force, level of job satisfaction and the level of commitment to the organization (Kohli & Jaworski, 1990).

The model proposes that as the industry environmental factors impact upon SMEs in Lagos,

they influence the firm to design and adopt appropriate marketing practices in order to obtain competitive advantage in the market place. The use of these marketing mix elements constitutes its marketing orientation (internal) within the context of its adopted market orientation (external). On the outside, the customers are affected either by being satisfied where such practices meet their expectations or dissatisfied, if otherwise. The satisfied customers will respond by rewarding the SBEs with repeat purchases until consistently and persistently satisfactory market offerings and marketing practices lead to customers' loyalty and invariably customers' retention. This is expected to lead to the achievement of other marketing management and profitability goals of the firm. Expectedly, the firm will reward its employees using a competitive reward system which will lead to favourable employee responses. This constitutes the internal dimensions of performance.

The proposed model anticipates the existence of other moderating factors from the wider macro environmental forces as well as from within the small business enterprise itself. However, these issues are outside the focus of the current study.

Research Methods

The study which was both exploratory and explanatory in nature used the survey strategy. The overall research design is consistent with the organizational-level approach adopted by Romano and Ratnatunga (1995), Simpson and Taylor (2002b), Ellis (2005) and Simpson et al. (2006) for the marketing practices of small and medium sized business enterprises.

The population for the study were the small business enterprises operating in Lagos State of Nigeria. However, the research horizon excluded Ikorodu and Epe local government areas due to the exigencies of time, economic and geographical constraints. In line with the National Policy on Micro, Small and Medium Enterprises (nd, p.14), an SME was taken as an organization that employs between ten and forty-nine (10 – 49) employees and has a total asset base of between N5million and less than N50million (including working capital but excluding land and buildings) with the employment criteria taking precedence whenever a conflict arises between the criteria of description.

The study covered eight sectors purposively selected from the real sector of the economy using the Nigerian Stock Exchange categorization. A quota sampling technique was used to select the sample for the study as there exists no list of SMEs in the country due to tax-related and similar government issues (Folarin, 1999; Saunders, Lewis & Thornhill, 2007;

Otokiti, 2010). Respondents were limited to senior marketing management staff and owner-entrepreneurs.

In order to ensure validity of the research instrument, the questionnaire was tested using content validity test before it was administered. This was assessed using the expert opinion method. Reliability of the questionnaire was assessed using the Cronbach alpha statistic via the factor analytical process. To ensure the relevance of the questions therein to the Nigerian business realities, interviews using the draft questionnaire was conducted with twelve target respondents. On the basis of their comments, the questionnaire was further fine-tuned (Churchill, 1995; Osuagwu & Obaji, 2009).

A total of 960 copies of the fully structured questionnaire were hand-delivered to respondents within 160 organizations between September 2010 and January, 2011. Out of this number, 545 copies of the completed questionnaire were found useable giving a useable response rate of approximately 57 per cent. The questionnaire had three sections covering the key variables used in the research that is, marketing practices variables, the performance variables and the background information of the respondents. The key variables were adapted from extant literature and supported by anecdotal and empirical evidence.

The questionnaire had a total of sixteen questions designed for respondents to indicate their perception of the intensity of the issues under consideration on a six-point Likert rating scale ranging from “No extent at all” (1) to “Very high extent” (6). The five- and seven-point Likert rating scales were avoided so as to avoid the possible problem of central tendency and to obtain more effective screening power (Sin & Tse, 2002; Osuagwu & Obaji, 2009).

The biographical data of the respondents indicated that they were well educated with about 71 percent having bachelor's degrees or equivalent and above, and of the articulate age bracket of between 20 – 50 years (80.0 percent); of senior management cadre in their respective organizations; and quite experienced with work experiences clustering around 6 – 15 years (75 percent). Therefore, considering the respondents' background, the data generated from them may reasonably represent a rich data-set.

The entire data analysis was executed using the Predictive Analysis Software (version 19) at 95 percent confidence level or better. The study followed acceptable research suggestions in extant literature with respect to measurement scale, statistics, reliability and validity tests, and data analysis (Cronbach, 1951; Nunnally, & Bernstein, 1994; Rust & Cooil, 1994; Churchill, 1995; Malhotra, 2004; Churchill & Brown, 2004; among others).

Usually, the level of attention and consideration given to issues pertaining to reliability and validity determines the quality of any research work (Alam & Perry, 2002; Osuagwu, 2006). To measure the validity and reliability, the Kaiser–Meyer–Olkin (KMO) statistic of sampling adequacy value was computed for the key constructs of the study (that is, marketing practices and performance) and were found satisfactory (Kaiser, 1960; Hair et al., 2010).

In checking data normality, Kline's (1998) rule of thumb that kurtosis greater than 10.0 and univariate skew values greater than 3.0 may be suggestive of problem of data normality was followed (Hardigan et al., 2001). Extant literature also suggests that when variables are extremely skewed, factor analysis should not be used (Stewart, 19981). The results from the research were far below these abnormality values. Furthermore, correlation coefficients obtained from the study did not approach Asher's (1983) suggested 0.80 multicollinearity criterion. The data analysis results are presented in tables 1.0 to 9.0 and are discussed here below.

Results and Discussion

The focus of this research centered around two major constructs:

- i. The marketing practices of SMEs in Lagos, Nigeria, and
- ii. Performance of SMEs as a result of their marketing practices (or marketing orientation).

We now present the results and discuss these along the two main themes.

Table 1.0 shows the descriptive statistics of marketing practices of the SBEs studied in Lagos, Nigeria. The mean for the response scale was 3.5 and any scaled question with a mean of 4.0 and above was considered high. As shown in table 1.0, the most emphasized marketing practice was “range of product” (A2, mean = 4.75), followed by the “degree of importance attached to personal selling” (A7, mean = 4.73), and the “use of mega marketing – high level contacts and networking with clients” (A12, mean = 4.72). The least emphasized marketing practice by the surveyed Nigerian SBEs was the “degree of importance attached to advertising” (A6, mean = 4.11).

SMEs are known to usually have resource constraints which tend to hinder their adequate application of advertising as a promotool in their businesses. Table 1 shows that all the marketing practice measures had mean values above 4.0 indicating that the extent of practice of marketing orientation in the surveyed Nigerian SBEs was above average.

Table 1: Descriptive statistics of marketing practice measures (N = 545)

Variable	Mean	Std. Deviation	Skewness	Kurtosis
	Statistic	Statistic	Statistic	Statistic
A1	4.4092	1.43214	-1.170	1.123
A2	4.7486	1.34912	-1.244	1.784
A3	4.4642	1.41262	-1.382	2.119
A4	4.2844	1.44566	-1.147	1.289
A5	4.3229	1.52742	-1.282	1.451
A6	4.1101	1.56442	-1.019	.662
A7	4.7264	1.45139	-1.097	1.168
A8	4.1872	1.51640	-1.072	.886
A9	4.1982	1.43652	-1.101	1.242
A10	4.3211	1.45446	-1.269	1.674
A11	4.2972	1.42576	-1.179	1.504
A12	4.7186	1.43676	-.878	.632

Table 2 shows the descriptive statistics of the performance measures of the studied Nigerian SBES via their marketing practice. All the performance measures had mean values above 4.0 indicating that the surveyed SMEs achieved their performance goals to a large extent.

Table 2: Descriptive statistics of performance measures (N = 545)

B1	4.5193	1.35449	-1.277	1.763
B2	4.5229	1.26023	-1.429	3.033
B3	4.6367	1.30895	-1.399	2.509
B4	4.5523	1.26952	-1.457	2.980

Table 2 shows that the SMEs “focus more on the effectiveness of their marketing mix elements rather than on their competitors” (B3, mean = 4.64) had the highest rating. This appears to support a marketing orientation (internal), emphasis rather than a market orientation (external) emphasis. The SMEs appear to have given equal emphasis to “customers/clients satisfaction” (B1, mean = 4.52), customers retention (B4, mean = 4.55) and the “achievement of marketing management goals” (B2, mean = 4.52) which are necessary ingredients for obtaining competitive advantage in the market-place.

Table 3 shows the reliability coefficients (Cronbach alpha) of the research measures of marketing practices and their performance. Both values exceeded the recommended minimum in extant literature (Cronbach, 1951; Nunnally & Beanstein, 1994).

Table 3: Reliability Coefficient of Research measure (Cronbach Alpha).

A. Aspects of marketing practices measure	0.904
B. Organizational performance measure	0.843

The KMO and Bartlett’s test (factor analysis) for the marketing practice measures and performance measures are shown in Table 4. The values exceed the recommended minimum in extant literature suggesting adequacy of sample and existence of clusters within the factors and therefore appropriateness of factor analysis for data from these measures (Hair *et al.*, 2010).

Table 4: KMO and Bartlett’s Test of Marketing Practices and organizational performance measures

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.929	.815
Bartlett’s Test of Sphericity	Approx. Chi-Square Df Sig.	3081.363 66 .000	849.455 6 .000

Table 5 Shows the total variance explained of the marketing practice measures using the principal component analysis method of factor analysis. A two factor solution emerged with the two factors explaining 59.3 per cent of the total variance in the marketing practice measures for the surveyed SBES.

Table 6 shows the structure matrix of the marketing practice measures resulting from the factor analysis. The two substantive factors isolated and which appear to be the areas of marketing emphasis by Nigerian SMEs were named:

Factor 1. Marketing mix factors

Factor 2. Product strategy factors

The three highest loading variables in factor 1 (marketing-mix issues) were ‘mega-marketing’ (0.785), ‘the degree of importance attached to personal selling’ (0.772), and the ‘degree of importance attached to pricing – related issues’ (0.754).

Table 5: Total Variance Explained (Factor Analysis) of marketing practices measures

Component	Eigenvalues		
	Total	% of Variance	Cumulative %
1	4.080	33.999	33.999
2	3.035	25.293	59.292
3	.733	6.106	65.397
4	.675	5.625	71.022
5	.640	5.334	76.356
6	.530	4.414	80.770
7	.467	3.890	84.660
8	.431	3.590	88.250
9	.392	3.268	91.518
10	.367	3.058	94.576
11	.331	2.758	97.334
12	.320	2.666	100.000

Extraction Method: Principal Component Analysis.

The importance attached to mega – marketing by the surveyed SMEs finds support in extant literature

wherein high voltage contact and network management was reported as core in the marketing mix of Nigerian organizations. Osuagwu (2002) reports that the Nigerian business culture is anchored on mega-marketing activities in the form of connections, use of positions occupied, contacts and power; and that such influences can result from tribal, professional, or religious links (p.841).

Relatedly, Hill (2001) reports that personal contact networking (formal and informal) were “the defacto operating system of small businesses” in Ireland and the UK. (p. 223).

Regarding the importance attached to personal selling by the SMEs surveyed, Hills (2001) had earlier observed a strong sales orientation in all the small and medium enterprises he studied with an identification of three types of salespersons operating within the small business context, viz; the entrepreneurial-, the ambitious/career- and the long service– sales person. Hill (2001) further confirmed that the entrepreneurial salesperson was the predominant and the most representative of the type of selling activity practiced in small and medium enterprises.

Table 6: Structure Matrix^a (Factor Analysis) of Marketing Practices of SBEs

Variable	Component	
	1	2
A1		.736
A2		.875
A3	.661	
A4		
A5	.596	
A6	.614	
A7	.772	
A8	.745	
A9	.754	
A10	.745	
A11	.642	
A12	.785	

Extraction Method: Principal Component Analysis
Rotation Method: Varimax with Kaiser Normalization
a. Rotation converged in 3 iterations.

Factor 2 – ‘product strategy issues’ – had two variables and both loaded very highly viz: ‘range of products’ (0.875) and ‘level of technical product quality’ (0.736). Both of them jointly explained 25.3% of the variations in the surveyed SMEs marketing practices. This finding simply lends credence to extant literature which holds that the effectiveness and efficiency of organizations ultimately depend on their strategic management practice in the area of product or organizational offerings (Majaro, 1977; Baker, 1992; Osuagwu, 2006). Furthermore, extant literature recognizes that certain strategies are more

appropriate for SBEs. Storey (1995) suggests the avoidance of direct competition with big companies; and recommends the development of closer relationships with clients and product adaptation. Surprisingly, marketing research (A4) did not load satisfactorily with any of the two major components in Table 6. This may imply that SMEs in Nigeria do not take marketing research adequately serious and perhaps one of the main reasons why SMEs continue to experience high failure rate in the market.

Table 7 shows the total variance explained of organizational performance measures. A one- factor solution was obtained with the factor explaining 67.7 percent of variances in the Organizational Performance measures.

Table 8 shows the component matrix of organizational performance of the surveyed SMEs. From the one factor solution obtained, the strive for the ‘achievement of marketing management goals’ (B14) loaded highest while all other measures also loaded highly – customers/clients satisfaction (B13), focus on marketing mix effectiveness (B15) and level of customers’ retention (B16).

Table 7: Total Variance Explained (Factor Analysis) of marketing practice performance measure

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	% Cumulative	Total	% of Variance	% Cumulative
1	2.710	67.741	67.741	2.710	67.741	67.741
2	.512	12.793	80.534			
3	.424	10.595	91.129			
4	.355	8.871	100.000			

Extraction Method: Principal Component Analysis.

However, the finding that customers/clients satisfaction were emphasized and resulted from the marketing management practices of SMEs contradicts the findings from Osuagwu (2006) wherein it was reported that Nigerian SMEs seem not to emphasize the achievement of customers/clients satisfaction in their strategic management practices (p. 16). Further research work is needed to clarify this contradiction

Table 8: Component Matrix of Performance measures of SBEs in Lagos

	Initial	Extraction
B13	1.000	.625
B14	1.000	.730
B15	1.000	.637
B16	1.000	.717

Extraction method: Principal Component Analysis

Test of Hypothesis - H_0 : There is no significant relationship between marketing practices of small business enterprises and their performance.

Relationship between marketing practice of SBEs and their performance. Table 9 show the results of the analysis we performed on the relationship between marketing practices and performance using ANOVA. From Table 9, the computed F ratio is 118.469. The tabular value at 1/543 degrees of freedom and 5 percent level of significant is 6.08. The calculated F being greater than the tabular value, the H_0 is rejected and H_1 accepted. On the basis of this, we conclude that there is a significant relationship between the marketing practices of SBEs in Lagos and their organizational performance.

Table 9: Summary showing the Analysis of Variance of Marketing Practices of SBEs in Lagos and Performance (N = 545)

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	154.736	1	154.736	118.469	.000 ^a
	Residual	709.227	543	1.306		
	Total	863.963	544			

a. Predictors: (Constant), MarketingPractices

b. Dependent Variable: Performance

Conclusion, Recommendations and Future Research

This study present some findings that help in clarifying some postulations in extant literature (Golden *et al.*, 1995; Hooley & Beracs, 1997; Appiah – Adu, 1998; Akinova, 2000; Ellis, 2005) which had earlier demonstrated the existence of a positive relationship between marketing practices (not market orientation) and organizational performance in developing economics. The findings from this research concludes unequivocally that there is a significant positive relationship between the marketing practices of small business enterprises and organizational performance measured in terms of customers' satisfaction and retention.

Furthermore, networking (formal and informal) and mega-marketing appears to be at the center of SBE marketing in Nigeria. Marketing research and advertising activities appear neglected by SBEs in Nigeria. These issues need to be taken seriously by marketing practitioners who are desirous of gaining competitive advantage and enhancing organizational performance in the market-place. We also suggest that policy makers and implementers involved in SME development in Nigeria emphasize marketing training particularly marketing research and integrated marketing communication.

Unavoidably, this study and its findings are not free of limitations and they also present some research challenges. The first limitation relates to the context of the study (Lagos, Nigeria). While some of the findings may possibly be readily generalized for Nigeria and other sub-Saharan African countries, this logical extension and relevance of the findings cannot be readily ascertained and neither can they be made for other economies (Honig & Karlsson, 2004; Osuagwu, 2006).

Further replications of this study on country specific basis in other developing economies in Africa is welcome to further improve our understanding of the practical context of SME marketing practices.

Another limitation of the study is its cross sectional nature which does not allow for close investigation of between and among relationships that may exist in research variables (Gounaris & Avlonitis, 2011). It is hereby suggested that longitudinal research methodology be used in future research to reveal possible trends in marketing practices of Nigerian SMEs and isolate areas begging for sustained and long-term institutional interventions (Osuagwu, 2006).

A further limitation of the study is that measures of the variables studied were perceptual in nature. This makes the data subjective and the limitations of such perceptual measures characterize the results of the study. However, this phenomenon is characteristic of behavioural studies (Ogundele, 2000; Gray & Wert-Gray, 2000). Extant literature is also replete with studies that found strong correlation between objective measures of performance and their subjective assessments (Dess & Robinson, 1984; Pearce *et al.*, 1987; Slater & Narver, 1994; among others).

Relatedly, quota sampling (though with some stratification) was used while actual respondents were not randomly selected from a "true population" of SBEs in the study area. This may jeopardize external validation of the research findings. However, achieving external validity is known to be difficult with single studies (Derbaix & Pham, 1991; Hansen, 2002). The lack of industry figures and population frame for SBEs is common in developing economies and particularly worrisome in Nigeria due to tax related reasons. Extant literature suggests the use of quota sampling in such situations (Folarin, 1999; Saunders *et al.*, 2007; Otokiti, 2010).

We suggest further, that future research should attempt to assess the relative importance attached to the different dimensions of marketing practices by SBEs in different contextual circumstances in their bid to deliver customer satisfaction. It is most likely that different aspects of SBE marketing practices bear differing weights as revealed in this study too.

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Appendix 1

Key to Research Variables

Marketing Practices Variables

A1 = Level of technical product quality

A2 = Range of product

A3 = Distribution coverage

A4 = Marketing research

A5 = Customer services

A6 = Degree of importance attached to advertising

A7 = Degree of importance attached to personal selling

A8 = Degree of importance attached to sales promotion

A9 = Degree of importance attached to pricing-related issues

A10 = Degree of importance attached to distribution channel relations

A11 = The customer friendly nature of firm's procedures

A12 = Use of mega-marketing – high level contacts and networking with clients.

Organizational Performance Variables

B1 = Customers/clients satisfaction

B2 = Achievement of marketing management goals.

B3 = Focusing on the effectiveness of marketing mix elements rather than on the competitors.

B4 = Satisfaction with

An Evaluation of Banking Sector Reforms and Entrepreneurship Development in Nigeria

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Abstract

Having integrated the different phases of banking sector reforms which have had great bearing on the economy, this study evaluates banking sector reforms and entrepreneurship development in Nigeria. This study seeks to provide an evaluation of the banking sector reforms and entrepreneurship development by focusing on Oshodi/Isolo local government area of Lagos state which is well known as a business hub and a densely populated area of the state. In order to achieve this aim, the study draws 200 structured questionnaires distributed to selected commercial banks and business owners in the area using a simple random sampling technique. With the aid of the primary data, findings reveal that banking sector reforms in terms of stabilizing the economic through monetary policy instruments such as interest rate and exchange rate is positively related to entrepreneurship development proxied by improved business profit this is evident in the desire of the government and monetary authorities to stimulate growth of small and medium-scale enterprises (SMEs) by reducing the cost of obtaining credit and removing bottlenecks encountered by start-ups in terms of accessibility to credit from commercial banks. Also, banking sector reforms has brought about a positive increase in value of goods and services produced. This is essentially in consonance with the macroeconomic objective of the country in which monetary authorities through the use of monetary policy instruments will adjust the economy to keep treading the path of economic growth. The study concludes and recommends that the banking sector should be encouraged to come up with credit facilities and special grants especially to start-up entrepreneurs with no strings of high interest rates attached.

Keywords: Banking Sector Reforms, Entrepreneurship Development, Small and Medium-Scale Enterprises.

Introduction

Over the years, financial sector especially the banking sector has been subjected to various reforms globally in which Nigeria's case cannot be overemphasized. Banking sector reforms are geared towards achieving fundamental macroeconomic objectives which include; economic growth, price stability, full employment and external trade balance. In the same vein, reforms in Nigeria have been directed towards financial intermediation, financial stability and confidence in the banking system (Central Bank of Nigeria, 2012). Likewise, banking sector reforms are channeled towards increasing entrepreneurial activities in Nigeria. Therefore, entrepreneurship development has received favorable consideration in the banking sector reforms in Nigeria ranging from seamless access to bank credit facilities to financial inclusion of non-banking populace and businesses and provision of financial expertise to small and medium-scale enterprises (SMEs).

Banking sector reforms in Nigeria pre-dates the Banking Ordinance of 1952 which was started as a result of the failure of the then 24 banks in the pre-independence era (Acemoglu, Robinson & Johnson

2007). In essence, Nigeria has significantly experienced five phases of banking sector reforms (Anyanwu, 2010). The first phase occurred between 1986-1993, when the banking sector was being deregulated, in order to enhance private sector participation. Hitherto, the indigenization policy of the 1970s gave the private sector ambience in the banking sector. The narrative of the second phase was the re-regulation era 1993-1998 which was as a result of deep financial quagmire the economy was plunge into. The third phase of 1999 witnessed the re-introduction of liberalization and adoption of universal banking model. While the fourth phase of 2004 began with the banking sector consolidation as a major component. It was meant to remedial the structural and operational bottlenecks or weaknesses that hindered the banks from playing its catalytic role of financial intermediation efficiently. And the fifth phase was necessitated by the need to tackle the global financial and economic distresses, as well as banks' huge exposure to oil/gas and margin loans, which were not productive, corporate mis-governance and untold corruption among actors in the system. Hence, this round of reform was geared towards improving

banking infrastructure; strengthen the regulatory and supervisory framework, tackle the issue of impaired capital and provision of structured finance through various initiatives in order to provide easy access to bank credit for the real sector and financial ambience for the small and medium-scale enterprises (SMEs) (Anyanwu, 2010). Undoubtedly, these phases of banking sector reforms have had a great bearing on the economy.

Statement of Problem

Despite the phases that the Nigeria banking sector has gone through, its effect on entrepreneurship development is still debatable. Several studies such as Gidigbi (2017), Nwanna & Isaac (2016), Sanusi (2012), Anyanwu (2010) and Balogun (2007) had investigated the impact of banking reforms on economic growth and economic development. Some of these studies had qualitative, stage by stage (piece) and desk-review analysis. Evidence from empirical literatures revealed that little attention have been paid to the impact of banking sector reform on entrepreneurship development. Hence, this study is going to provide an evaluation of the impact of banking sector reforms on entrepreneurship development in Nigeria using a sampling quantitative approach by focusing on selected banks and small and medium-scale enterprises in Oshodi/Isolo Local government area of Lagos state.

Objectives of the Study

The broad objective of this study is to evaluate the impact of banking sector reforms on entrepreneurship development in Nigeria. However, the specific objectives include to:

- i. Examine the impact of banking sector reforms on the level of labour activities.
- ii. Investigate the impact of banking sector reforms on economic growth.

Research Questions

The study seeks to answer the following questions;

- i. To what extent has banking sector reforms affected the level of labour activities?
- ii. Has banking sector reforms affected the level of economic growth?

Research Hypothesis

For the purpose of this research, the following null and alternative hypotheses were tested:

H₀₁: The banking sector reform has no significant effect on level of labour activities.

H₀₂: Banking sector reforms does not significantly affect economic growth.

Apart from the introductory section, the major thrust of section two is data and methodological kits

considered appropriate to the subject of discourse. The third section entails empirical findings while section four concludes with relevant policy implications.

Research Methodology

This section deals with the research design and the procedure adopted in this study. It focuses on the research methodology describing the research design, research methods, methods and sources of data collection, population for the study and the method of data analyses.

Research Design

Research design is the strategy for conducting the research. It means the structuring of investigation aimed at identifying variables and their relationships to one another. This is used for the purpose of obtaining data to enable the researcher test hypotheses or answer research questions. It is an outline or a scheme that serves as a useful guide to the researcher in his efforts to generate data for his study (Asika, 1991). In this study, a descriptive method of research was adopted. In particular, the survey design was adopted as it included the use of self-administered questionnaire to collect data conveniently. The use of questionnaires was also important as it contained fixed questions to get responses from the study sample and it also has the advantage of generalizing results to a larger population. Also, it gave this study the possibility of gathering information on demographics variables such age, gender and status as they were used as independent variables for this study. The data from the questionnaires serves as a primary source of data. In addition, internet searches on the study and progress reports will be fully explored. The perspectives of all the information gathered will be put into consideration in dealing with this study.

Population of the study

Population refers to the entire group or aggregate of people or elements having one or more common goal. It can also be referred to as the entire group of individuals to whom or objects to which the researcher wishes to generalize the study. The population of this study is made up of people and commercial banks resident in Oshodi/Isolo Local Government Area of Lagos State with an estimated population of 1,000,509 people and an area of 45sq km (Wikipedia).

Sample Size and Sampling Technique

A simple random sampling is applied in selecting the particular individual and household to administer questionnaire as respondent. Thus, the sampling

procedure is a simple random sampling procedure where random individual are approached without prior arrangement (Yates, Moore, and Starnes, 2008) and served the questionnaires to complete having introduced the topic to them. The sample units selected are based on the respondents' readiness and willingness to assist in filling out the data collection instrument. Simple random sampling is a method of selection of a sample comprising of n number of sampling units out of the population having N number of sampling units such that every sampling unit has an equal chance of being chosen (Shalabh, 2008). The study adopted Yamane (1967) technique to determine our sample size. According to him, the formula is given as:

$$n = \frac{N}{1 + N(e)^2} \quad (2.1)$$

Where n is the sample size, N is the population size and e is the level of precision. At 95% confidence level, $e = 0.05$. Following the approximated population size of above 1,000,509 we calculate our sample size as:

$$n = \frac{1,000,509}{1 + 1,000,509(0.05)^2}$$

Thus, the sample size is 400 and a total of 400 copies of questionnaires are administered but 200 copies were properly filled and returned which represent about 50% response of the proposed sample size. The use of this method will make it possible to arrive at a suitable number of respondents that represents the target population.

Method of Data Collection

The collection of data for this research will involve the use of both primary and secondary methods of data collection. The main source of primary data will be via questionnaires. The study utilize structured questionnaire that is drawn from the key variables of the study. The questionnaire as a survey instrument is well noted for its wider reach, accuracy, uniformity, and anonymity (Quinlan, 2011). The instrument is divided into two parts, namely section A and B. Section "A" comprises of items relating to respondents socio-demographic data such as sex, age, educational qualification etc. while section B consist of Likert scale statements that will explain key variables of study and will be structured in a systematic way with close ended questions in simple English language to enable proper comprehension by the respondents. A Likert item is simply a statement which the respondent is asked to evaluate according to any kind of subjective or objective criteria; generally the level of agreement or disagreement is measured. It is considered symmetric or "balanced" because there are equal numbers of positive and

negative positions. The scale and indicators will be provided on the questionnaire to ensure appropriate respond. The questionnaire inventory that addressed the dependent and independent variables was developed through a comprehensive review of literature.

The questionnaire administered was straight forward and comprehensive, ambiguity was also avoided. The points awarded to each are as follows: Strongly Agree = (SA) given 5 points, Agree = (A) given 4 points, Neutral = (N) given 3 points, Disagree = (D) given 2 points, Strongly Disagree = (SD) given 1 point.

The questionnaire method is considered as the most feasible approach for this study because of better understanding which the respondents will need in answering the questions. The questions were out in a way that the information needed could be easily obtained.

There are limitations in using questionnaires for research purpose some of which can be seen in the sense that it provides limited amount of information without explanation, usually based on the researcher's creation. There is no way of telling how truthful or honest the respondent is being. Respondents may read differently into the questions and therefore reply based on their own interpretation of the question. Hence, the researcher used secondary sources such as internet and journals.

Estimation Technique

For this work, the primary data is represented and analyzed using both descriptive statistics (frequencies distribution and percentage) and inferential statistics which is (seeking to determine the extent of the relationship between the variables). The study also used the ordinary least square (OLS) regression technique to determine the outcome of banking sector reform on entrepreneurship development based on the primary data collected from structured questionnaires constructed and administered to the identified entrepreneurs, and special interview with the Bank officers and other information derived from the responses to the questionnaires while interviewing the respondents from the banks. The interest charged by the banks to the entrepreneurs is a proxy to the impact of banking reform on entrepreneurship development. The primary data was further processed using Statistical Programing for Social Sciences (SPSS) tools and the result obtained was further analyzed and used to generate the final regression results and this was further analyzed by the use of chi-square to validate the outcome of the results from the regression analysis.

Presentation and Analysis of Data

The data extracted from the questionnaires was analyzed using Statistical Programming for Social Sciences (SPSS) and the results are presented in the subsequent paragraphs and tables.

The Analysis of Variance (ANOVA) is presented in Table 1 below.

Table 1: ANOVA

Model	Sum of squares	F.	Sig.
Regression	425.132	840.335*	0.000

* indicate 1% level of significance

The Analysis of Variance (ANOVA) is statistically significant at 1% level of significance which implies that the explanatory variables jointly explain the dependent variable

Table 3.2: Empirical result of Regression analysis

Dependent var: Improved Business profit after banking sector reforms

Model	Unstandardized coefficients		Standardized coefficients	t	Sig.
	B	Std. Error	Beta		
C	-0.293	0.091		-3.206*	0.002
Infrastructure services are more before banking sector reforms	0.326	0.042	0.263	7.668*	0.000
Economic Uncertainties (Interest rate & Exchange)	0.177	0.080	0.163	2.204**	0.029
Labour has improved output after banking sector reforms	0.507	0.061	0.424	8.374*	0.000
Banking sector reform has helped the economy to grow	0.176	0.062	0.178	2.836*	0.005

* is 1% ** is 5% level of significance

Source: Researcher's computation

In the table 3.2 above, the growth of infrastructural availability is statistically significant at 1% and 5% level of significance and it is positively related to improved business profit after banking sector reforms which implies that as infrastructural facilities increases, it will bring about 32.6% increase in business profit.

Likewise, uncertainty of the economy proxied by exchange rate and interest rate is statistically

significant at 5% level of significance and it is positively related to improved business profit after banking sector reforms which implies that an increase in monetary policy instruments that is exchange rate and interest rate, it will lead to a 17.7% increase in improved business profit after banking sector reforms.

Also, labour proxied by labour improvement in output after banking sector reforms, is statistically significant at 1% and 5% level of significance indicating that the increase in the level of labour activities led to a 50.7% increase in entrepreneurship development which was proxied by improved business profit after banking sector reforms.

More so, level of economic growth as a result a banking sector reforms is statistically significant 1% at 5% level of significance which means that increase in the level of economic growth led to a 17.6% improvement in business profit after banking sector reforms.

Testing Hypotheses

The results of the test of hypotheses are enumerated thus;

H₀₁: The banking sector reform has no significant effect on level of labour activities.

The above null hypothesis is rejected because the banking sector reforms significantly affect the level of labour activities and entrepreneurship development with p-value of 0.000 and it is significant at 5% level of significance. Hence, we accept the alternative hypothesis.

H₀₂: Banking sector reforms does not significantly affect economic growth.

The above null hypothesis is rejected because banking sector reforms significantly affect economic growth with p-value of 0.005 and it is significant at 5% level of significance. Hence, we accept the alternative hypothesis.

Table 3.3: Chi-square Result Test Statistics: χ^2

	Banking sector reforms have helped the economy to grow
<i>Chi-Square(a)</i>	34.7
<i>df</i>	4
<i>Asymp. Sig.</i>	0.00
<i>Exact Sig.</i>	0.00
<i>Point Probability</i>	0.00

Source: Researcher's computation.

Therefore, H_0 is rejected since the table value is less than the calculated value at 5% level of significance. This means that there is significant relationship between banking sector reforms and entrepreneurship development in Nigeria.

Discussion of Results

The results from this study are instrumental in explaining the variables that bring about entrepreneurship development proxied improvement in business profit in Oshodi/Osolo area of Lagos state, Nigeria. Labour activities is positive related to entrepreneurship development proxied by improved business profit after banking sector reforms in Oshodi/Osolo area of Lagos state this is as a result of a dense population of the area including an increase in the supply of both skilled and unskilled labour and the area is a business hub. Labour in its different form is an important factor of production and it is in large supply in Oshodi/Osolo area. This easy access to cheap labour has significantly led to increase in entrepreneurship development which has translated into improved business profit.

Likewise, banking sector reforms in terms of stabilizing the economic through monetary policy instruments such as interest rate and exchange rate is positively related to entrepreneurship development proxied by improved business profit this is evident in the desire of the government and monetary authorities to stimulate growth of small and medium-scale enterprises (SMEs) by reducing the cost of obtaining credit and removing bottlenecks encountered by start-ups in terms of accessibility to credit from commercial banks. In the same vein, entrepreneurs can have access to foreign exchange for the purchase of raw materials in order to improve their businesses.

More so, banking sector reforms has brought about a positive increase in value of goods and services produced. This is essentially in consonance with the macroeconomic objective of every country. The monetary authorities through the use of monetary policy instruments will adjust the economy to keep treading the path of economic growth.

Conclusion and Policy Recommendations

This study evaluated banking sector reforms and entrepreneurship development in Oshodi/Isolo area of Lagos state, Nigeria. The results show that labour activities is positive related to entrepreneurship development proxied by improved business profit after banking sector reforms in Oshodi/Osolo area of Lagos state this is as a result of a dense population of the area including an increase in the supply of both skilled and unskilled labour and the area is a business hub. Labour in its different form is an important factor

of production and it is in large supply in Oshodi/Osolo area. This easy access to cheap labour has significantly led to increase in entrepreneurship development which has translated into improved business profit.

The result also shows that banking sector reforms in terms of stabilizing the economic through monetary policy instruments such as interest rate and exchange rate is positively related to entrepreneurship development proxied by improved business profit this is evident in the desire of the government and monetary authorities to stimulate growth of small and medium-scale enterprises (SMEs) by reducing the cost of obtaining credit and removing bottlenecks encountered by start-ups in terms of accessibility to credit from commercial banks. In the same vein, entrepreneurs can have access to foreign exchange for the purchase of raw materials in order to improve their businesses.

In addition, banking sector reforms has brought about a positive increase in value of goods and services produced. This is essentially in consonance with the macroeconomic objective of every country. The monetary authorities through the use of monetary policy instruments will adjust the economy to keep treading the path of economic growth. In terms of policy implications, the study suggests that the banking sector should be encouraged to come up with credit facilities and special grants especially to start-up entrepreneurs with no strings of high interest rates attached.

Also, technical knowledge, skills, and other forms of capacity development opportunities should be given to the entrepreneurs to enhance their productive capacity and assist them respond quicker to reforms within the economy.

Furthermore, government should ensure that reform policy frameworks are not formed based on faulty premises. The various policy frameworks on credits in form of low interest loans, aids and subsidies should also be sustained to the convenience of the entrepreneur. Frequent policy reversals and unsustainable structures that create policy failures and jeopardize economic growth should be reviewed and corrected.

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Role of Emotional Intelligence and Work Life Balance in Job Stress among Bank Employees

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Abstract

The study investigated the role of emotional intelligence and work-life balance in job stress among bank employees in Ibadan metropolis. It is evident that a lot of research has been conducted on certain psychological and social determinants of occupational stress across various organizations. However, there is dearth of research on emotional intelligence as well as work-life balance as determinants of occupational stress among bank employees in Nigeria. Cross-sectional survey research design was adopted and data was gathered from two hundred and eight (208) bank employees in Ibadan metropolis. According to the age distribution, in this study, age ranged from 20 years old to as much as 62 years, with average age of 38 years and 3 months. Generated hypotheses were tested using Pearson r correlation and multiple regression analysis. Findings revealed that there exists significant negative relationship between job stress and emotional intelligence among bank employees ($r = -.56$; $P < .01$). Also, there exists significant negative relationship between work-life balance and job stress ($r = -.65$; $P < .01$). In addition, emotional intelligence and work-life balance jointly predicted job stress [$R = .65$; $R^2 = .43$; $F(2, 206) = 87.12$; $P < .01$]. Collectively, emotional intelligence and work-life balance accounted for about 43% variance in job stress. However, only work-life balance had independent influence on job stress ($\beta = -.65$; $t = -13.04$; $P < .01$). Finally, demographic factors (age, work experience and educational level) had neither joint nor independent influence on work-life balance [$R = .12$; $R^2 = .01$; $F(3, 205) = 2.93$; $P > .05$]. From the findings, it was recommended that human resource section of banks investigate how the emotional intelligence of their employees could be boosted such that there will be decrease in perceived stress, and subsequent increase in general performance and organizational effectiveness. It was also recommended that bank management should ensure that they consider the personal welfare of their workers such that there will be conscious efforts to balance the work and family demands of their employees.

Keywords: Emotional Intelligence, Work-Life Balance, Job Stress

Introduction

Stress can be defined as body response to physical and mental demands or an interaction between environmental forces and events called stress precipitators, which appear threatening to the person's reaction to the threat. Occupational stress is anything regarding the working environment or nature of work itself that causes individual perceived stress. Whereas, Leka, Griffiths and Cox (2004, p.3) refers to occupational stress as "the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope".

Occupational stress, in particular, is the inability to cope with the pressures in a job, because of a poor fit between someone's abilities and his/her work

requirements and conditions. It is a mental and physical condition which affects an individual's productivity, effectiveness, personal health and quality of work.

There are various factors that could influence bankers' job stress in Ibadan metropolis. However, this study will investigate the role of emotional intelligence and work-life balance in job stress among bank employees in Ibadan metropolis.

Job stress was once thought of as occurring only in those who work in senior positions; it is now acknowledged that Job stress can be experienced by employees at every level (Williams, 2003) in the security sector. Researchers cannot agree on a single definition for stress due to its complex nature. The concept of stress, introduced by Hans Selye (1976),

has had many connotations, and Job stress research can be seen as a natural extension of this classical concept to a specific form of human activity, namely work.

According to American Institute Stress, the term stress as it used today was coined by Hans Selye in 1936, who defined it as the non-specific response of the body to any demand for change. His theories garnered considerable attention and stress became a buzzword that evolved to ignore his original definition. Cooper and Marshall's five sources of stress are: Intrinsic to the job, including factors such as poor physical working conditions, work overload or time pressures; Role in the organization, including role ambiguity and role conflict; Career development, including lack of job security and under/over promotion; Relationships at work, including poor relationships with your boss or colleagues, an extreme component of which is bullying in the workplace; and Organizational structure and climate, including little involvement in decision making and office politics (Beheshtifar, et al. 2011).

Numerous studies have explored stress, primarily from the psychological, sociological, and medical perspective. From the business perspective, researchers dealt with the issue of Job stress, as job/work causes a great deal of stress to contemporary employees. As well, there is a vast amount of research on individual differences involved in the work-stress process. Researchers have studied individual differences in the belief that they influence reactions to objectively stressful events or appraisals of events as being stressful, or they simply add to the variance explained in the stress outcomes (Ganster & Schaubroeck, 1991). Series of factors could contribute to job stress among bank employees, however, this study is interested in unraveling how emotional intelligence and work-life balance influence job stress among bank employees.

Emotional intelligence (E.I.) refers to the ability to recognize and regulate emotions in ourselves and others (Goleman, 2001). Emotional intelligence or emotional quotient (EQ) is the ability to identify, use, understand, and manage emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges, and defuse conflict. Emotional intelligence impacts many different aspects of one's daily life, such as the way an individual behave and the way he/she interact with others.

Apart from emotional intelligence, another factor that could influence job stress is work-life balance. Work-life balance is a state of equilibrium in which the demands of both a person's job and personal life are equal. It is the ability to effectively manage the

juggling act between paid work and the other activities, that are important to people. The reality of working life today is that employees are constantly trying to juggle their work and personal lives. In their struggle to balance both, it is often the influence or the interference of one on the other that leads to positive or negative 'spill-over'. As Kodz et al., (2002) explained, the principle of work-life balance is that "there should be balance between an individual's work and his life outside work and this balance should be healthy". Further in 2003, Work Foundation defined the concept of work-life balance and highlighted that it is all about employees achieving a satisfactory equilibrium between work and non-work activities (i.e, parental responsibilities and wider caring duties, as well as other activities & interests). Changes in the social, political and economic fabric of societies have influenced and continue to influence both the nature of employment and its relationship to life outside work. The concept of Work-life balance is becoming more and more relevant in an ever dynamic working environment.

Statement of the Problem

Various studies have showed that workers suffering from stress exhibit decreased higher number accidents, lower morale and greater interpersonal conflict with colleagues and superiors (Cranwell and Alyssa, 2005). Data collected from the U.S. Bureau of Labour Statistics showed that employees who are highly stressed or anxious tend to take more time off (Cosio, et al. 2011). Another study shows occupational stress negatively affects the immune system and even increases the occurrence of the common cold. Over the years, work organizations have introduced health promotion and wellness programs as part of stress management interventions. However, the effectiveness of such programs has been questioned as they mainly target the individual employees and their ways of coping with stressful conditions, rather than the causes of stress that are inherent to the workplace or the kind of work that people do (Plattner & Mberengwa, 2010). It is now generally accepted that prolonged or intense stress can have a negative impact on the individual's mental and physical health (Cooper, et al. 2001).

Occupational stress researchers agree that stress is a serious problem (Ornelas & Kleiner 2003) in the police/security sector. The negative effects of occupational stress are reduced efficiency, decreased capacity to perform, dampened initiative and reduced interest in working, increased rigidity of thought, lack of concern for the organization and colleagues and a loss of responsibility (Greenberg and Baron, 2000).

From the above, it is evident that a lot of research

has been conducted on certain psychological and social determinants of occupational stress across various organizations. However, there is dearth of research on emotional intelligence as well as work-life balance as determinants of occupational stress among bank employees in Nigeria. On this note, this study will investigate the influence of emotional intelligence and work-life balance on job stress among bank employees.

Emotional Intelligence

The ability to express and control one's emotion is important, but so is one's ability to understand, interpret, and respond to the emotions of others. Psychologists refer to this ability to read another persons emotions as emotional intelligence. Emotional intelligence (EI) refers to the ability to perceive, control and evaluate emotions. Some researchers suggest that emotional intelligence can be learned and strengthened, while others claim it is an inborn characteristic. Emotional Intelligence is the subset of social intelligence that involves the ability to monitor one's own and others' feelings and emotions, to discriminate among them and to use this information to guide one's thinking and actions" (Salovey, 1990). Every individual have different personality, different wants and needs, and different ways of showing emotions.

Emotional intelligence further refers to the ability to recognize one's emotions, understand what they people are saying as well as realize how ones' emotions affect people around. Further, emotional intelligence can how an individual understand how another person feel, which will afford the opportunity to effectively manage interpersonal relationships. According to Goleman (2007), people with high emotional intelligence are usually successful in most things they do because they are the ones that others want on their team. Goleman (2007) reported that they need help, they get it. Because they make others feel good, they go through life much more easily than people who are easily angered or upset.

Work-life balance

Fisher-McAuley, Stanton, Jolton, and Gavin (2003) describe work life balance as a competition for both time and energy between the different roles filled by an individual. Someone's life can be considered unbalanced when the amount of time one works causes some sort of conflict or stress in other areas of life. The choices people make about their priorities can cause conflict with bosses, coworkers and/or family members. Stress can also be due to spillover where a person is worrying about life issues while at work and worrying about work issues while at home.

Stress can also come from feelings of guilt about the choices being made (Quick et al., 2004). Someone's work life balance is primarily based on their own perception of balance. Throughout history people have worked hard to make a living and to survive in difficult economic times. So what has changed? There have been societal and technological changes since the 1950's that have impacted both sides of the work life balance equation. These changes include the loss of traditional gender roles that defined who was responsible for managing the "life" half of the equation. They also include technological and economic changes that have raised expectations of employees increasing the pressure on the "work" half of the equation.

During the 1940's, and 1950's, men managed work and women managed life. Women took care of not only the housework, but also the emotional work of running the family (Moen, 1998). This division of labor minimized the impact on the family when a father needed to increase his focus on work. If the children were ill or even if an elderly relative needed care, the work routine would not be disrupted because the wife would be responsible for those tasks (Moen, 1998). The roles of housekeeper and breadwinner were defined and assigned to specific individuals. In addition, the emotional roles of worrying about children and worrying about financial stability were also defined and assigned. Each partner knew their role and their domain of control and could trust the other partner to handle their responsibilities. O'Toole and Lawler (2006) note that the biographies of CEOs over the past fifty years are examples of these traditional marriages where these men could rely on a stay at home wife to manage the family. These CEOs are the ones currently determining work life balance policies for their employees.

A major change that occurred in the 1960's and 1970's was the significant increase in women entering the labor force. This blurred the gender boundaries that defined who is responsible for work issues and who is responsible for life issues (Quick et al., 2004; Greenblatt, 2002). As an implication, nursing mothers are also inclusive, thereby increasing the balance that will be needed to be filled by the women. This motivated the study to unravel how the correlation between work-life balance and psychological well-being.

Work-life balance, from nursing mothers' perspective, is the maintenance of responsibilities at work and at home, including taking care of the children. Mothers generally view the benefits they derive from workplace in assisting them to balance the families and work domains (Bardoel, Tharenou, & Moss, 1998; Russell & Bowman, 2000). Initially, the

concept of work-life conflict was focused on impact of family demands on work. It now extends to the impact; work has on individual stress, relationship and family well-being, most especially among nursing mothers who are presently breastfeeding (Russell & Bowman, 2000).

In a study conducted by Floyd (1963) among 826 industrial workers in the mining industry in Australia, using the ex-post facto research design, discovered that individual differences/emotional intelligence has significant effect on occupational stress management; employees with some selected emotional intelligence such as extraversion, conscientiousness and agreeableness reported highest experience of occupational stress than those with high emotional stability as well as openness to experience. Floyd (1963) further unravelled that other extraneous variables such as work flexibility had significant effect on occupational stress.

Kolasa (1979) adopted a cross-sectional research design on emotional intelligence as predictors of occupational stress among Slovakian heavy duty workers. The researcher sampled a total of 378 workers through a convenience sampling technique. Using the multivariate analysis, it was found that neuroticism and gender had significant main and interactive effect on occupational stress among the workers. The multiple regression analysis revealed that jointly, emotional intelligence, neuroticism, openness to experience, extraversion, agreeableness and conscientiousness were significant predictors of occupational stress among the heavy duty workers; however, only extraversion and openness to experience were significant independent predictors of occupational stress among the employees. This was corroborated by a study conducted by Williams et al., (2000).

Gluck & Davis (2003) conducted a similar study in Serbia & Montenegro. In their study, they streamlined the emotional intelligence to extraversion and resiliency emotional intelligence. They seek to investigate the influence of extraversion traits and resiliency personality on occupational stress among employees in some selected paper mills in the Northern part of Serbia. In their study, it was found that extraversion and resiliency emotional intelligence had no significant main or interactive effect on occupational stress. However, the researchers moderated the effect which extraversion and resiliency emotional intelligence with emotional intelligence, just as it was conducted by Peterson et al., (2003). There was moderation effect of emotional intelligence with extraversion on occupational stress.

Kop and Euwema (2001) emphasis organizational factors are the most outstanding stressors in

especially in policing. Organizational stressors classified into two types: job demand and lack of resources. Job demand means required mental and physical effects feature of the job related with psychological and physiological charge like shift works, over time, time pressure. In the predictors of organizational stressors, they discovered that emotional intelligence (extraversion, neuroticism, openness to experience, conscientiousness and agreeableness) significantly jointly and independently predict organizational stressors. Lack of resources means insufficient support and poor supervision in achieving goals. Burke & Konarski (1997) research states that individual stress level not only depends on environments but also coping strategies and individual emotional intelligence inherent in them. Brown & Campbell (1994) says police stress refers to occurrence that occur in police work, that physically and psychologically harmful. Stearns & Moore (1990) next police stress can be result in nature of police organization like poor management structure, poor job description, poor equipment and excessive management work.

Ayyappan (2013) conducted a study among bank employees in Greece. Using a cross-sectional survey research design, randomly sampling a total of 451 bank employees, the researcher found that there is a significant relationship between type of the banks, sex, age, education, marital status, length of service, job role, family type of the respondents and impact of occupational stress (Syed et al., 2012). The authors has found in the research that there is significant effect of sex differences on occupational stress management among the bank employees. Further differences analysis showed that male bank employees reported significant higher occupational stress compared to the female counterparts (Hasebur et al., 2013). Further, it is found that long working hours and workload remain topmost stressors of both public and private commercial banks. Pressure from management remains modest perceived rank in both types of banks. Masood (2011) in his study among insurance workers has elaborated that stress is personal and it is unique for every individual. Using the ex-post facto research design among 631 employees, they reported that an individual may find a particular situation to be stressful whereas another individual may find it challenging; although sex differences shows clear effect, male employees reporting higher occupational stress than the female counterpart. Manzoor et al., (2013) studied that the stress levels among employees in Textile sector of Faisalabad is high but there is no sex differences in the level of stress. In the research it is concluded that there is no relationship between job stress and sex differences. Usman (2010) investigated

that job stress significantly reduces the performance of an individual, with no sex effect. Muhammad Jamal (1984) found that data were in favour of the negative linear relationship between stress and performance then for positive linear or curvilinear relationship.

White and Marino (1983) found from their longitudinal, quantitative research on men and women that these sorts of occupational stress were the only types of factors that seemed to be causally related to police officers' stress. Other studies have documented that sex differences is the strongest if not the only predictor of occupational stress for police (Crank et al., 1995; Hurrell, 1995; Kirkcaldy et al., 1995; Brown et al., 1996). According to Juniper, (1996), occupational stress is paramount among male employees than the female employees.

The relation between sex and stress reveals several conflicting outcomes; numerous authors have determined that women find themselves in stressful circumstances more often than men (Almeida & Kessler, 1998; McDonough & Walters, 2001). Other authors have suggested that it is possible that women appraise threatening events as more stressful than men do (Miller & Kirsch, 1987; Ptacek, Smith, & Zanas, 1992). Furthermore, women have been found to have more chronic stress than men (McDonough & Walters, 2001; Turner et al., 1995; Nolen-Hoeksema, Larson, & Grayson, 1999). They are exposed to more daily stress associated with their routine role functioning (Kessler & McLeod, 1984). To date, little is known about sex differences in responses to repeated exposures to a stressor. There is a considerable amount of evidence indicating that women are both more psychologically and physiologically reactive to stressors than men. This includes greater HR (Kudielka et al., 2004; Labouvie-Vief et al., 2003; Smith et al., 1997; Stoney et al., 1987).

Several researchers besides Morash and Haarr (1995) have identified unique stressors for female police (Ellison and Genz, 1983; Wexler and Logan, 1983; Goolkasian et al., 1985; Norvell et al., 1993; Haarr and Morash, 1999; He et al., 2002). Ellison and Genz (1983) identified women's unique stressors as lack of acceptance by the male subculture and the related denial of needed information, alliances, protection, and sponsorship from supervisors and colleagues. Wexler and Logan (1983) identified the woman-specific stressors of sexist, negative attitudes of male officers, group blame, responses by male officers, and lack of role models. Finally, Goolkasian et al. (1985) identified women's special stressors as disapproval from fellow officers in the academy and in first jobs, co-workers' demands that the women prove themselves, and lack of informal tutoring and mentoring.

Methods

Research design

The study adopted a cross-sectional survey research design. This research design allowed the researcher to gather data once at a point, against longitudinal research design that allows data to be gathered across a period of time. The study unravelled the influence or organizational structure, personality traits and organizational social interaction on turnover intention and perceived job performance among Bank employees in Ibadan metropolis. The dependent variables were perceived job performance and turnover intention, while the independent variables were personality traits, organizational structure and organizational social interaction.

Research Setting

This study was conducted in selected banks in Ibadan. The banks include; First Bank of Nigeria, Guarantee Trust Bank, and Diamond Bank. First Bank of Nigeria branches utilised in this study were University of Ibadan branch, Ojoo branch and Dugbe branch. Guarantee Trust Bank branches utilised includes; Dugbe branch, Ajibade, Mokola branch and Challenge branch. Diamond bank branches utilised include; bodija branch, University College Hospital branch and Dugbe branch.

Study Participants

In the process of data gathering, only two hundred and nine (209) were retrieved from 300 administered questionnaires. According to the frequencies of socio-demographic characteristics, a handful of the respondents 118 (56.5%) males participated more in the study than females who are 91 (43.5%) in numbers.

According to the age distribution, in this study, age ranged from 20 years old to as much as 62 years, with average age of 38 years and 3 months. Academic qualification of participants ranged from Ordinary National Diploma to as high as professional qualification and Masters Degree. According to the frequency distributions, more of the respondents 90 (38.3%) were University first degree holders, 80 (38.3%) were HND holders, 32 (15.3%) were Masters/MBA holders, 6 (2.9%) were ND holders, while the other individual indicated to have other higher degree.

Sampling Technique

Convenience sampling technique was utilised to select participants for the study. The researcher conveniently approached the banks for data collection. Convenience sampling technique therefore fits more into the study.

Instrument

Section A: this section consisted of socio-demographic items which required the participants to respond to. Socio-demographic variables such as sex, age, work experience, income, marital status, educational level, etc.

Section B: Emotional intelligence scale

The 10-item scale was developed by K.V. Petrides. It is a scientific instrument used to measure emotional intelligence. The 30-item is based on the long form of the emotional intelligence scale and is designed to measure global intelligence (Petrides, 2011). The scale has four sub-scales which includes; well-being, self-control, emotionality and sociability (Petrides, 2001). High score indicated an overall sense of emotional intelligence. Response format ranged from 1- completely disagree to 7- completely agree. The scale developer reported an internal consistency of $\alpha = .87$.

Section C: Work-Life Balance Scale

The work-life balance scale was designed and developed by Dolly Dolai (2015) to measure. The scale was developed to measure work-life balance among employees of Insurance industry in India. The scale has the following response format; SD – Strongly Disagree (1), D – Disagree (2), U – Undecided (3), A – Agree (4), SA – Strongly Agree (5). The scale developers reported a split-half reliability of 0.69 and an internal consistency of 0.77.

Section D: Occupational Stress Scale

Occupational stress will be assessed using 9-item occupational stress scale developed by Jamal and Baba (1992). The occupational stress scale was designed to measure employee perceptions of stress related to their work place. Response format ranged on a 5-point Likert; 1-Strongly disagree, 2- Disagree, 3 Undecided, 4- Agree, 5- Strongly agree. Higher scores indicated higher occupational stress, while low score means low level of occupational stress. Validity test of the scale showed that there exists significant and positive relationship between occupational stress and burnout ($r = 0.69$). The scale developers reported adequate internal consistency to be $\alpha = .83$.

Procedure

The researcher will gather data through a strategized procedure.

Data Analysis

Both descriptive and inferential statistics were utilized in the analysis of the data collected. Descriptive statistics was used to get the simple

frequencies and percentages of the socio-demographic variables, while inferential statistics were used to test for the stated hypotheses.

Results

Hypothesis one

There will be significant negative relationship between emotional intelligence and job stress among bank employees in Ibadan. This was tested using Pearson r correlation and the result is presented on Table 1.

Table 1: Pearson r Correlation Summary Table Showing the Relationship between Emotional Intelligence and Job Stress

Variable	Mean	SD	R	df	P
Job stress	25.10	8.12	-.56	208	<.05
Emotional intelligence	34.89	9.26			

Table 1 presents results of the relationship between job stress and emotional intelligence among bank employees in Ibadan metropolis. It is shown that there exists significant negative relationship between job stress and emotional intelligence among bank employees ($r = -.56$; $P < .01$). This implies that the higher the emotional intelligence, the lower the job stress. This confirms the stated hypothesis, hence was retained in this study.

Hypothesis two

There will be significant negative relationship between work-life balance and job stress among bank employees in Ibadan. This was tested using Pearson r correlation and the result is presented on Table 2.

Table 2: Pearson r Correlation Summary Table Showing the Relationship between Work-Life Balance and Job Stress

Variable	Mean	SD	r	df	P
Job Stress	25.10	8.12	-.65	208	<.01
Work-life balance	25.76	5.07			

Table 2 presents results of the relationship between work-life balance and job stress among bank employees in Ibadan metropolis. It is shown that there exists significant negative relationship between work-life balance and job stress ($r = -.65$; $P < .01$); this implies that the higher the work-life balance, the lower the job stress. This confirms the stated hypothesis, hence was retained in this study.

Hypothesis three

Emotional intelligence and work-life balance will jointly and independently predict job stress among bank employees in Ibadan metropolis. This was tested using multiple regression analysis and the result is presented on Table 3.

Table 3: Multiple Regression Summary Table Showing Emotional Intelligence and Work-Life Balance as Predictors of Job Stress

Criterion	Predictors	β	T	P	R	R ²	F	P
Job stress	Work-life balance	-.65	-13.04	<.01				
	Emotional intelligence	.03	.61	>.05	.65	.43	87.12	<.01

Table 3 presents results on the joint and independent influence of emotional intelligence and work-life balance on job stress among bank employees in Ibadan metropolis. It is presented that emotional intelligence and work-life balance jointly predicted job stress [$R = .65$; $R^2 = .43$; $F(2, 206) = 87.12$; $P < .01$]. Collectively, emotional intelligence and work-life balance accounted for about 43% variance in job stress. However, only work-life balance had independent influence on job stress ($\beta = -.65$; $t = -13.04$; $P < .01$). This partially confirms the stated hypothesis.

Hypothesis four

Socio-demographic factors (age, level of education and work experience) will jointly and independently predict job stress among bankers. This was tested using multiple regression analysis and the result is presented on Table 4.

Table 4: Multiple Regression Summary Table Showing Demographic Factors as Predictors of Work-Life Balance

Criterion	Predictors	β	t	P	R	R ²	F	P
Job stress	Age	.01	.15	>.05				
	Level of education	.11	1.21	>.05	.12	.01	1.21	>.05
	Work experience	.08	.99	>.05				

Table 4 presents results on the joint and independent influence of demographic factors (age, work experience and educational level) on work-life balance among bank employees. It is presented that demographic factors (age, work experience and educational level) had neither joint nor independent influence on work-life balance [$R = .12$; $R^2 = .01$; $F(3, 205) = 2.93$; $P > .05$]. This negates the stated hypothesis.

Conclusions

The foregoing conclusions were drawn based on the research findings.

Firstly, the study concludes that there exists significant negative relationship between emotional intelligence and job stress. In other words, increase in emotional intelligence, leads to decrease in job stress among bank employees in Ibadan metropolis.

The study also concludes that there exists significant negative relationship between work-life balance and job stress among bank employees in Ibadan metropolis. This implies that the higher the work-life balance, the lower the job stress among bank employees.

The study also concludes that when combined, work-life balance and emotional intelligence predicted job stress among bank employees in Ibadan metropolis. However, when considered individually, only work-life balance predicted job stress among bank employees.

Finally, this study concludes that demographic factors (age, work experience and educational qualification) had neither joint nor independent influence on job stress among bank employees.

Recommendations

Based on the findings therefore, the following recommendations were made.

The study found a significant negative relationship between emotional intelligence and job stress among bank employees in Ibadan metropolis. This connotes that the higher the emotional intelligence, the lower the job stress. It is therefore recommended that human resource section of banks investigate how the emotional intelligence of their employees could be boosted such that there will be decrease in perceived stress, and subsequent increase in general performance and organizational effectiveness.

It was also discovered that there exists significant and negative relationship between work-life balance and job stress among bank employees in Ibadan metropolis. It was therefore recommended that efforts should be made by bank management to ensure that they consider the personal welfare of their workers such that there will be conscious efforts to balance the work and family demands of their employees. This will assist the workers to be able to cope with the job demands and subsequent reduced levels of job stress.

The study also recommends that more studies should be carried out on how organizational, psychological and social factors influence job stress among bank employees and related organizations. This will assist in proffering more practical solutions as regards maintaining low level of job stress.

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Envisioning Citizens' Right to Health Care in Nigeria: Exploring the Challenges

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Abstract

Right to health care is important for everyone globally, as it is considered as an indispensable element for leading a socially and economically productive life. However, ensuring citizens' access to health care constitutes one major problem in Nigeria. When citizens access to health care are difficult, their ability towards contributing to societal development is compromised. This paper argues that ensuring citizens' right to health is an obligation towards enhancing good governance in Nigeria. The paper further reiterates that right to health care is a fundamental human right; important for citizenry and well being of the Nigerian society. Thus, the principles of availability, accessibility, acceptability and quality are key elements of the right to health. In terms of methodology, this paper employs secondary source of information with the review of relevant articles and studies to advance the subject matter. Issues x-rayed in the paper include the historical context of citizens right to health care; challenges associated with citizens' right to health in Nigeria, among others. The paper concludes that there is need for the Nigerian government to scale up citizens' access to health care to enhance citizens' welfare and national development.

Key Words: *Right to Health; Health Care; Access; Governance and Society*

Introduction

One of the obligations of government in any country is the provision of responsive health care to citizens. This is because sound health constitutes a prerequisite for leading a productive life and therefore serves as one of the drivers for the country's development. People's capacity to earn income and ability to enjoy all other aspects of life depends on access to health care whenever the need arises. Thus, right to health is essential to individual welfare as well as community well-being. As citizens and irrespective of people's socio-economic and demographic backgrounds, good health is an essential asset for living. Ill health, however, can keep citizens from participating fully in the activities (such as going to school or to work, from attending to our family responsibilities) of our community. Thus, Fox & Meyer (2009) consider right to health care as 'right to development'. Connectedly, the right to health care is both dependent on and essential for the attainment of other human rights.

Contextually, right to health involves individual's right to obtain a certain standard of health and health care coupled with the government obligation to make available health facilities to citizens at affordable costs. Thus, provision of good and accessible health care is required by the State as condition for advancing health needs of citizens. Therefore, citizens' right to health is essential for the attainment of other rights

(such as education, association, employment, shelter and mental integrity, among others).

Kochhar (2015) expresses that the social conditions favourable to good health and access to effective health care modalities are available only to a small percentage of the population globally. Marmot, Bloomer, & Goldblatt (2013) also explain that good health depends on the social, economic and political environments that support populations effectively, so that individuals are able to flourish from conception, through adulthood and into old age. Thus, Marmot & Bell (2010); Kjellstrom, Mercado, Sami, Havemann & Wao (2007) express that inequalities that are socially produced have significant effects on people's right to health care. By implication, citizens' right to health care does not occur in a vacuum; rather, it is premised on two major interrelated factors. Firstly, it is based on the available healthcare services and facilities, which include hospitals, clinics and maternity homes across the various levels of the health system. This is also a reflection of health policies and programmes in the society and therefore become important factors in the analysis of citizens' right to health. Secondly, the social determinants of health (such as housing, nutrition, employment, hygiene/sanitation and education) with emphasis on the examination of individual conditions necessary for the attainment of health. Connectedly, the United Nations (2006)

illustrates that the right to health is a right to an effective and integrated health system, encompassing healthcare and the underlying determinants of health, which is responsive to national and local priorities, and accessible to all. Thus, the realization of citizens' right to healthcare is a product of many but interconnected factors.

This paper argues on the premise that health care is a public good, based on social justice as against a commodity to be purchased and determined by market forces. From the foregoing, this paper advocates that the Nigerian government must prioritize citizens' right to healthcare in her development agenda. By implication, the paper will expand the discourse of the subject matter and thereby provide a platform for various stakeholders to appreciate the need to neutralize the social, economic and political barriers against citizens' right to healthcare.

Against this background, the paper is divided into six sections: right to health care: an explanation; historical root of right to health care assessment of the Nigeria's efforts towards endearing health care to citizens' ; challenges associated with the realization of right to health care in Nigeria. The last section is the conclusion.

Right to Health Care: A Conceptual Framework

Generally, health care involves the means to attain care, treatment and services relating to illness or disease of an individual. The right to health care is recognized in various international, regional and national fora. Citizens' right to health care is seen as a platform for protecting and promoting human dignity. It is worthy to state that right to health care does not connote citizens' unlimited access to health services. Rather, it involves a process whereby the State provides enabling environments coupled with the elimination of barriers against citizens' quest to health services whenever the need arises. Thus, Daniels (2008) illustrates that citizens' right to health care involves government commitment toward enhancing health of the people; advancement of positive drivers of determinants of health coupled with the need for transparency and accountability in governance.

Reiterating the importance of health care to citizens, the Committee on Economic, Social and Cultural Rights [CESCR], under what is termed as the 'General Comment 14' outlines essential elements of the right to health care to include availability, which stipulates that the needed services and facilities should be sufficiently available to end users. It also posits that enhancing amenities and facilities, such as electricity and water; standard precautions;

laboratory tests; and medicines and commodities must be readily available to clients. In addition, the existence of the services and facilities should be made known to the end users.

The CESCR further posits that right to health care should promote accessibility. This simply means that the available health facilities and services should be available to everyone without discrimination. By implication, health facilities and services should physically be accessible, economically affordable and information about health services accessible to citizens. In addition, the right to health care must embrace acceptability, such that the available facilities and services advance citizens' interest and expectations, without compromising medical ethics and cultural values.

Related to the illustrations above is that a State must ensure that the available resources are judiciously channeled and distributed in a way that the provision of health care services to citizens' is realized. The realization and preservation of the right to health care is fundamental and without it, one cannot properly realize other human rights, such as right to work, right to education and right to political participation, among others. By extension, the right to health care imposes greater responsibility and obligation on government and the various organs of the State to create the conditions for a healthy, productive and flourishing life for members of the population. In return, right to health care should enhance citizens' well being and participation in social, political and economic development of society.

Historical Roots of Right to Health Care and Assessment of the Nigeria's Efforts towards Endearing Health Care to Citizens'

Historical understanding of citizens' right to health care requires a brief overview of human rights. The emergence of the United Nations (UN) in 1945 and the promulgation of the Universal Declaration of Human Rights (UDHR) as the beginning of the modern struggle to protect human rights. However, Haruna (2015) argues that the evolution of human rights is rooted in the traditions and documents of many cultures. With specific reference to the Hindus Vedas, Babylonian code of Hammurabi, the Koran, among others, Haruna (2015) explains that the highlighted traditions advanced moral duties and responsibilities of individual towards one another. Expanding the discussion, she posits that the concept of 'human rights' began to receive popular attention and national recognition with the pronouncement of a document known as Magna Carta of 1215. The Magna Carta serves as a template and foundation of modern/

democratic governance, as it advances the promotion of natural right inherent in human being.

According to Gill & Benatar (2016), debates about the advancement of right to health care in global health governance have been long-standing, pervasive and controversial. Specifically, the World Health Organization [WHO] (1946) submission that 'the enjoyment of the highest attainable standard of health is one of the fundamental rights of every human being without distinction of race, religion, political belief, economic or social condition', serves as landmark for articulation of citizens' right globally. The development is in tandem with the understanding that health is a social issue. Significantly, the submission leads to the development of various international and regional human rights instruments provide for the right to health. For instance, article 25(1) of the Universal Declaration of Human Rights (UDHR) of 1948 stipulates that: 'everyone has the right to a standard of living adequate for the health of himself and of his family, including food, clothing, housing and medical care and necessary social services'. In addition, the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW); the Convention on the Rights of the Child (CRC); the American Declaration on the Rights and Duties of Man; the European Social Charter (ESC); the African Charter on the Rights and Welfare of the Child, among others evolve to promote citizens right to health care.

Preparing a legal framework for the fulfillment of right to health care, Article 12 of the International Covenant on Economic, Social and Cultural Rights (1976) directs the State parties to prioritize the right to the highest attainable standard of physical and mental health. The paper further identifies the appropriate steps for the realization of the noble objective. These include "the reduction of stillbirth infant mortality rate, promotion and sustenance of child health and scaling up of activities aimed at stimulating environmental health. Others are provision of appropriate mechanisms the prevention of treatment and control of epidemic, endemic, occupational and other diseases and the creation of conditions which would ensure all medical service and medical attention in the event of sickness."

At the same time, the evolution of universal health coverage (UHC) initiative with the aim of neutralizing the obstacles faced by many countries in providing access to quality health care services popularizes citizens quest for right to health care (Abihiro & De Allegri, 2015). The World Health Assembly (2005) resolves that UHC is a platform to enhance access to promotive, preventive, curative and rehabilitative health interventions for all at an affordable cost;

while WHO (2010) conceives it as a basic principle according to which everyone, regardless of socio-economic status obtains to responsive health care services.

In a similar view, Asangasi & Shaguy (2009) posit that the quest for citizens' right to health care is epitomized by the World Health Organization, with the 1978 Alma Ata declaration, which states that health 'is a fundamental human right' and its attainment is a 'most important world-wide social goal whose realization requires corresponding supports of other sectors in society. Thus, Reis (2016) reiterates that right to health care long advocated by WHO, is being considered within the Sustainable Development Goals (SDGs) as an important global public health goal.

The Nigerian government has always been evolving strategies in making health care accessible to the citizens. Thus, Asakitikpi (2019) posits that with the attainment of independence, the Nigerian government with her welfare orientation agenda began the process of expanding health facilities coupled with the construction of hospitals and clinics in urban centres, awarding of scholarships to Nigerian students to study medicine, pharmacy, nursing and other allied courses in various institutions abroad. Upon their return from overseas, the early medical trainee took up important positions in various health facilities in the country with a view to rendering responsive health care services to the citizens at subsidized fees. However, Asakitikpi (2019) laments that the government's welfare orientation could not be sustained because of improper management of the economy, coupled with corruption in political among the political elites. One of the consequences of the ugly trend is that the government introduced different measures leading to the 'rolling back' the frontiers of the State, thereby resulting in the removal of subsidies and other supports (such as irregular payment of health workers salaries, epileptic supply of drugs, etc) capable of enhancing of promoting citizens' access to health care. The development laid foundation for the collapse of public health facilities in the country and therefore making it difficult for majority of the citizens to enjoy right to health care.

In a similar development, the promulgation of National Health Policy in 1988 and the subsequent implementation of primary health care (PHC) was another milestone step taken by the Nigerian aimed at endearing health care services and facilities to the citizens. The guiding philosophy behind the policy was that Primary Health Care (PHC), as well as secondary and tertiary care through a functional and appropriate referral system; such that Nigerians would have access to health care services on request.

To promote the provision of health for all, the PHC set out objectives, which include health education, adequate nutrition, safe water and sanitation, reproductive health, child immunization, provision of essential drugs and disease control. The PHC was launched to endear health care to every citizen in the country (Federal Ministry of Health, 2004). While the formulation of the PHC policy was received with accolade, the policy was poorly implemented coupled with poor funding, corruption, inadequate personnel and poor programme coordination, among others. By implication, the PHC was unable to fulfill its mandate of providing health care to the Nigerian teeming population.

The Nigerian government in a bid to expand citizens' access to health care introduced the National Health Insurance Scheme (NHIS). Awosika (2005) opines that the basis for insurance is to protect the enrollee from the financial hardships occasioned by illness and the costs of its treatments. Thus, the NHIS connotes that those who need health care are not denied because of their inability to pay for the care. The scheme was therefore designed to cover individuals in the formal sector, informal sector and the vulnerable groups. Though, the idea of a national health insurance was nurtured in 1962, the scheme did not receive appropriate recognition and attention until the government promulgated the NHIS Decree No. 35 of 1999: *"for the purpose of providing health insurance which shall entitle insured persons and their dependants the benefit of prescribed good quality and cost effective health services"*.

However, with the implementation of NHIS in 2005, the scheme has not been able to achieve its aim of providing adequate health care access to the majority of Nigerians. A study conducted by Onoka, Onwujekwe, Uzochukwu & Ezumah (2013) indicates that less than 5% of the Nigerian population, largely government employees is covered by the NHIS. Uzochukwu, Ughasoro, Etiaba, Okwuosa, Envuladu and Onwujekwe (2015) also establish that less than 1% of the Nigerian population benefits from the voluntary private insurance scheme. Similarly, Onyeji (2019) reports that less than 10% of the Nigerian citizens are covered by the scheme. One of the factors responsible for the poor performance of the scheme is that its narrow scope, as it focuses on few Nigerians who are working in formal sector of the economy, whereas, most Nigerians rely on informal sector to earn living. Thus, Uzochukwu, et al. (2015) lament that a significant number of Nigerians pay for the costs of health care expenditure as subscription to the health insurance is grossly low. By implication, the NHI as implemented in Nigeria does not promote citizens right to health care.

Challenges Associated with the Realization of Right to Health Care in Nigeria

It is worthy to state that Nigeria has not been able to provide health care to most of her citizens, attributable to many challenges. The challenges include poor health finance by the government, insufficient health care facilities, and deplorable poverty rate among citizens, inadequate health care personnel and corruption, among others.

An important determinant of citizens' right to health care is poor public health finance management. The World Health Organisation (2011) conceives health finance as the effective mobilization, accumulation and appropriation of money towards the provision of health care for the people in a country. The extent at which health care is financed determines the degree of citizens' access to health services in a country. It is also through health financing that citizens' welfare is maintained and sustained. Report from the African Union (2007) indicates that appropriate health funding encourages early detection of diseases, as it will stimulate efficient services. Thus, financial inclusion promotes citizens' right to health care.

Financing health sector towards promoting citizens right to health care remain a challenge in Nigeria. The Nigerian health sector has suffered a persistent underfunding. The underfunding of the Nigerian health sector has been in existence for years. Justifying the neglect of the Nigerian health sector by governments, Obansa & Orimisan (2013) report the Government annual expenditure on health between 2003 and 2007 thus: N33.3 billion (3.4%) in 2003; N34.2 billion (3.0%) in 2004; N55.7 billion (4.2%) in 2005, N62.3 billion (4.5%) in 2006 and N89.6 billion (5.6%) in 2007 respectively. Affirming the notion that the Nigeria's health sector is grossly underfunded, the immediate former Minister of Health, Adewole (2016) states that the country's health budget is grossly inadequate to cater for health needs of her citizens. Thus, the burden of health care financing is very high on the part of households in Nigeria. With specific focus on Nigeria, Onwujekwe, Onoka & Uzochukwu (2009) lament that even when the cost of obtaining health services is low, the less privileged may still find it very difficult to access them due to their precarious financial status. Omoleke and Taleat (2017) further express that the country's health sector budget is inadequate, as it has never moved closer to World Health Organization template and the 2001 Abuja Declaration of 15% of the members' annual budget to be allocated to the health sector. Thus, in the absence of adequate budgetary provision, access to health care services by citizens' becomes either difficult or impossible.

Similarly, health finance in Nigeria is input-driven, coupled with priority on number of health centers that are constructed, number of recruited personnel, quantities of equipment purchased and supplied, with no attention to outcomes. In the face of poor funding, the country's health system relies substantially on donors from foreign countries and organizations. The ongoing covid19 pandemic and its management in Nigeria underline this enduring problem of reliance. However, Adepoju (2019) notes that Nigeria will become ineligible for a range of external health financing in the next few years, as many health interventions remain almost entirely dependent on foreign donors. Therefore, when the health system is inadequately funded with its accompanied challenges, there is a probability for the privileged citizens to seek health services elsewhere, while the rest are left to fend for their health needs.

Arising from the inadequate funding of the health sector in Nigeria is the infrastructure and logistic supports which are ineffective, obsolete and weak. This is associated with poor maintenance of supportive facilities such as medical equipment and vehicles, coupled with shortage of drugs, inappropriate drugs management and other essential requirements for patients care. Aina (2012) expresses that the Nigeria's health policies since 1946 is largely on the provision of capital intensive facilities (e.g. hospital infrastructures), and physical-oriented curative services rather than preventive health care services, which ought to have allowed greater access to health among Nigerians. Connectedly, the persistent of health infrastructure has impacted negatively on the quality of services, especially in the public health facilities. As a result, influencing the few privileged citizens to patronize private health facilities based on the ability to pay.

The challenge of poverty in Nigeria also constitutes a major barrier to citizens' right to health care. Haruna (2015) explains that poverty and health are mutually exclusive, as poor people will not be able to afford basic health care services. Akawu and Charles (2018) also express that poor health status is both a cause and a consequence of poverty. The problem is endemic in Nigeria. Poverty profile report from the National Bureau of Statistics (2010) reveals that about 70% of the Nigerian population lived in poverty in 2010. Connectedly, the World Bank (2018) report on Nigeria reveals that the country was among the top ten African countries with population (48%) of people suffering from extreme poverty. The report attributes the problem to incoherent government policies against poverty, high unemployment rate and corruption, among others. With the high cost of healthcare services in Nigeria, the World Bank (2014)

posits that the poor, who constitute the majority, can hardly afford the services. Exploring the impact of poverty on health conditions of people, Haruna (2015) documents that with 77.7% and 76.3% of people suffering from poverty in the North-West and North-East Nigeria, the regions record significant numbers of child and maternal mortality. A baseline study conducted by the Federal Ministry of Women Affairs and Women Affairs (2007) reveals that poor financial status of most women (especially in rural communities), discourage them obtain antenatal care in modern health facilities.

Similarly, a study conducted by Adedini, Odimegwu, Bamiwuye, Fadebiyi & De Wet (2014) also indicate that resource related barriers to health care utilization are contributing factors driving high under-five mortality in Nigeria. With the removal of subsidies and the introduction of user fees that accompanied the implementation of structural adjustment programmes in Nigeria, the environment becomes conducive for proliferation of private health facilities in the country, thereby making access to health care more difficult to the less privileged. Thus, when those in need of care are unable to obtain it because of financial difficulty, their health conditions worsen. Connectedly, the challenge of poverty serves as barrier against intending litigants in the occurrence of medical errors. A study conducted by Adegboyega (2017) reveals that majority of the victims of medical errors could not seek redress due to poverty, thereby maintaining conspiracy of silence. By implication, the challenge of poverty makes the realization of right to health care illusive to the Nigerian citizens.

Adequate and competent health personnel constitute a critical component through which quality health services are delivered to clients. In the case of Nigeria, there is a dwindling health personnel. Report from WHO (2015) indicates that shortage of health workers contributes to unequal access to health care within and between countries as well as poorer population health outcomes. With particular reference to sub-Saharan Africa, Esena & Sappor (2013) posit that maternal and prenatal mortality is attributable to lack or insufficient skilled maternal healthcare during pregnancy and childbirth, thereby paving way for the occurrence of high (50.4%) of maternal deaths.

Hongoro and Normand (2006) also established that shortages of health personnel affect the performance of health facilities in Nigeria. Similarly, Lawal (2014) reports that shortage of health workers in emerging communities and urban slums constitutes obstacle for utilization of health services among residents in southwest Nigeria. One of the major factors responsible for dwindling health personnel in Nigeria

is medical brain drain, whereby skilled and competent health personnel from developing countries migrate to other developed countries in search of better working conditions and emoluments. With specific reference to Nigeria, Imafidon (2018) explains that medical brain drain poses a great challenge for public health and health care systems, as it denies those in need of care from receiving care from competent providers.

The negative effects of corruption on any society where it is found cannot be underestimated. Transparency International (2016) conceives corruption as the abuse of entrusted power for private gain. The international institution explains further that corruption occurs in various components of health systems. The pandemic manifests in various ways. These include fraudulent activities among government officials responsible for allocation and disbursement of resources to various health facilities; diversion of public health facilities into private use; embezzlement; collusion; financial extortion perpetuates by health givers against clients; coming late to work and leaving the office before the specified closing time, among others (Adegboyega & Abdulkareem, 2012; Akokuwebe & Adekanbi, 2017). Adegboyega and Abdulkareem (2012) explain that the Nigerian health sector is vulnerable to acts of corruption.

Contributing factor to this scenario includes but not limited to the fact that there is high demand for health services coupled with poor clients' access to health information. Report from the World Bank (2015) also expresses that weak public financial management provides enabling environment for corruption to thrive in the Nigerian health sector. The authors submit that corruption exposes the sector to inefficiency while scarce resources invested in the sector are wasted. Similarly, corruption leads to low productivity among health workers. Akokuwebe and Adekanbi (2017) summarize the negative effects of corruption in the health sector to include the following: it delays and discourages the use of public health clinics and therefore reduces households' satisfaction with public health facilities. The major implication of this development is that it serves as barriers for the citizens' to access quality health care from the existing health care facilities. Thus, corruption among different stakeholders constitutes obstacle against citizens' right to health care in Nigeria.

Conclusion

Narratives from this paper reveal that achieving citizens' right to health care in Nigeria is problematic. This is in spite of the fact that the country is a

signatory to various international laws and treaties. The challenges that are associated with the citizens' right to health care contribute immensely to the spread of diseases and death rate in the country. It is worthy of note therefore to reiterate that citizens' right to health care, is achievable in an environment where good governance is allow to flourish. This paper therefore concludes that the citizens' right to health care should be seen as a human right because of its enormous benefits on individuals' and the entire country. Thus, the Nigerian government should put in place appropriate strategies aimed at endearing citizens' access to health care services.

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Manpower Planning and Organisational Effectiveness: Evidence from a Nigerian Public Bureau

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Abstract

The paper examines the impact of manpower planning on organisational effectiveness using a federal government public bureau. The study utilised a combination of primary and secondary sources for data collection. Inferential statistical methods (Pearson Correlation and Linear Regression) were employed for primary data analysis, while the secondary data were textually analysed. The adoption of Human Capital theory as framework of analyses invigorated the discussion and findings of the paper. The study reveals a significant positive relationship between manpower planning and organisational effectiveness in the public bureau within the period of study (2010-2019). However, some lapses were observed in the metrics/methodologies for manpower planning; the suggestion to leverage cutting edge technology would significantly lessen the shortcomings/gaps identified in the process.

Keywords: Human resource management, Manpower planning, Nigeria, Organisational effectiveness, public bureau

Introduction

Human resource plays an important role compared to other factors of production. As such, it is very necessary and vital in all organisations. For an organisation to succeed in the contemporary times, human resources must be available and adequate for the initiation and implementation of policies and programmes. It is important to invest adequately in human capital development, otherwise, organisational growth would be in jeopardy (Oni-Ojo, Salau, Oludayo and Abasilim, 2014; Sowunmi, Eleyowo, Salako and Oketokun, 2015).

Manpower planning and organisational objectives are intertwined as the former is an indispensable management function for the achievement of the latter. All resources are important to an organisation; however, human resources need to be properly planned for the coordinative function of attaining organisational goals. This means that the quality of human resources in a bureau is pivotal to organisational performance. It is therefore important to plan towards the development of staff in all units of the organisation to ensure the achievement of stated objectives (Ibojo, 2012). Manpower planning is so important to organisational effectiveness and has even been regarded as an art and science by Armstrong (2010).

Emphasising the importance of manpower in the public sector, Appah and Oyandonghan (2011) submit that developed countries often invest huge amounts of

money to plan for their human capital in order to enhance effective service delivery. In the same vein, governments in developed countries also give prominence to human resource in the achievement of their national goals. Reverse appears to be the case in Nigeria as little or nothing is being done to plan for and develop the skills/capacity of public servants in many public agencies and this hinders their ability to effectively and efficiently deliver the needed services to the people (Odumeru and Ilesanmi, 2013). The need to redress this poor state of affairs necessitates and underscores this study.

Methodology

The cross-sectional survey design was utilised to collect primary data based on structured questionnaire administered on the study's respondents to determine the impact of manpower planning on organisational effectiveness. The total population for this study is 546 employees of the Public Bureau, and Taro Yamane sample size determination formula was applied as follows:

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

Where, n represents the sample size, N represents population under study and e signifies the margin error (0.05)

$$N = 546, e = 0.05$$

$$n = \frac{546}{1 + 546(0.05)^2}$$

$$n = \frac{546}{1 + 546(0.0025)}$$

$$n = \frac{546}{1 + 1.365} = \frac{546}{2.365} = 230.867$$

$$n = 231.$$

Thus, a total of 231 respondents were used in this study. Respondents were chosen using simple random sampling technique. This technique was adopted because it aided a random selection of personnel from the various departments with variations in age, ranks and years in service within the bureau.

The Four-point Likert scale questionnaire was adopted. Respondents were required to choose from these options: Strongly Agrees (SA), Agrees (A), Disagrees (D) or Strongly Disagrees (SD). A point value was assigned to each of these responses selected by the respondents. The questionnaire was categorised into parts (A and B). The first part dwelt mainly on respondents demographic particulars, while the second section was on the focus of study.

The Statistical Package for Social Science (SPSS) version 21 aided data analysis. The analysed data were presented using descriptive statistical tools of frequency and percentages. The research hypotheses tested the relationship between manpower planning and organisational effectiveness in the public bureau between 2010-2019 using the Pearson Product Moment Correlation Co-efficient (PPMC); while regression analysis was employed to test the extent to which manpower planning impacted organisational effectiveness during this period. Additionally, the secondary data which supplemented primary sources were textually analysed.

Literature Review

This section reviews the concepts of manpower planning and organisational effectiveness.

The Concept of Manpower Planning

Manpower planning is simply an action of making decisions in advance for appropriate employees or workers that possess the required skills, knowledge and abilities to deliver organisational goals and objectives. Armstrong (2010) captures the concept as the procedure put in place in an organisation to ensure that the most appropriate set or group of workers are engaged. There are different roles, duties, functions and responsibilities in organisations. Manpower planning ensures that employees in the organisation are with right skills set, know-how and capabilities of carrying out their duties and responsibilities

appropriately. Ibojo (2012) opines that human resource planning is the method by which organisations employ the correct number of persons with the appropriate skills for the correct positions to attain the most desired efficiency level (cited in Igbokwe-Ibeto, Osakede and Anazodo, 2017).

Similarly, it connotes a technique of systematic assessment of the “exact number of persons at the correct time and in the appropriate positions” that can complete organisational task in a way to achieve the set goals (Obi, 2015: 10). This process is seen as a continuous process of proper manpower planning (Pamela, Umoh and Worlu, 2017). It is therefore fitting to regard manpower planning as an ongoing process because the organisation is faced with an ever dynamic and competitive environment and to be effective, they require “a cutting-edge manpower development” which can be achieved by structured manpower planning (Owolabi and Adekunle, 2016: 1). Manpower planning also refers to a unified method used to carry out their duties so as to employ adequate amount of persons with requisite skills for the achievement of stated objectives (Opatha, 2015).

Altschuld and Zeng (2015) explain that an organisation must continuously realise that staff requirements are prone to changes, and the organisation must adapt and ensure that all positions are filled with committed employees, working cooperatively towards clear objectives, as it is the coordinated performance of all employees that leads to an effective organisation. This implies that the function of the organisation (human resource department) starts with proper staffing which is geared to performing the activities of the organisation.

Additionally, Cole (2002:169) views manpower planning as “undertaking rational approaches towards effectively recruiting, retaining and deploying employees, which may include the arrangement and dismissal of employees where necessary.” This definition taxonomises manpower planning into three core activities- undertaking a general analysis of the organisation’s HR situation, forecasting employee demands and implementing HR plans based on job standards. In a similar vein, Chandan (2013: 45) posits that manpower planning is “the organisational process of assessing the employees’ needs, performing a forecast of the future in line with the commitment of workers and the willingness of the company to employ, creating methods in line with the organisation’s plan where constant monitoring and evaluation of these employees’ needs are carried out.”

In other words, manpower planning involves the human resource unit’s efforts and strategies to explore, engage, empower, improve and retain human

resource, directing all their skills and abilities for the attainment of organisational goal.

The Process of Manpower Planning

The process of manpower planning has gained global significance with the expansion of organisational activities. Many researchers structure the processes of manpower planning to be the roles performed by the human resource department (Peretti, 2006). The processes are described as follows:

- i. **Defining organisational objectives:** Every organisation has broad goals which must be realised. Setting specific goals will foster the effective coordination of resources towards achieving the stated targets. Manpower targets are drafted and carved from the overall strategy of the organisation by the human resources manager and all procedures, decisions, and actions are directed towards achieving same (Lengnick-Hall and Lengnick-Hall, 2018). This process initiates the manpower planning functions as specific objectives form the bedrock of action for the human resource department to be adopted in the implementation process.
- ii. **Estimating human resource needs:** this second stage of manpower planning process involves determining the requirements of various departments in the organisation and making estimates based on relevant factors such as quality of conversion rate and developmental plan of the organisation (Kannappanavar and Kumbargoudar, 2010). Abeysekera (2007) submit that the process is contingent on factors such as the precise terms of human needs in terms of quality, skills, level of knowledge, age, and others. Forecasting techniques are used to identify and predict the human resources needs.
- iii. **Evaluation of current human resource needs:** One scholar suggests that ascertaining the current inventory of workforce is a short term occurrence that requires having the know-how of “present resource” (Cole, 2002: 174). Records of the entity and other documents are reviewed to ascertain the current number of workers for the period. This process is best carried out by effecting all time review of job descriptions, positions, and qualifications of the entire staff (Dessler, 2005).
- iv. **Assessing the labour market and determining the labour supply conditions:** It means taking into cognisance the net human resource needs of the firm derived from deducting the “present

resources” from the estimated human resource needs. (Cole, 2002). In addition, the economic conditions should be analysed to be certain on how the human resource need should be sourced (Ibojo, 2012). Other factors identified by this author are social mobility and population trends. Carrying out this process requires comparing the availability with the requirements. One technique of achieving this process is zero-based forecasting (Akhigbe, 2013).

- v. **Developing human resource plan:** Management must be proactive in formulating a blueprint in response to the need of the organisation (Rodriguez and Pablos, 2002). Ali et al (2012) explain this process as forming a strategic road map of different manpower planning that includes staffing, training, development, performance appraisal, compensation policy, and feedback management system which will meet the current goals of the organisation and will provide a safe haven in turbulent and competitive environment. Brian (2006) advocates the importance of a well integrated plan as guiding the manpower planner in effectively sourcing manpower in the future when there may be wrong supply programmes. This well developed plan helps meet the needs of bureau (Prashanthi, 2013).

The Concept of Organisational Effectiveness

Organisational effectiveness is an ambiguous term with conflicting objectives in an extremely competitive environment (Ashraf and Kadir, 2012). This ambiguity has created a barrier to identifying a clear definition of the term, which has also led to difficulties in evaluating the performance of an organisation.

Generally, effectiveness is often regarded as doing the right thing. Various processes and routine operations are carried out by organisations to achieve their objectives and the achievement of such objectives is deemed to be consistent with developing the organisation (Iyer and Davenport, 2008). It is imperative to design measurement standard for organisational performance. The measurement criterion is termed organisational effectiveness (Lee and Choi, 2003). Determining the criteria for assessing an organisation is crucial to its nature and operations (Arnett, Sandvik, and Sandvik, 2018).

Zheng, Yang, and Mclean (2010) define it as the extent to which bureaus achieve their objectives. Mishra and Misra (2017) contends that organisational effectiveness deals with the perspectives and degree to which an organisation “scores high” in the all

operations including job involvement and satisfaction, independence and control. Consensus by scholars on some aspects of organisational effectiveness rests on a tripod thus: linking efficiency with effectiveness; identifying effectiveness with organisational differences; and the complex nature of organisations (Henri, 2004).

Obi (2015) identifies that organisational effectiveness stems from the performance of recurring activities of establishing organisational goals and controlling operations to ensure its attainment. This view by Obi (2015) relates effectiveness closely to efficiency. It further affirms that organisational effectiveness hinges on the actual results of operations. Ridley and Mendoza (2011) capture organisational effectiveness as the ratio that shows a reflection in terms of finances, time and space incurred during performance, while measuring the organisational activities and the amount of resources utilised. The ratio according to these authors implies the commitment of employees towards the progress, where the more efficient the employees are, the more energy returns are evident in the organisation's activities. This definition is different as each organisation is unique because there is no standard organisation that has all the traits of effectiveness, hence the reference to its ambiguous nature (as mentioned above) and its processes which are inherent across different organisations.

On the complex nature of organisations, every organisation has boundaries that are fluid and more often than not, contradictory with competing interests which fall within the objectives of such organisations. The focus of organisational effectiveness for HR is ensuring that employees possess critical skills within the organisation's environment, while having access to support from the organisation (Baker and Branch, 2012). Thus, the key factors for producing such high-levels of effectiveness are qualified and result-oriented staff working towards the same outcome - fulfilling the organisation's objectives.

Manpower Planning and Organisational Effectiveness: An Empirical Review

This section explicates the nexus between manpower planning and organisational effectiveness based on previous studies.

The study carried out by Igbokwe-Ibeto, Osakede and Anazodo (2017) on workforce planning and development in Lagos state civil service was conducted using primary and secondary data. The work adopted descriptive survey methodology in which samples were selected through the multistage technique. Different statistical methods were employed and Pearson's Product Moment Coefficient

Correlation (PPMC) was used for the data analysis. Their research found a positive link between workforce planning and organisational performance. It further affirms that successful performance in a firm requires proper workforce planning.

Another research by Pamela, Umoh and Worlu (2017) based on oil and gas companies in PortHarcourt examined the link between manpower planning and organisational performance. Five firms were selected using stratified random sampling and Taro Yamane sampling size resulting in the selection of 70 managers and supervisors. The study employed spearman rank order correlation coefficient as statistical tool of analysis, and established that the link between workforce planning and companies' performance is substantial and positive, which is closely controlled by the proper structure of the organisation. This study recommends that people in management positions embark on regular manpower audit and planning which is beneficial to identifying the demand and supply circumstance of the labour market.

In interrogating the effect of HR planning on public organisations in Nigeria, Marcel (2018) employed the theoretical compass of human capital theory to analyse the connection between manpower planning and quality output in an organisation. This study discussed the processes of human resource planning as manpower audit, and forecasting, and utilisation. Manpower inventory according to Marcel (2018) involves the qualitative and quantitative analysis of the existing manpower in organisation which provides information on various skills available in an organisation encompassing age, professional and academic qualifications, experience, and others. Manpower planning is similar to the first process discussed in this study. Manpower audit and forecasting deals with both supply and demand of all manpower needs in a bureaucracy (Marcel, 2018: 5). Marcel's manpower audit is in consonance with the process of auditing internal assets discussed earlier in this paper. Finally, manpower implementation process entails recruitment, training, development, and productivity of employees.

Elsan (2019) investigated the consequences of human resource planning on the performance of the organisation. The study primarily aimed at determining those HR practices adopted to enhance organisational performance. This author upholds that employees' skills, commitment and initiatives are very crucial for an organisation to accomplish its goals and perform efficiently. The study basically relied on data from secondary sources. Findings show that human resource planning ensures that the most appropriate human resources are made available at

the right time, which improves organisational productivity and efficiency. Also, the study reveals that HRP guides managers in right decision making. The study therefore reveals a positive and extremely important relationship between HRP and performance of the organisation.

Theoretical Framework and Application of Theory

Human capital as a term goes back to the early 1960s when it was adopted by various scholars. It was used by Schultz (1961) as comprising know-how, skills set and capabilities of employees in an organisation. Much later, Schultz revamped the definition and considered the term as the totality of human capabilities to be either from within or learnt. He posits further that human capital is the value feature that can be augmented by relevant investment (Schultz, 1981). Becker (1993) also defined the term as the knowledge, information, thoughts, skills and wellbeing of workers. Obviously, Becker had introduced another dimension into the definition (that is, health of individuals). Eventually, Bontis, Dragonetti, Jacobsen and Roos (1999: 391) identified the necessity of innovation in human capital. They referred to human capital as the people factor in workplace; the joint intelligence, skills set and know-how that provides the organisation with its unique character. They inferred that workers are the ones capable of acquiring more knowledge, and amenable to change which leads to innovation.

The definition by Kenny and Kenny (2019: 1) is very instructive here, especially in relation to manpower planning. Human capital connotes “the bulk of skill set, know-how, habits, social and personality features which comprises innovative and cognitive abilities that are embodied in the performance of labour to create economic value.” Apart from the fact that this definition is more comprehensive and encompassing than the previous ones, the definition also emphasise the essence of planning for and selecting set of workers with required competencies, habits and personal traits. The view expressed by Kenny and Kenny (2019) in the definition of human capital acknowledges these factors as necessary for employee (and organisational) optimal performance. Moreover, the definition illuminates the nature of human beings working in such key areas as environmental, physical, cultural and social contexts.

Onyema (2018) notes that the emphasis of the HC theory is that all primary competencies, expertise and abilities of the workers actually contribute to organisations competitive advantages. It is also noteworthy that the human capital theory does not

focus on securing the right people for the work only, but also, as an economic approach, it emphasises human capital investment and training (as priceless assets) to improve the productivity and service delivery of the organisation. The relevance of human capital theory to this study cannot be overemphasised. The theory stressed the necessity of skills, knowledge and capabilities to the effectiveness of organisations. Hence, adequate planning amount to harvesting the right “hands” into the organisation as well as to also ensure that the organization does not lack human capital at any time.

Predicated on the first assumption of the theory, the effectiveness of employees can be ascertained or judged by the extent of economic value that the worker is able to contribute to the organisation. This, in other words, means that human capital is measurable. In some cases, however, they may not be measurable. This (immeasurability of human capital) may be due to neglect on the part of human resource unit to plan or set targets for employees, upon which their productivity can be evaluated.

The second assumption infers that the human resource may be retained in the organisation and still not be used optimally. This may also be due to the inability of the human resource department to source the correct type of workers with appropriate expertise and competencies at the right time and in the right place (unit). When adequate human resource or manpower plans are not made, chances are that incompetent set of workers are recruited, whose existence in the organisation contributes little or nothing to its effectiveness. This typifies the situation in Nigeria’s public bureaucracy with numerous reform narratives (Ibietan, 2019).

The effect of lack of manpower plans, therefore, is that individual employees in the organisation will find it very difficult or almost impossible to work towards achieving the organisational goals, because they do not possess the wherewithal for performance. In the long run, the effectiveness and abilities of the organisation will be impaired. To be sure, the underlying assumptions of human capital theory incorporates key HR competencies which facilitate organisational effectiveness and are quite germane to this study.

Results and Analyses

Respondents’ Background Information

This section presents descriptive statistics of respondents, the test of hypotheses and discusses the findings accordingly.

Table 1: Background Information of Respondents

Variables	Item	Frequency	Percentage (%)
Gender	Male	133	58.0
	Female	90	39.0
	No response	8	3.0
	Total	231	100.0
Age range	18-25 years	13	5.6
	25-35 years	51	22.1
	35-45 years	90	39.0
	45-55 years	63	27.3
	56 years and above	7	3.0
	No response	7	3.0
	Total	231	100.0
Educational qualification	SSCE	8	3.0
	OND	17	7.0
	HND	26	11.0
	B.Sc.	104	45.0
	Masters	55	24.0
	Others	14	6.0
	No response	7	3.0
	Total	231	100.0
Department	Corporate Support Services	21	9.0
	Tariff & Trade	30	13.0
	Enforcement, Investigation & Inspection	66	29.0
	Modernization, Research & Economics Relations	20	9.0
	Excise, Industrial Incentives and Free Trade Zone	10	4.0
	Human Resource development	72	31.0
	No response	12	5.0
	Total	231	100.0
Length of service	Less than 5 years	24	10.4
	6-10 years	77	33.3
	11 years and above	122	52.8
	No response	8	3.5
	Total	231	100.0

Source: Field Survey (2020)

In the table above, 133 (58%) were male while exactly 90 (39%) were female respondents. On the age range of respondents, While only 13 (5.6%) respondents were within the ages of 18-25 years, 51 (22.1%) respondents were aged 25-35 years, 90 (39%) of respondents are within the age interval of 35-45 years, 63 (27.3%) respondents within the 45-55 years of age, and 7 (3%) respondents 56 years of age and above. On respondents' educational qualification, the table

shows that 104 respondents identified themselves as B.Sc. holders which represent 45% of total respondents. 55 respondents (24%) have bagged Masters Degree and 14 respondents (6%) have other degrees-12 PhD holders, 1 National diploma and 1 TC Grade II. Also, 26 (11%) of the respondents are HND holders, 17 (7%) are OND holders and only 8 of the total respondents are SSCE holders. The table shows that there are 21 respondents (9%) in the Corporate Support Service department; 20 respondents (9%) in the Modernisation, Research & Economics Relations department; the Excise, Industrial Incentives and Free Trade Zone department had only 10 respondents (4%); the Tariff & Trade department had 30 (13%) personnel participated in the survey. Also, 66 of them (29%) were in the Enforcement, Investigation & Inspection department and 72 respondents (31%) are with the Human Resource Development department of the agency. Furthermore, the table clearly shows that most (52.8%) of the respondents have 11 years above of experience; 77 respondents, (33.33%) served within six and ten years in the corporation; while 24 (10.4%) respondents had less than 5 years as service period.

Test of Hypotheses

Hypothesis one: Manpower planning has no significant relationship with organisational effectiveness in the public bureau during the period of study.

Table 2: Relationship between Manpower planning and Organisational effectiveness

Hypothesis	R	P-value	Decision
There is no significant relationship between man-power planning and organisational effectiveness in Nigerian Customs Services during this period	0.360	0.000	Reject null hypothesis

Source: Authors' computation, 2020

The table reveals that the correlation ($p = 0.000$) is significant at 5% level. Thus, the null hypothesis is rejected. It can therefore be inferred that significant relationship exists between manpower planning and organisational effectiveness in the public bureau during the period of study.

Hypothesis Two: Manpower planning has no significant impact on organisational effectiveness in the public bureau during the period of study.

Table 3: Impact of Manpower planning on Organisational effectiveness in the public bureau during the period of study

Coefficients Table for Hypothesis Two						
Model		Unstan- dardised Coeffi- cients		Stan- dardised Coeffi- cients	t.statistic	p. value
		B	Std. Error	Beta		
1	Constant	2.420	0.151		16.019	0.000
	Man- power planning	0.305	0.052	0.360	5.842	0.000

a. Dependent Variable: Organisational effectiveness

Source: Authors, computation (SPSS, Version. 21), 2020

The result in Table 3 reveals the regression coefficient of 0.305 which means that manpower planning has a positive impact on organisational effectiveness, as one unit increase in manpower planning will lead to 0.305 increase in organisational effectiveness. Result shows t-calculated of 5.842 and p-value of 0.000 ($p < 0.05$). The probability value is less than 0.05 (or 5%) significance level, which implies that there is a significant positive relationship between manpower planning and organisational effectiveness. The null hypothesis is rejected. Therefore, Manpower planning has a significant positive impact on organisational effectiveness.

Discussion of Findings

The first null hypothesis was rejected as the p-value was 0.000. In other words, this study reveals a significant relationship between manpower planning and organisational effectiveness in the public bureau during the period of study. This is in tandem with the findings of Obi (2015); Igbokwe-Ibeto, Osakede and Anazodo (2017) and Marcel (2018) which indicated that a connection exists between manpower planning and organisational effectiveness in the focus of study.

The second hypothesis, examined the impact of manpower planning on organisational effectiveness in the public bureau between 2010 and 2019, and also showed a significant impact; as the regression models substantially determines the outcome of organisational effectiveness and the *p-value* is 0.000. The coefficient table reveals that manpower planning has a significant positive impact on organisational effectiveness.

This corroborates the findings of Igbokwe-Ibeto, Osakede and Anazodo (2017) which similarly found a positive link between human resource planning and organisational performance. In the same vein, the finding agrees with the study by Elsan (2019) which

reveals that human resource planning enables the organisation to engage the most appropriate personnel, which consequently improves organisational productivity and effectiveness.

Conclusion and Recommendations

This study found that manpower planning is crucial to organisational effectiveness. It is also instructive to note that human resource must be properly planned before the recruitment process in order to meet the human capital needs of an organisation, and this facilitates service delivery. Predicated on the foregoing, the study recommends the following:

- The HR Units should constantly assess personnel stock and strengthen manpower planning that can further improve organisational effectiveness in public bureaucracies.
- Public servants should be appropriately and adequately motivated, noting inflationary trends in the economy, devoid of adversarial industrial relations approach.
- Public bureaucracies in Nigeria should leverage cutting edge technology for manpower inventory, forecasting and other indices in order to further organisational effectiveness through robust manpower planning initiatives.

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Global Business Management Mindset and the Performance of Multinational Oil Corporations in Nigeria

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Abstract

The study appraised the impact of global business management mindset on organizational performance of multinational oil corporations in Nigeria. Three hundred (300) questionnaires were administered while two hundred and thirty-seven (237) questionnaires were retrieved, deemed useful, and consequently used for data analysis. The research design employed was a cross-sectional survey research design. Findings of the study revealed that global business management mindset is statistically significant to organizational performance of multinational oil corporations in the study area [$R^2 = 0.538$, $n = 237$, $p < 0.05$]. The study concludes with practical implications for multinational companies.

Keywords: *Business performance, global business management mindset, Multinational Oil Corporation, Nigeria, organizational performance.*

Introduction

The Nigerian economy is greatly dependent on the oil segment to fund most of its national obligations. The International Monetary Fund approximates that the oil and gas sector in Nigeria is responsible for over 95% of the foreign export incomes and about 65% of the Nigerian government income (IMF, 2018). In 2017, the story did not change much; petroleum products accounted for about 92% of the country's exports (Onuba, 2017).

Based on the preceding statistics, the effective management of multinational oil corporations in Nigeria is a critical issue confronting firms and governments today. Multinational oil corporations have been carrying out operations in Nigeria as far back as in the year 1956 when Shell discovered petroleum in Oloibiri, Nigeria. The implication of the preceding is that multinational oil businesses have been a vital dynamic in the Nigerian business landscape since the 1950s. Many countries today, similar to what is being experienced in Nigeria, have become reliant on the efficacy of the oil production technology, managerial abilities and capital assets of multinational oil corporations (Ogundipe, Olaoye, & Oyerinde, 2018). In Nigeria today, multinational oil corporations dominate the oil business with the presence of renowned oil companies such as Shell BP, ExxonMobil, Chevron and Total.

A number of developments have contributed to the globalization of business and the need for managers of multinational oil corporations to imbibe the principles of global business management. This necessity is due to the progress in computer-aided design and manufacturing, and automation has condensed the reliance on labor, enlarged production competence, and improved market flexibility by decreasing economic order quantity. Progressions in transportation technology have shriveled the distances between multinational oil company resources, processing, and markets (Rao-Nicholson & Khan, 2017).

Speedy technological progress has resulted in the advent of innovative products and services and thus new multinational oil businesses. The preceding statements about the progressions in oil production technology resulted in the increasing number of global joint ventures, authorizing contracts, project grounded collaboration, and licenses, oil corporations are becoming bonded into strategic gatherings with the outcome that the precincts of the firm are becoming vague (Guo, Jasovska, Rammal & Rose, 2018). The basis of competition has consequently moved from the conventional business level to that of global and coalition network. Electronic mail, duplicate transmission, tele- and video- calls and meetings in digital space has made it conceivable for

people within and across multinational oil corporations spread over massive geographical distances, to share information instantaneously.

The consequence of the global nature of business is that customers have a heightened expectation of quality and satisfaction and as a result, multinational oil corporations are expected to respond with a fascination with quality, with clients, and with technology. In the hope of becoming more competent and in search of larger markets, multinational oil businesses are integrating their exceptional resources with earlier competitors and moving into joint ventures for joint benefit. The implication of the foregoing is that multinational oil corporations have transformed from operating in a global village of a few years ago to a global fishbowl where even the tiniest waves resonate around and around.

Statement of Research Problem

In the year 2018, the global price of crude oil which is the major export product of multinational oil companies in Nigeria dropped from 71 US dollars per barrel to 66 US dollars in the year 2019 (IMF, 2019). Global growth is projected at 3.2 percent, implying weaker-than-projected trade and investment at the commencement of the year 2019 (IMF, 2019). According to International Monetary Fund (2019) growth is estimated to progressively increase to 3.5 percent by the year 2021, only achievable based on sustained non-threatening global financing circumstances and a modest financial recovery in emerging market and developing economies (EMDEs).

The evaluation of the performance of multinational oil firms in Nigeria vis-à-vis global business management mindset is crucial at a time such as this when economic conditions are hostile. A decline in performance would affect the Nigerian economy and also the Nigerians working in the multinational oil companies who may face retrenchment or mass dismissal if performance and global growth continue to decline.

Objectives of the Study

The multinational oil corporations in Nigeria can be said to be performing when internal and external customers of the company are satisfied. These objectives can be attained by adopting the appropriate global business management mindset and principles, to the management of organizational resources, especially financial and human resources. This study is timely in that it considers the performance of multinational oil companies through the lens of global business management. Specifically the study sought to investigate the following:

- i. to determine the global business management mindset adopted by multinational oil companies in Nigeria to survive in the face of harsh economic conditions;
- ii. to evaluate the impact of adopted global business management mindset on the performance of multinational oil corporations in Nigeria.

Research Hypotheses

The following null hypothesis is considered in this study: “Global business management mindset adopted do not affect the performance of multinational oil companies in Nigeria.”

Conceptual Review

What is a Global Business Management Mindset?

The gap in the literature identified earlier in the statement of the research problem necessitates a thorough explanation of what is meant by global business management. Even though the concept is still a growing one, explanations can be gleaned from foremost scholars who have worked on the subject. Previous research scholars such as Akinyele (2010) and Nangih (2017); Etale & Otuya (2018); Ogundipe, Olaoye, & Oyerinde, (2018) amongst others did not consider it necessary to widen and broaden the focus of study from just considering how corporate social responsibility or strategic marketing and planning can influence performance to a broader scope like that offered by global business management mindset. The global business management mindset approach business in such a manner that the business environment is seen from a broad perspective a situation where markets are merged and fused into one. The principle behind global business management according to Rhinesmith, (1992) is the idea that managers working in multinational corporations can open to themselves and others by rethinking boundaries and modifying behavior. Srinivas, (1995: 30) sees global business management as the underpinning for corporate competencies such as managing competitiveness and managing ambiguity. According to Srinivas, (1995: 30) “It is an orientation to the world; it represents a certain curiosity about the world, to see goals and objectives against larger backdrops and time frames; it provides explanation and meaning for events and guidance for one’s behavior.” According to Kealey & Rubin, (1983), the global business management approach to business has occasionally been understood as an essential character peculiarity that is “uncluttered, attentive to others, with constructive regard, self-confident, flexible and professionally competent.

Multinational oil corporations in the world would be glad to recruit managers that have global business

management approach to a business considering the time it takes to nature managers who have this approach management. However, there has not been any practical corroboration of the reality of this suspected “overseas type” disposition. But there is extensive degree of agreement among several enthusiastic administrators and management professionals in the outset and explanation of what is coming to be discussed as “global mindset.” The refined experience of these administrators and management professionals proposes that there may be eight constituents to the global business mindset as identified below (Doyle, 1990; O’Neil, 1991; Nordstrom & Kleiner, 1990; Losey, 1993; Greenbaum, 1992).

- i. Curiosity and concern with context: An inquisitiveness for and a determination to consider the present tasks in the light of historical past and likely future. An enthusiasm to realize more in the wider setting – fresh markets, fresh sources, innovative products, state-of-the-art technology, etc. One, of course, has practical, corporate and industry knowledge to understand and to take benefit of the all-encompassing picture.
- ii. Acceptance of complexity and its contradictions: Conflicts are unavoidable considering the obstacles and complexities of global business and so oil corporations and Multinational Corporation ought to feel relaxed and knowledgeable as to how to balance and manage complications, threat, and opportunities. Approval of contradictions implies going to the degree of supplying nurturance even to the marginal faction whose thoughts and applications were disallowed through the official process. In global business management, multinational corporations are supposed to see opportunity in difficulty and creativity from diversity.
- iii. Diversity consciousness and sensitivity: The multination corporation adopting global business management must see success as connected to the valuation of diversity since it takes account of purposes and goals significant to appreciating diversity. The organization and its managers are also expected to value diversity in teams and the importance of teamwork. Global business management mindset nurture and uphold networks and have the facility to implant values and stimulate others. There are an honestly well-advanced ego and self-concept and rationally well-established emotional stability. This delivers the strength to question one’s own expectations, standards, and principles as well as a sensitivity to the conventions and desires of others.
- iv. Seeking opportunity in surprises/uncertainties:

The multination corporation adopting global business management must appreciate knowledge derived out of education and also experience together with poise in taking risky decisions, in making intuitive business and management decisions under the force of time pressure, under the surprising and ambiguous future.

- v. Faith in organizational processes: The multination corporation adopting global business management must learn to trust others and also trust stakeholders enough to delegate responsibility to them instead of controlling them strictly with structures, guidelines, rubrics, and protocols. The multination corporation adopting global business management must see appreciate the need for information flow to be fast, and so is the decision making. This faith involves risk. Trust and belief in the supremacy of standards and in working out or determining differences through dialogue and compromise instead of via inflexibilities of procedures and guidelines.
- vi. Focus on continuous improvement: The multination corporation adopting global business management mindset and its managers must appreciate the need for self-improvement by consistently examining oneself, though, reflective thinking of confines and planning. Managers in Multinational Corporation who cannot function effectively without adopting a global business management mindset appear to be concerned for and supportive of improvement efforts by others. The drive for self-improvement is similarly paralleled by a determination for continuous managerial enhancements and adaptive modifications.
- vii. Extended time perspective: The multination corporation adopting global business management mindset and its management team learn over time to appreciate the long-term view with respect to organizational goals and objectives in terms of results expected. It characteristically embroils long-term preparation and visioning. When the sights of the multinational companies are on the long-term, multinational companies and its stakeholders would not be agitated by small variations in the short-term.
- viii. Systems thinking: The multination corporation adopting global business management mindset, principles, and practice must think of the multinational corporation and its parts in terms of interdependence and cause-effect chain reactions. The multination corporation adopting global business management must antedate likely impacts while simultaneously being equipped to manage those that cannot be projected. The

multination corporation adopting global business management mindset, principles, and practice must also appreciate the power of information, its source, conveyance while also taking full advantage of these processes.

Empirical Review

As reiterated earlier, several empirical research work exists in the Nigerian context regarding the performance of oil companies. Performance of the oil companies was predicted by different variables, and some of those variables are the focus of the empirical review so as to prove that the said gap exists. Akinyele (2010) studied strategic marketing and firms' performance: a study of Nigerian oil and gas industry. This study is reviewed because it focused on the performance of companies in the Nigerian oil and gas industry. Akinyele (2010) was interested in understanding if strategic marketing can influence firm's performance and as a result adopted a survey research methodology. One hypothesis was formulated from the statement of research problem. Analysis of Variance, Pearson Moment Correlation Analysis, Factor Analysis among other statistical tools were adopted in testing the hypotheses. The results suggest that strategic marketing is a driver of organizational positioning in a dynamic environment and that it helps to enhance the development of new product/service for existing markets. The performance was measured using market share however the author did not include global business management practices as a moderating or independent variable affecting the market share of oil companies in Nigeria. Considering the global nature of oil companies, the consideration of global business management practices would have made the study findings more robust.

Mark & Nwaiwu (2015) focused on the impact of the political environment on the business performance of multinational companies in Nigeria. The paper was reviewed because of the consideration given by the researchers to the possible influence of political environment on business performance of multinational companies in Nigeria. Primary data was collected using questionnaires from quoted manufacturing companies in Nigeria. About twenty-seven (27) of such companies were identified. The political environment was measured as the degree of political stability and absence of violence while business performance was measured by the profitability of the companies for the period 1999-2013. Study findings showed that political environment has a negative significant impact on business performance of multinational companies in Nigeria.

Nangih (2017) studied safety practices and performance of oil and gas servicing companies in Nigeria: empirical evidence from selected companies in Port Harcourt. This study is reviewed because it focused on the performance of companies in the Nigerian oil and gas industry. Nangih (2017) unambiguously studied the influence of regular provision/use of personal protective equipment (PPE) and daily safety briefings using profitability as a measure of performance of Oil and gas firms in Nigeria. Nangih (2017) revealed a statistically positive correlation between safety practices and the performance of oil and gas companies. Further, safety practices positively influence the Operating Profit Margin (OPROM) and Return on Turnover (ROTUN) of the companies. The study recommended that continuous safety practices by all oil and gas firms to enable them to have smooth performance and enhanced profitability. Using profitability alone as a measure of performance is one of the weaknesses of this study. Also assuming that safety practices are enough to stand alone as a predictor of performance in Accounting, Finance, and Management Sciences is not sufficient. The study did not consider the possible influence of multinational nature of the oil companies to include global business management practices as a predictor of firm performance.

Ogundipe, Olaoye, & Oyerinde (2018) studied corporate social responsibility and performance of the oil and gas industry in Nigeria. Ogundipe, Olaoye, & Oyerinde (2018) focused on the chaotic nature of carrying out oil-related businesses in the Niger Delta. The study is of the view that the oil companies ought to focus more on corporate social responsibility and to use it as a tool to discourage militancy in the region. When this is implemented accordingly, it should lead to better performance. Ogundipe, Olaoye, & Oyerinde, (2018) adopted ex-post facto research design, in estimating the model; while panel analysis was used to analyze the data. The study revealed that the individual that there is a significant relationship between corporate social responsibilities and performance of oil and gas companies in Nigeria. This study considered some dimensions of global business management mindset such as the holistic and systems thinking that considers the influence of ethical, environmental, and societal social responsibilities of companies on performance.

Etale & Oyuta (2018) studied environmental responsibility reporting and financial performance of quoted oil and gas companies in Nigeria. This study is of focus because of the performance dimension. Etale & Oyuta (2018) studied 13 oil and gas companies quoted on the floor of the Nigeria Stock Exchange (NSE) for the years 2012- 2017. The study found a

significant positive relationship between financial performance and environmental responsibility reporting in the oil and gas sector of Nigeria. Return on capital employed and asset turn over was used as measures of financial performance. The findings of the study would have been more robust if the influence of global business management practices had been introduced as an intervening or independent variable capable of swaying performance in the oil and gas industry. Polycarp (2019) considered the systematic approach to managing the environmental aspects of company activities as a significant predictor of performance. Polycarp (2019) concluded that environmentally friendly organizations who voluntarily disclose their environmental activities enjoy high level of competitiveness.

Collings, Mellahi, & Cascio (2018) studied global talent management and Performance in Multinational Enterprises. The focus of the author was on global talent management and not global business management. However, the study finding is relevant as the authors advocate a contingency approach to talent management and caution against the adoption of a single best means of managing talent on a global basis. This means that multinational oil companies can also adopt a contingency approach to global business management.

Gap in Literature

What is observable in the empirical review of literature on the performance of multinational oil corporations in Nigeria revealed that majority of studies in the Nigerian context such as Akinyele (2010); Ekoko (2016); Nangih (2017); Etale & Otuya (2018); Ogundipe, Olaoye, & Oyerinde, (2018); Polycarp (2019); focused more on safety practices, environmental accounting, environmental responsibility reporting, corporate social responsibility, strategic planning and strategic marketing as the key to performance in multinational oil corporations in Nigeria to the detriment of global business management. An empirical review of the literature reveals that there is a dearth of literature in the Nigerian context focusing on the specific global business management mindset adopted by multinational oil firms.

Majority of the existing work on the performance of multinational oil firms in Nigeria were too focused on the ability of sustainable practices, corporate social responsibility practices, strategic planning, strategic marketing, and environmental accounting to predict performance without considering the influence of global business management mindset on the performance of the multinational oil firms. The gap that exists in the literature that this study intends to fill

with its findings relate to providing an empirical understanding of the specifics of how global business management mindset affects the performance of multinational oil firms in Nigeria.

Contingency Theory

Contingency theory serves as the theoretical framework for this study. A contingency theory holds the claim that there is no best way to organize a company, to lead a firm, or to make decisions (Scott, 1981). As an alternative, the ideal course of action is contingent (reliant) upon the internal and external condition. A contingent manager commendably adopts the right leadership style having examined the internal and external environment. The following basic principles embedded in the contingency theory makes it ideal for use as a theoretical framework that can help explain the hypothesized relationship between global business management mindset and organizational performance. The following justifies the use of contingency theory in this study.

- i. Multinational oil corporations are opened and not close when considered from the system point of view. The implication is that an open system requires careful management because of the urgency to satisfy and balance internal needs and to acclimatize to environmental circumstances.
- ii. There is no one best way of organizing. The approach to organizing is reliant on the kind of task or environment that the manager is dealing with.
- iii. Management of multinational oil corporations must be determined to achieve alignments and good fits
- iv. The organizations must be ready to evolve to fit into different types of environments.

Methodology

A cross-sectional survey was adopted for this study because data was to be collected at a point in time, as compared to a research design that encompasses reiterated observations of the same variables over a period of time which is what a longitudinal survey would have done. In this study, the intention of the researcher was to collect data in a way that the result from the sample can be inferred to the larger population. The target population in the study was the middle and senior-level management of four oil multinational oil companies in Nigeria selected purposively on the basis of size which are Exxon Mobil, Chevron, Shell and Total. A sample size of three hundred employees distributed evenly across the four companies was considered representative of the four companies and also adequate to carry out the needed statistical test. Primary data was collected

from the four companies using well-structured questionnaires. A pilot test was conducted to pretest the questionnaire so as to ensure that it was reliable and to avoid any possible ambiguity in wording and structure before the actual survey. The analyzed data was presented using descriptive and inferential statistics.

Data Analysis, Finding

Table 1 shows Majority, with a total number of 75 respondents represented in percentage as 54.8% consented to the fact that curiosity and concern is one of the adopted global business management mindset

as 30.7% indicated they agreed, 24.1% strongly agreed to the statement. This is indicated with a mean of 3.29, which is of moderate effect. A standard deviation of 1.415 shows a small disparity in the opinions of the respondents.

In conclusion, majority 79.5% representing 109 respondents agreed to the statement that systems thinking is adopted as a global business mindset' as 59.1% strongly agreed, 20.4% agreed to the adoption of systems thinking. The mean (4.08) responses of the respondents are of high effect. A standard deviation of 1.399 reveals a small disparity in opinions of the respondents.

Table 1: The Global Business Management Mindset Adopted By Multinational Oil Companies

N = 237	Strongly Disagreed	Disagreed	Undecided	Agreed	Strongly Agreed	Total	
Global Business Management Mindset	%	%	%	%	%	Mean	Standard Deviation
Curiosity and concern	15.3	19.0	10.9	30.7	24.1	3.29	1.415
Complexity acceptance	0.7	2.2	5.8	60.6	30.7	4.18	0.699
Diversity Consciousness	3.6	18.2	4.4	73.7		3.48	0.916
Opportunity Seeking	7.3	27.7	4.4	40.9	19.7	3.38	1.278
Faith in Process	13.1	42.3	7.3	34.3	2.9	2.72	1.156
Continuous Improvement	3.6	13.1	7.3	47.4	28.5	3.84	1.093
Long term Perspective	-	8.0	2.9	88.3	0.7	3.82	0.572
Systems Thinking	11.7	7.3	1.5	20.4	59.1	4.08	1.399

In Table 2, Majority, 54.0% representing 74 respondents believe that market share increased in the multinational oil companies as a result of adopted global business management mindset. This is indicated with a mean of 3.64, which is of moderate effect. A standard deviation of 1.143 reveals a small disparity in opinions of the respondents.

Table 2 further revealed that Majority, 55.5% representing 76 respondents believe that employee job satisfaction increased in multinational oil companies as a result of adopted global business management mindset in the study area. This is indicated with a mean of 4.01, which is of high effect. A standard deviation of 0.915 reveals a level of

divergence in the responses of the respondents. Furthermore, table 2 shows Majority, 59.1% representing 81 respondents believe that net profit increased in the study area. This is indicated with a mean of 3.47, which is of moderate effect. A standard deviation of 1.044 indicates small disparity in the responses of the respondents.

Conclusively, the majority 59.9% representing 82 respondents believed that return on equity increased in the study area. This is indicated with a mean of 3.71, which is of moderate effect, and a standard deviation of 1.008 indicates small disparity in the responses of the respondents.

Table 2: Descriptive Analysis of the Performance of Multinational Oil Firms

N = 237	Strongly Decreased	Decreased	No change	Increased	Strongly Increased	Total	
Performance	%	%	%	%	%	Mean	Standard Deviation
Market share	10.2	5.1	13.1	54.0	17.5	3.64	1.143
Employee Job satisfaction	0.7	10.9	3.6	55.5	29.2	4.01	0.915
Net profit	7.3	12.4	13.9	59.1	7.3	3.47	1.044
Employee Turnover	31.4	38.0	16.1	11.7	2.9	2.17	1.089
Return on Investment	5.8	38.0	7.3	16.8	32.1	3.31	1.408
Return on Equity	5.1	9.5	10.2	59.9	15.3	3.71	1.008

Hypotheses Testing

Hypothesis 1

The hypothesis tested in the study states that global business management mindset adopted do not affect the performance of multinational oil companies in Nigeria.

Result in Table 3 revealed multiple regression of the effect of global business management mind-set on the performance of multinational oil firms in Nigeria. The result indicated that global business management mind-set was statistically significant to the performance of multinational oil firms in Nigeria ($F=13.658$, $p < 0.05$). The 't' values indicated the influence of each predictor variables on the response variables with an absolute t value > 2 and p-value < 0.05 the results were as follows, curiosity and concern ($t= 2.354$, $p= .021$); complexity acceptance ($t= 2.325$, $p= .023$); diversity consciousness ($t= 2.499$, $p= .014$); opportunity seeking ($t= 4.340$, $p= .000$).

The results revealed that the global business

management mindset has a significant effect on the performance of multinational oil firms in Nigeria as against the null hypothesis of this study.

The Beta column under Standardised Coefficients revealed the beta value, which is the largest. In this case, the largest beta coefficient is .601, which is systems thinking. This means that this variable makes the strongest unique contribution to explaining performance of multinational oil companies in the study area when the variance explained by all other variables in the model is controlled. Table 3 also provided the results of R, R^2 and adjusted R^2 values. The adjusted R^2 value tells how much of the variance in the dependent variable (performance) is explained by the model (global business management mind-set). In this case the value is .538 expressed in percentage as 53.8%, this means that adoption of global business management mindset explains 53.8% of the variance in performance of multinational oil firms in the study area.

Table 3: Effect OF Global Business Management Mind-Set on the Performance of Multinational Oil Companies in Nigeria

Model	Unstandardized Coefficients		Standardized Coefficient	T	Sig
	B	Std Error	Beta		
Constant	3.452	.474		27.289	.000
Curiosity and concern	.084	.036	.345	2.354	.021
Complexity acceptance	.078	.033	.359	2.325	.023
Diversity consciousness	.065	.026	.351	2.499	.014
Opportunity seeking	.191	.044	.438	4.340	.000
Faith in process	.039	.023	.067	1.687	.093
Continuous Improvement	.339	.024	.590	11.275	.000
Long term perspective	.313	.045	.388	6.955	.000
Systems thinking	.529	.088	.601	13.136	.000
Model Statistics					
R	.555 ^a	Sum Square Regression	45.987		
R^2	.538	Sum Square Residual	16.571		
Adjusted R^2	.524	Total	62.558		
F- Statistics	13.658	Mean Square Regression	.558		
Sig F- Statistics	.000	Mean Square Residual	.152		

Conclusion

Study findings revealed that global business management mindset has a statistically significant impact on the performance of multinational oil corporations in Nigeria. The systems thinking mindset of the global business manager is the most significant predictor of performance of multinational oil companies in the study area. It is not surprising that systems thinking is able to predict performance because the managers think about the organization and its parts in terms of their interdependence and

cause-effect chain reactions. The global business management mindset positioned the middle and senior level management team at the multinational oil corporations to expect potential impacts and while simultaneously preparing to manage those that cannot be anticipated. The adoption of the systems thinking by multinational oil corporations allows employees to appreciate the power of information, and also to takes full advantage of the advantage offered by speedy information flow. Another significant variable of global business management mindset that predicted

performance was continuous improvement. The need to continuously evaluate existing global business management strategy through reflection, rethinking of boundaries, and planning. Continuous improvement also ensured that the multinational oil companies are sensitive to employee training needs and the need for self-improvement. The drive for continuous improvement leads the organization to appreciate the value of flexibility and adaptability to the varying and dynamic business environment. Study findings are in line with previous studies on systems thinking approach and business performance. Skarzauskiene (2010) studied how to manage complexity while considering if systems thinking is a catalyst of organization performance. Correlational and regression analyses revealed that systems thinking was associated with higher organizational performance. Yuen, Thai & Wong (2016) studied the effect of continuous improvement on business performance and found the effect of continuous improvement on organizational performance to be significant.

Practical Implications and Recommendations

A global business management mindset allows the firm to embrace systems thinking and continuous improvement approach, which allows the multinational corporation to appreciate the inter-relations and inter-dependencies among varying units of the organization. Continuous improvement allows the organization to identify irregularities in performance and organizational development. The application of systems thinking and continuous improvement approach to global business management may not guarantee success, but it is definitely relevant in providing the organization with a broad view needed by multinational oil corporations to survive in turbulent business environments.

Originality/value

This is one of the very first studies focusing on the effect of global business management mindset on the performance of multinational oil companies in Nigeria. As a result, rich insight into global business management mindset was provided at the conceptual level, and theoretical underpinning for global business management was provided. The paper discloses the suitability of the principles embedded in contingency theory as relevant to managers in global business firms. The study highlights eight components of global business management mindset and their effect on organizational performance.

Study Limitations

Since multinational oil companies used in the study

were selected purposively on the basis of size and study objectives, the research results may lack generalizability. The sample of this research was limited to four multinational oil companies. In order to generalize the research findings, further research should include all the multinational oil companies in Nigeria.

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Effect of Human Capital Development on the Performance of Selected Hotels in Abuja, Nigeria

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Abstract

Despite the different human capital development programs adopted by different hotels, employees of same hotels continue to show poor understanding of their work especially in rendering satisfactory service to customers. Based on this, the study seek to examine the effect of human capital development programs such as education and training and development on the performance of selected hotels in Abuja city center. A survey research design was adopted with a population size of 1901 employees. Taro Yamane's formula was used to determine the sample size of 331 employees. Primary data was used and structured questionnaire was administered to the respondents. With the aid of SPSS package, multiple regression analysis was conducted and the study found that education has a negative but significant effect on the performance of selected hotels in Abuja city center, Nigeria while training and development has a positive and significant effect on the performance of selected hotels in Abuja city center, Nigeria. The study recommended that Transcorp Hilton Abuja, Sheraton hotel Abuja, Ibeto hotel Abuja, Valentia hotel Abuja and Reinz Continental Abuja should embark on continuous training and development of their employees in skills, knowledge, abilities and competences to meet organization's current and future capability needs. Training, networking, adopting continuous learning culture and flexibility is essential. They should give staff little opportunities to further their education and bond employees that are sent to further their education.

Keywords: Human capital development, education, training and development and performance

Introduction

In today's global market characterised by stiff competition, rapidly changing technology and complex environment, firms need to rightly leverage on their human resource for competitive advantage and effective performance. A comprehensive human capital development programme need to be put in place for capacity building, ensuring adequate knowledge, talent development, skills, and competencies for optimal employee output and eventual organisational performance and sustainability. Productive capacity depends on investments made on people through education and skill acquisition transforming into capacity building and skill utilisation (Iyumade, 2008, cited in Ireaiyo, 2017). Developed skilled and talented employees are more dedicated and committed to achieving the goals and objectives of the organisation. Specific skills and training is vital for growth driven environments (Lajili, 2012). Human resource is arguably the most valuable assets (Hadir & Lahrech, 2015). Human capital remains the key element of value creation and therefore a source of innovation and strategic renewal (Scafarto, Ricci, & Scafarto, 2016). Human capital is the combination of skills, knowledge, and intangible assets of individuals that can be used to produce economic values (Oluwatobi & Oluranti 2018).

Sustained contribution towards human capital

development emanates from ability of firms to develop its workforce. In the modern economy, human capital development is crucial to achieve meaningful, sustainable growth and development (Amassoma & Nwosa, 2018).

The Industrial Training Fund (ITF) in Nigeria was established in 1971 to cater for the training needs of employees in public and private sectors, systematic human capital development and enhance industrial growth and development. The ITF manages the Students Industrial Work Experience Scheme (SIWES) and with the Vocational and Apprentice Training initiatives builds capacity and encourage youth / graduate self-employment. (Aroge, 2012). The ITF organises various training programmes for the Nigerian indigenous workforce to bridge skill gaps and produce competent employees for effective performance. (Research & Curriculum Development Department (R&CDD) 2014). As a way of encouraging contributors a maximum reimbursement of sixty percent (60%) of employers' yearly contribution is made available for staff training and development (Aroge, 2012). According to Industrial Training Fund (2009) report cited in R&CDD, (2014) skill shortages still persists in all sectors of the economy despite ITF training efforts.

To maintain a sustainable economic growth in hotel industry, strategic human capital development is

critical. Many Researchers are of the opinion that the industry is strategic to job creation, poverty alleviation, and the development of sub Saharan Africa (Chun-Ming, Cheng-Yih, & Jian-Fa, 2014; Pearlman & Schaffer, 2013; WTTC, 2015a). As stated by Kim and Park, (2014); Lopes and Teixeira,(2013), tourism, hospitality, and leisure (THL) industry lacks in structured employee competency development programs. Nigerian hotel industry needs to pay proper attention to internal capabilities to respond to, and meet market needs (Jakada&Gambo 2014). Effective Human capital is essential to productivity (Luckstead, Choi, Devadoss, & Mittelhammer, 2014).

Managers and shareholders are often conscious of recruiting competent staff, this often receive a lesser attention in customer service personnel, such as those of the tourism, hotel, and leisure industry (Lopes & Teixeira, 2013; Kim & Park, 2014). Hotels, being a human-intensive and people-oriented industry require for instance, adequately trained front-line, customer-service personnel to deliver quality services and high productivity. This is often lacking. Furthermore, despite the presence of different training programs such as job rotation, coaching, mentoring as well as sending employees to attend various training programmes organized by Industrial Training Fund (ITF), employees still display some level of poor grasp or understanding of their job especially in the area of managing customers' grievances and providing satisfactory service.

Hence, this study seeks to:

- i. examine the effect of education on performance of selected hotels in Abuja city center; and
 - ii. determine the effect of training and development on performance of selected hotels in Abuja city center.
- In line with the objective of the study the following hypotheses are stated in a null form, they are:

H₀₁: Education has no significant effect on the performance (efficiency) of hotels in Abuja city center, Nigeria

H₀₂: Training and Development has no significant effect on the performance (efficiency) of hotels in Abuja city center, Nigeria.

The study focused on examining the effect of human capital development on performance of selected hotels in Abuja city center using education, training and development as independent variables and hotel performance as dependent variable. Transcorp Hilton hotel, Sheraton hotel, Ibeto hotel, Valentia hotel and Reinz continental are used as case studies.

Conceptual review

Concept of Human Capital Development

The concept, Human capital was devised by Schultz, (1962) to reflect the value of our human capabilities

(Hossain & Roy, 2016). According to LeBlanc and Mulvey (2000) adopting a Human Capital approach means seeing employees as an investment to be optimized rather than a cost to be minimized. It means considering money spent on recruiting, developing, motivating, protecting and retaining employees comparable to investments in capital equipment or plant expansion as expenditures with an expected payback within a certain period of time. He asserts that there are three types of people investment in building human capital, namely building knowledge, enhancing motivation and creating opportunity. Thus, with significant knowledge, motivation and opportunity to perform human capital is optimized.

Human capital is referred to as the knowledge, skills, competencies, and attributes exemplified in individuals that enhance the formation of personal, social and financial well-being (Organization for Economic Co-Operation and Development or OECD, 2001), leading to employees' satisfaction and performance, and subsequently enhancing firm's performance. According to Sullivan and Sheffrin (2003) human capital is the stock of knowledge, personality and competency attributes manifested in the capability of labor to create economic value. As stated by Schmidt, (2004) human capital is a form of intangible assets that creates future economic value, including competencies of front-line employees and firm capabilities. Firm specific human capital relates to firm performance, competitiveness and efficiency (Carmeli&Schaubroeck, 2005).

Human capital can be defined as human beings that have acquired, knowledge skills and attitudes required to achieve national development (Ukwuaba 2015). These skills, knowledge and experience symbolise capital since they improve productivity. (Hossain & Roy, 2016),

Concept of Education

Education is the process of facilitating learning, or the acquisition of knowledge, skills, values, beliefs and habits. Education frequently takes place under the guidance of educators; however learners may also educate themselves (Dewey, 1994).

As stated by Honig, (2001) and Pena, (2004), employee's knowledge as a result of their educational level, motivation and abilities provided by employers is a key determinant in the success of businesses. The level of education and quality of knowledge shapes individuals and have a positive effect on organizational performance (Ruzevicius, 2006). Formal education impacts positively on managerial decisions leading to growth in business opportunities. With a high level of education managers are likely to identify and exploit business opportunities for

improved performance. (Cooper, Gimeno-Gascon, & Woo, 1994; Ucbasaran, Westhead & Wright, 2008). “Knowledge is power”, this motto is based on the fact that new knowledge and innovative ideas creates competitive advantage leading to economic growth and development (Magoutas, Papadogonas & Sfakianakis, 2012).

Concept of Training and Development

The hearts and minds of people rather than their hands are vital to the growth and prosperity of a firm which makes training and development very critical for sustainability (Dessler 2011, Nel, du Plessis, Fazey, Erwee & Pillay. 2012). As stated by Rama and Shaik, (2012), training and development of human capital remains the key to unlocking the potential growth and development opportunities for competitive advantage.

As stated by Nda and Fard (2013), training and development is a mechanism that assists human capital in discovering their skills. Since technology becomes obsolete with time employees need to be up to date with the latest developments to survive stiff competition. Skills and techniques seem to be heterogeneous within firms (Vasantham, 2015; Ekundayo, 2015). This confirms the need for training and development to make employees aware of the latest developments and events in their environment.

Concept of Performance

Performance is understood as achievement of the organization in relation with its set goals. It includes outcomes achieved, or accomplished through contribution of individuals or teams to the organization strategic goals. The term performance encompasses economic as well as behavioural outcomes. As stated by Brumbach (1988) performance means both behaviors and results. Behaviors emanate from the performer and convert performance from abstraction to action. Not simply the instruments for results, behaviors also are outcomes respectively. It is the product of mental and physical effort applied to tasks and may be judged separately for results. This definition of performance implies that in managing performance both inputs (behavior) and outputs (results) should be considered. Performance concept is based on the notion that an organisation is the voluntary association of productive assets, which includes human, physical and capital resources, for achieving a mutual purpose (Barney, 2002).

Performance is defined using the 3E, which are efficiency, effectiveness and economies. Ristea (2002) is of the opinion that the three concepts of efficiency, efficacy and economy can be associated with performance. An entity can be said to be successful when it is efficient, effective and economical. Hence

for success the combination of all three variables, which reflects the performance level of an entity, is essential. Efficiency is achieved if a given resource leads to higher result or if a reduced quantity of resource gives a predetermined result. Economies are achieved if an activity is performed at minimal cost using necessary means and resources. When a predetermined result of an activity is achieved or exceeded by developing the activity efficacy is said to be determined (Avram&Luminita, 2013).

Performance is the achievement of specified task measured against predetermined or identified standards of accuracy, completeness, cost and speed (Ekundayo, 2015).

Asset providers will only be committed to the organization as long as aspirations are met relative to alternative use of the assets. The essence of performance is the creation of value, which is the essential overall performance criterion for any organisation.

Empirical Review

An empirical study conducted by Shaheen, Naqvi and Khan (2013) on employees training and organizational performance: mediation by employees' performance to determine the impact of training on employee performance as well as on organizational performance proposed the way teachers' effectiveness could be improved simply by suitable education and training. Quantitative and qualitative methods were adopted, 220 questionnaires were given out to school teachers. 197 were received. The study also used secondary data such as research publications and standard records, to perceive the effect of training on organization performance. Cronbach's Alpha was used on Five-point Likert Scale collected data for validation. Descriptive statistics, regression, correlation, and SPSS were used to analysis data. Overall result shows significant and positive relationship between training and organization performance from the correlation and regression generated. Positive result was also shown in the mediating role of employee's performance. The model support both theoretical and statistical investigation.

Ojokuku and Sajuyigbe (2015) studied the impact of human capital development on the performance of small and medium scale enterprises (SMEs') in Nigeria. Eighty registered SMEs' operating in Ibadan were randomly selected from; construction, trading, fabrication, manufacturing and professional services. A 5-point Likert scale structured questionnaire was used to collect data from the respondents. They found out that the coefficient of relationship (R) = 0.921; the coefficient of assurance (R^2) = 0.849; and the standard

blunder gauge of 0.31254, shows that 84.9% of the examined SME's performance can be related with the improvement of training; level of cooperation in classes, level of formal instruction, gatherings and workshops, and level of investment in exchange fairs and displays, as methodologies of human capital development for their employees. The paper advised SME management to effectively engage in courses, workshops, exchange fairs, and displays to enhance performance, effect development and survival.

Ajisafe, Orifa, and Balogun (2015) investigated the effect of human capital management on organisational performance. A descriptive research design was adopted and correlation was used to determine if relationship exists between human capital management and firm performance in the banking industries located in Ondo town. Sixty-two senior staff from five banks out of the twelve commercial banks in Ondo town in Nigeria was interviewed. A purposive sampling technique was used to select the sample size. Questionnaires were used to collect data. Mean (X) statistic and Pearson Product Moment Correlation (PPMC) was used to analyze data collected. The mean of 3.0 was chosen as the critical value for decision thus a mean response below 3.0 was reflected as 'Not Influential' while a mean response of 3.0 and above was considered as 'Influential'. Work process, access to materials, selection procedure, promotion, training/development opportunities, leadership behaviour and operational procedure were used as independent variables. Performance measured using profitability was used as dependent variable. The study shows that human capital management has a significant and positive effect on organisational performance. The study recommended that firms should recruit the right people for the right jobs by developing motivating and appraising them. Additional human capital development practices should be adopted for employees to be up-to-date in their job performance. Training and development programmes should be given priority in the banking industries and workers should be encouraged on career development to ensure job security.

Halidu (2015) studied the impact of training and development on workers' productivity in ten selected Nigerian universities. A retrospective research design using indirect observation was adopted. Secondary data obtained from (TETFUND) academic staff training and development, 2010 sponsorship was used. They discovered that training and development programmes improve employees' skills and performance, enhance their technical knowhow and sustainability and eventual overall performance in the academia. The study recommends improvement on

training policy to meet with new innovations and techno scientific developments.

Afrah (2016) studied the effect of human capital development on organizational performance: using Benadir University, Mogadishu, Somalia as case study. The study adopted a descriptive design with a sample size of 25 respondents. Questionnaires are used to collect data using fourlikertscale. The mean results showed (3.8), the standard deviation (0.78), as well as (3.34) and (0.78) respectively. This indicates that human capital is crucial to firm performance in Mogadishu, Somalia. The study also found out that development and investment in labour by way of training and education improves productivity and firm performance.

Theoretical Framework

Growth Theory

The concept of learning by doing was first introduced by Arrow (1962) which he regarded as endogenous in the growth process. In Lucas model, the belief is that investment in education enhances production of human capital. Trained workers become more productive which is an eternal effect and resulting into a spill over increasing the productivity of capital and other workers in the economy. The investment in human capital not physical capital results in spill over effects increasing the level of technology, hence the average level of skills and knowledge in the economy are vital for economic growth (Lucas, 1988). As stated by Satyabrata (2016), learning coefficient is a function of accumulative investment resulting in the improvement of productivity of labour.

Many researchers critic the new growth theory despite being viewed as an improvement over neo classical growth theory:

Olson (1982) is of the opinion that the new growth theory places much emphasis on the role of human capital ignoring the role of institutions in the several models of new growth theory the variance between physical capital and human capital is not clear.

Satyabrata Mishra (2016) is of the opinion that these theories fail to explain non convergence, why some countries are richer than others. They don't explain the income divergence between developing and developed nations,

Resource Based View (RBV)

Penrose (1959) work marks the beginning of RBV of the firm which was later acknowledged by Rumelt (1984), Dierickx & Cool (1989) and Barney (1991, 1996) According to Barney, (1991), resources which are rare, valuable, inimitable, and non-substitutable can provide sources of sustainable competitive advantages. Human capital is a resource that cannot

be substituted or imitated which gives an organization a competitive advantage. Firm's investment and implementation of human capital development programs creates competitive advantage through people (Pfeffer 1994). According to Odhong and Were, (2013) firms' competitive advantage can be fortified with knowledge and skills development.

Human Capital Theory

The human capital theory was first propounded by Becker, (1962) and holds that a workforce that is more educated with relevant skills enables a firm to easily acquire new technologies which is a direct return on investment in staff education and training, (Izushi and Haggins, 2004). From the view point of Classical Economics Theory, human capital reflects labour as a commodity to be traded, in terms of purchase and sales. The emphasis is on the exploitation of labour by capital (Marimuthu, Arokiasamy & Ismail, 2009). Unlike the traditional approach human capital is the knowledge, expertise, and skill one accumulates through education and training emphasizing the social and economic importance of human capital theory. The knowledge, skills, abilities and competences of an organization's workforce enhance

its competitive advantage. Human capital theory proffer that education enhances the output and earnings of individuals. Hence education is a vital investment not only for individuals but key to a country's economic growth (Emrullah, 2014). This research adopts this theory to underpin the study.

Methodology

The survey research design was adopted for this study. The survey research design is chosen because the information or data needed for the study required the use of structured questionnaire that was administered to the respondents who are both senior and junior staff of the selected hotels in Abuja city center, Nigeria.

The population of this study consists of all the employees of the five selected hospitality firms in Abuja city center. These hotels are Transcorp Hilton Abuja, Sheraton hotel Abuja, Ibeto hotel Abuja, Valentia hotel Abuja and Reinz Continental Abuja. These selected hotels have a total of 1901 employees comprising of both senior and junior staff gotten from the various hotel's human resource departments. The population of the five selected hotels in Abuja city center is listed in the table below:

Table 1.1: Population of Employees of the selected hotels in Abuja city center

s/n	Hotel	Number of Senior Staff	Number of Junior Staff	Total
1	Transcorp Hilton Abuja	178	754	932
2	Sheraton Hotel And Towers Abuja	185	128	313
3	Ibeto Hotel Abuja	40	174	214
4	Valentia Hotel Abuja	44	77	121
5	Reinz Continental Abuja	114	207	321
Total		561	1340	1901

Source: Human resource department of the selected hotels

Thus, the population of the selected hotels in Abuja city center in this study is 1901. The Sample size was arrived at using the Taro Yamane (1967) formula as stated below:

$$n = N / 1 + N(e)^2$$

Where N is the population size

e is the margin error (assume 5%)

1 = constant

e = 0.05

$$n = 1901 / 1 + 1901(0.05)^2$$

$$n = 1901 / 1 + 1901(0.0025)$$

$$n = 1901 / 1 + 4.7525$$

$$n = 1901 / 5.7525$$

$$n = 331$$

Furthermore, a purposive sampling technique was used in selecting the 331 from 1901 employees of the selected hotels in Abuja city center. A purposive sampling method using proportional method in selecting samples in each of the selected hotels Abuja city center was used as shown in the table below.

Table 1.2: Proportions of employees of the selected hotels in Abuja city center, Nigeria

Hotels	Population	Proportion	Sample
Transcorp Hilton	932	$932 \times 331 / 1901$	162
Sheraton Hotel And Towers	313	$313 \times 331 / 1901$	55
Ibeto Hotel	214	$214 \times 331 / 1901$	37
Valentia Hotel	121	$121 \times 331 / 1901$	21
Reinz Continental	321	$321 \times 331 / 1901$	56
Total	1901	-	331

Source: Researchers Computation (2019)

Additional 2 copies of questionnaires were added to all to ensure a successful return of 331 questionnaires. The SPSS software 20.0 was used for this study. The statistical test of parameter estimates was conducted using their standard error, t-test, F-test, AR, and R².

A multiple regression model was employed to estimate the cause and effect relationship between human capital development and performance in the selected hotels in Abuja city center, Nigeria. This is

expressed in this study as shown below:

$$Y = \alpha + \beta_1 x$$

Where y = dependent variable, α = intercept, β_1 is coefficient and x is the independent variable. However, the above model shall be expressed as:

$$PHs = \alpha + \beta_1 EDU + \beta_2 TRN + \mu \dots \dots \text{equation 1}$$

Where: PHs = Performance of Hotels (measured as efficiency), EDU = Education and TRN = Training

Data Analysis

Table 2: Assessment of Education in selected hotels in Abuja city center, Nigeria

Items	5	4	3	2	1
Transcorp Hilton Abuja, Sheraton hotel Abuja, Ibeto hotel Abuja, Valentia hotel Abuja and Reinz Continental Abuja fully sponsor staff for further education	65(19.63)	44(13.29)	13(3.93)	109(32.93)	100(30.21)
Transcorp Hilton Abuja, Sheraton hotel Abuja, Ibeto hotel Abuja, Valentia hotel Abuja and Reinz Continental Abuja frequently gave partial scholarship for staff education	78(23.56)	77(23.26)	10(3.02)	91(27.49)	75(22.66)
Transcorp Hilton Abuja, Sheraton hotel Abuja, Ibeto hotel Abuja, Valentia hotel Abuja and Reinz Continental Abuja frequently sponsor staff internship programmes	67(20.24)	55(16.62)	18(5.44)	98(29.61)	93(28.09)

Source: Survey, 2019

From the above table, it was discovered that 19.63% of the respondents strongly agreed and 13.29% agreed to the statement that Transcorp Hilton Abuja, Sheraton hotel Abuja, Ibeto hotel Abuja, Valentia hotel Abuja and Reinz Continental Abuja fully sponsor staff to further their education. 32.93% strongly disagreed and 30.21% disagreed with the said statement while only 3.93% were undecided.

It was also observed that 23.56% of the respondents, and 23.26% strongly agreed and agreed respectively that Transcorp Hilton Abuja, Sheraton hotel Abuja, Ibeto hotel Abuja, Valentia hotel Abuja

and Reinz Continental Abuja frequently gave partial scholarship for staff education. 27.49% and 22.66% strongly disagreed and disagreed respectively, while only 3.02% were undecided.

From the table also, 20.24% of the respondents and 16.62% strongly agreed and agreed respectively that Transcorp Hilton Abuja, Sheraton hotel Abuja, Ibeto hotel Abuja, Valentia hotel Abuja and Reinz Continental Abuja frequently sponsored staff internship programs. 29.61% and 28.09% strongly disagreed and disagreed respectively, while 5.44% were undecided.

Table 3: Mean of Education in selected hotels in Abuja city center, Nigeria

Variables	5	4	3	2	1	$\sum FX$	N	Mean	Remarks	Ranking	Sectorial mean
fully sponsored staff education	65	44	13	109	100	858	331	2.59	Low	3 rd	2.76
partial scholarship for staff education	78	77	10	91	75	985	331	2.97	Low	1 st	
sponsored staff internship programmes	67	55	18	98	93	898	331	2.71	Low	2 nd	

Source: Researchers Computation, 2019

The above table shows that education as an indicator of human capital development exemplified as “fully sponsored staff education”, “partial scholarship for staff education”, “sponsored staff internship

programmes” variables are ranked low. The sectorial mean of 2.76 further proves that the selected hotels do not pay much attention to furthering staff education for performance improvement.

Table 4: Assessment of Training and Development in selected hotels in Abuja city center, Nigeria

Items	5	4	3	2	1
Your hotel gives staff opportunities for career development	98(29.61)	112(33.84)	12(3.62)	44(13.29)	65(19.64)
Your hotel ensure that there is effective “on the job” training for all staff	99(29.90)	109(32.93)	20(6.04)	52(15.71)	51(15.41)
Your hotel trains staff on “off the job” training in Abuja	119(35.95)	102(30.82)	16(4.83)	45(13.59)	49(14.80)

Source: Survey, 2019

From the above table, it was discovered that majority of the respondents strongly agreed (29.61%) and agreed (33.84%) to the statement that their hotels gave them opportunities for career development. 13.29% strongly disagreed and 19.64% disagreed with the said statement while only 3.93% were undecided.

It was also observed that the majority of the respondents, 29.90% and 32.99% strongly agreed and agreed respectively to the statement that their hotel ensures that there is effective “on the job” training for

all staff. 15.71% and 15.41% strongly disagreed and disagreed respectively, while only 6.04% were undecided.

From the table also, the majority of the respondents 35.95% and 30.82% strongly agreed and agreed respectively to the statement that their hotel trained them on “off the job” training in Abuja. 4.83% and 13.59% strongly disagreed and disagreed respectively, while 14.80% were undecided.

Table 5: Mean of Training and Development in selected hotels in Abuja city center, Nigeria

Variables	5	4	3	2	1	$\sum FX$	N	Mean	Remarks	Ranking	Sectorial mean
Career development	98	112	12	44	65	1127	331	3.40	High	3 rd	3.48
On the job training	99	109	20	52	51	1146	331	3.46	High	1 st	
Off the job training	119	102	16	45	49	1190	331	3.59	High	2 nd	

Source: Researchers Computation, 2019

The above table shows that the training and development in selected hotels in Abuja city center, Nigeria, exemplified in career development, on the job training and off the job training are ranked high. This implies that employees of selected hotels in Abuja city center, Nigeria are effectively engaging in

training and development as human capital development indicator. The study also realised that the sectorial mean of 3.48 proved that the organization are paying much attention to training and development of their staff.

Table 6: Assessment of Performance of Hotels (measured as efficiency) in selected hotels in Abuja city center, Nigeria

Items	5	4	3	2	1
There is efficient increase in customers patronage in hotels in Abuja	121(36.56)	99(29.91)	23(6.94)	44(13.29)	44(13.29)
The average daily rate (ADR) of the hotels are high	118(35.65)	87(26.28)	19(5.74)	54(16.31)	53(16.01)
Quality service delivery meeting customers' expectations are adopted in Abuja hotels	110(33.23)	91(27.49)	21(6.34)	48(14.50)	61(18.43)

Source: Survey, 2019

From the above table, it was discovered that majority of the respondents strongly agreed (36.56%) and agreed (29.91%) to the statement that there is efficient increase in customers patronage in hotels in Abuja. 13.29% strongly disagreed and 13.29% disagreed with the said statement while only 6.94% were undecided.

It was also observed that the majority of the respondents, 35.65% and 26.28% strongly agreed and agreed respectively to the statement that hotels in Abuja realized a high average daily rate (ADR).

16.31% and 16.31% strongly disagreed and disagreed respectively, while only 5.74% were undecided.

From the table also, the majority of the respondents 33.23% and 27.49% strongly agreed and agreed respectively to the statement that Quality service delivery meeting customers' expectations are adopted in Abuja hotels. 14.50% and 18.43% strongly disagreed and disagreed respectively, while 6.34% were undecided.

Table 7: Mean of Performance of Hotels (measured as efficiency) in selected hotels in Abuja city center, Nigeria

Variables	5	4	3	2	1	$\sum FX$	N	Mean	Remarks	Ranking	Sectorial mean
customers patronage	121	99	23	44	44	1202	331	3.63	High	1 st	3.52
Output	118	87	19	54	53	1156	331	3.49	High	2 nd	
customers demand on time	110	91	21	48	61	1137	331	3.44	High	3 rd	

Source: Researchers Computation, 2019

The above table shows that the performance of hotels in Abuja city center, Nigeria measured in efficiency was ranked high. This implies that selected hotels in Abuja city center, Nigeria are efficient in their

performance. The study also realised that the sectorial mean of 3.52 proved that the organization are efficient in carrying out their activities.

Table 8: Descriptive Statistics

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
PHs	331	1.00	5.00	3.6163	1.33061
EDU	331	1.00	5.00	2.0997	1.19812
TRN	331	1.00	5.00	3.8882	1.21464
Valid N (listwise)	331				

Source: SPSS version 20.00

The table 8 revealed that the result of descriptive statistics indicated the mean and standard deviation as well as the minimum and maximum value of the variables. The mean value of performance (PHs) is

3.61, education (EDU) is 2.09, the mean value of training and development (TRN) is 3.88. The table also recorded the standard deviation of the variables.

Table 9: Regression Analysis

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.951 ^a	.905	.905	.41078

a. Predictors: (Constant), TRN, EDU

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	528.925	3	264.462	1567.267	.000 ^b
	Residual	55.347	328	.169		
	Total	584.272	331			

a. Dependent Variable: PHs

b. Predictors: (Constant), TRN, EDU

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	-.239	.079		.003
	EDU	-.213	.028	.192	.000
	TRN	.876	.028	.800	.000

a. Dependent Variable: PHs

Source: econometric output, 2019

Decision rule: 5%

The regression result shows that the model is fit for the study since the f-statistics is significant at 5% level of significance. The result also shows that education has a negative and significant effect on the performance of selected hotels in Abuja city center, Nigeria while training and development has a positive and significant effect on the performance of selected hotels in Abuja city center, Nigeria. These effects are significant since the P-values are less than 5%. Thus, the study rejects the null hypothesis and concluded that education has a negative and significant effect on the performance of selected hotels in Abuja city center, Nigeria. Also, training and development has a positive and significant effect on the performance of selected hotels in Abuja city center, Nigeria.

The $R^2 = 0.91$ indicates that only 91% of variation on human capital development can be used to explain the performance of selected hotels in Abuja city center, Nigeria but 9% can be explained by other factors not noted in the regression model which is referred to as error term.

Discussion of Findings

The study found out education has a negative and significant effect on the performance of selected hotels in Abuja city center, Nigeria while training and development has a positive and significant effect on the performance of selected hotels in Abuja city center, Nigeria. The study is in line with the findings of Ajisafe, Orifa and Balogun (2015) who found

significant effect relationship between the variables.

The study is also in line with Human Capital Theory as the knowledge, expertise, and skill accumulated by employees through education and training leads to improve performance. However, the reason for the negative effect of education as human capital development indicator in the selected hotels in Abuja city center, Nigeria is because management of various hotels in Abuja believed that educating their employees is an additional cost to the organization and if employees are given opportunities to further their educational career, they tend to change jobs which may result to management waste of resources.. However, management failure to educate their employees results in low performance in terms of efficiency.

Training and development has positive effect in the sense that employees of hotels in Abuja city center are been trained “on the job”, “off the job” and ensuring carrier development. The hotels in Abuja city center are performing because they effectively engage in training and development of their staff for quality service delivery ensuring customer satisfaction and eventual high patronage.

Conclusion and Recommendations

The study concludes that human capital development has a significant effect on the performance of selected hotels in Abuja city center, Nigeria. Other conclusions were that education has a negative and significant effect on the performance of selected hotels in Abuja city center, Nigeria while training and development has a positive and significant effect on the performance of selected hotels in Abuja city center, Nigeria.

The study recommends that:

Transcorp Hilton Abuja, Sheraton hotel Abuja, Ibeto hotel Abuja, Valentia hotel Abuja and Reinz Continental Abuja should continue to train and developed their staff in up to date skills and knowledge for capacity building and delivering quality service ensuring customers' satisfaction for improved organizational performance. These hotels should re – strategize in educating their employees for high performance by way of bonding such employees that are sent to further their education.

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Health Expenditure and Life Expectancy in Nigeria

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Abstract

The inadequate health infrastructures and under investment in health sector is a worrisome issue in Nigeria and has been attributed to the poor level of health outcomes in the country. Therefore, this study examines the impact of health expenditure on life expectancy in Nigeria for the period 1981 to 2018. The study utilized ARDL and the result showed that health expenditure had insignificant impact on life expectancy. Thus, the study concludes that health expenditure contributed insignificantly to enhancing life expectancy in Nigeria. Therefore, the study recommends that government should increase the proportion of health expenditure in the national budget.

Keywords: Health Expenditure, Life Expectancy, ADRL, Nigeria.

Introduction

Health is a very important aspect of an individual's wellbeing and since individuals makes a nation; therefore, healthcare could be regarded as one of the indispensable conditions to achieving a sustainable long-term economic development (Matthew, Adegboye, and Fasina, 2015). Health as a concept is a very sensitive one because it deals with not just humans but with human body. Without a good health condition, it is almost impossible to carry out any economic activity and if at all, there is any, it will certainly not be efficient and so it is important to take this subject seriously. Healthcare is possibly the most severe development issue facing the world today. States all around the world are crippled by the onset of infectious disease and other preventable health issues. Consequently, researchers are unable to focus their attention fully on other development issues such as education and economic sustainability because they have to first address the more pressing, immediate needs of their citizens.

Global progress and the pursuit of international development simply won't be possible without improved access to and availability of healthcare. It has been established in the literature that improvement in health care is an important prerequisite for enhancing Human Capital Development (HCD) in any and every economy (Weil, 2007). According to Siddiqui, Afridi and Haq (1995), improved health status of a nation creates outward shift in labour supply curve/increase productivity of labour with a resultant increase in productivity of investment in other forms of human capital. The level of government expenditure on health determines the ultimate level of human capital development which eventually leads to better, more

skilful, efficient and productive investment in other sector of the economy (Muhammad and Khan, 2007). Bloom and Canning (2006) identified four mechanisms through which healthier individuals contribute to the economy: (i) at the workplace, healthier individuals are more productive and thus generally earn a higher income, (ii) they are able to retire later and take less sick leave due to overall good health and so they are able to work longer, (iii) they are more likely to invest in their own education and training which enhances productivity; and (iv) they are likely to save and invest more with the expectation of a longer life. Therefore, health is an integral part of sustainable development, and attempts for its improvement should always be the main development goal of a nation. Furthermore, good health ensures economic security for the individuals themselves and their families. It also provides a sense of empowerment that adds value to human life.

In spite of the importance of improve health to national development, stakeholders in the health sector have repeatedly decried the poor budgetary allocation, especially the late release or non release of funding for the most health interventions in the country. This is said to be a major cause of Nigeria's grim health indices. Various statistics shows that Nigeria has one of the worst healthcare delivery records in the world. Nigeria is rated 187th out of 191 countries of the world in term of health care delivery (WHO, 2019). Despite the importance of health investment in developing countries, health issue is still under-represented in Nigeria. This is because only about 5.95% of the yearly budget was allocated to the health sector in Nigeria. Details of the budget proposal for 2020 revealed that budgetary allocation to works and housing sector is almost six times the

allocation allotted to health sector in the annual budget while Universal Basic Education also got more than double of what was allotted to health sector.

However, higher health spending per capita is generally associated with higher life expectancy at birth, although this relationship tends to be pronounced in the advanced countries like Japan with current life expectancy of 84.55 years, a 0.14% increase from 2018, Germany with current life expectancy of 81.26 years with an increase of 0.19% from 2018 and China with current life expectancy of 76.79 years with an increase of 0.22% from 2018 (WHO, 2019). The reverse is the case in many countries in sub-Saharan Africa including Nigeria with current life expectancy of 54.49 years with an increase of 0.58% from 2018. This is worrisome because despite in claim by the government to ensuring better health care for the Nigerian citizens, the life expectancy of the average Nigerian citizen is on the decline. Thus, there is the need to examine this issue. More so, despite the low level of life expectancy in Nigeria, few studies have focused to examine the link between health expenditure and life expectancy while myriads of studies have been carried out on the relationship between health expenditure and economic growth in Nigeria (Ogunjimi & Adedeji, 2018; Bedir, 2016).

Some studies also examined the impact of government expenditure and economic growth (Jeff-Anyeneh & Ibenta, 2019; Ebong & Ayodele, 2016), while other studies focused on the relationship between macroeconomic variables and health expenditure (Amponsah, 2019; Anyanwu & Erhijakpor, 2007). Based on this background, this study examines the relationship between the health expenditure and life expectancy in Nigeria. The rest of the paper is organized as follows: section two is on literature review. This is followed by the research methods and discussion of results in section three and four respectively. Section five concludes the paper.

Literature Review

Amponsah (2019) investigated the core macro-economics and social determinant of health expenditure as well as effect of health expenditure on selected critical health outcomes (life expectancy and under five maternal mortality) in sub-Saharan Africa SSA. The study employed panel data to explore the stated objective and the result showed that steady increase in health expenditure overtime have tendency to improve health outcomes in SSA. Ogunjimi and Adedeji (2018) examined the relationship among health expenditure, health outcomes and economic growth in Nigeria for the

period between 1981 and 2017. This study adopted the Toda-Yamamoto causality framework and the Autoregressive Distributed Lag (ARDL) methods. The results of the Toda-Yamamoto causality tests showed a unidirectional causality running from health expenditure to infant mortality. Also, unidirectional causation was observed from health expenditure and economic growth to life expectancy and maternal mortality while unidirectional causality was observed from economic growth to health expenditure.

Arvas and Torasdag (2017) examined the link between health care expenditure and life expectancy in Turkey. The study utilised co-integration analysis and granger causality estimation techniques and the study observed bi-direction causality between health spending and life expectancy. Bashir (2016) used Pearson Product Moment Correlation to assess the impact of government expenditure on infrastructures in Nigeria. The study found that that government expenditure has negative impact on infant mortality rate as well as insignificant positive relationship with life expectancy in Nigeria. The study concluded that increase in government expenditure has reduced infant mortality in Nigeria. Edeme, Emecheta and Omeje (2017) examined the effect of public health expenditure on health outcomes in Nigeria. The result showed that public health expenditure and health outcomes have long-run equilibrium relationship. Furthermore, the results showed that an increase in public health expenditure improves life expectancy and reduces infant mortality rates. Sghari and Hammami (2016) analyzed the relationship between health spending per capita and life expectancy in the OECD. This study found it difficult to establish causation between health expenditure and mortality rate in Tunisia.

Matthew, Adegbeye and Fasina (2015) examined the impact of government health spending on health outcomes in Nigeria for the period 1979 to 2012. This study used of the Johansen Co-integration and the Vector Error Correction Model (VECM) econometric technique, and the results of the study showed that public spending on health has a significant effect on health outcomes in Nigeria. The study also observed that environmental factors such as carbon dioxide emissions influenced individuals' health. Therefore, the study recommends the need for increase awareness of carbon dioxide emissions on individuals' health. Also, the government should increase and restructure the public expenditure allocation to the health sector. Yaqub, Ojapinwa and Yussuff (2010) examined the effectiveness of public health expenditure on health outcomes in Nigeria. Using both the ordinary least squares and the two-stage least squares, the study observed that public

health expenditure has negative effect on infant mortality and under-5 mortalities when the governance indicators are included. The policy implication is that achieving the Millennium development goal of lowering infant mortality by two-thirds by 2015; reducing under-5 mortality rate and raising life expectancy in Nigeria maybe unattainable if the level of corruption is addressed. Bhargava, Jamison, Lau and Murray (2001) used co-integration analysis to examine health expenditure and life expectancy. The result of the study reveals that life expectancy does not reflect the productivity of the labor force accurately.

Methodology

Theoretical Framework

The Keynesian schools of thought believe that public expenditure can contribute positively to economic growth. Hence, increase in government expenditure is likely to lead to increase in employment, profitability, investment and life expectancy through multiplier effects on aggregate demand. As a result, government expenditure augments aggregate demand which provokes an increased output depending on expenditure multiplier.

Model Specification

The study mirrors the work of Coker and Bein (2018) which took its roof from Keynesian theory of government expenditure with modifications. This study, therefore, specifies the model as follows:

$$Lex = f(co_2, hexp, pser, inf, popgr, uer) \quad (1)$$

In estimation form, model (1) is expressed as:

$$Lex = \alpha_0 + \alpha_1 co_2 + \alpha_2 hexp + \alpha_3 pser + \alpha_4 inf + \alpha_5 popgr + \alpha_6 uer + u_t \quad (2)$$

From equation (2), Lex is life expenditure, Co₂ is carbon dioxide emission, hexp is health expenditure, pser is primary school enrolment, Inf is inflation, popgr is population growth rate, uer is unemployment rate, α_0 is intercept, $\alpha_1, \alpha_2, \alpha_3, \alpha_4, \alpha_5$, and α_6 are coefficients and μ_t is error term. Carbon dioxide emission (CO₂) is included into the model because

carbon dioxide emission increases environmental hazard which reduces life expectancy (Edeme & Nkalu, 2019). Primary school enrolment is included into the model because literacy level influences life expectancy (William & Peter, 2015). Population growth is included because Popoola, (2018) made case for the reduction in fertility rate to enhance increase in life expectancy. It has been argued that population growth complicates the task of providing and maintaining the infrastructures, education and healthcare needed in modern economies; this reduces the rate of life expectancy (Sanni, 2017). Inflation is also included because businesses and household do perform poorly when inflation is high and unpredictable, this therefore will contribute to reduction in the rate of life expectancy. Unemployment is equally included into the model because any increase in the rate of unemployment reduces the rate of standard of living which will result in decline of life expectancy (Akinbobola & Saibu, 2007). The expected relationships are symbolically represented as follows:

$$\frac{\delta lex}{\delta co_2} < 0, \frac{\delta lex}{\delta hexp} > 0, \frac{\delta lex}{\delta pser} > 0, \frac{\delta lex}{\delta inf} < 0, \frac{\delta lex}{\delta popgr} < 0, \frac{\delta lex}{\delta uer} < 0.$$

Data on health expenditure and inflation were sourced from central banks of Nigeria, data on life expectancy; unemployment rate and primary school enrolment were sourced from Federal Bureau of Statistics while data on carbon dioxide emission is sourced from World Bank Indicator.

Results and Discussion

Unit Root Test

In table 1, the result shows that inflation and primary school enrolment are stationary at level while life expectancy, carbon dioxide emission, health expenditure, population growth and unemployment were stationary at first difference. Since these variables are stationary at different orders of zero and one, the study utilized the Autoregressive distribution lag co-integration analysis.

Table 1. Philip Perron (PP) Unit Root Test

Variables	At Level			At 1 st Difference			Integration
	pp-test	1% C.V.	5% C.V	pp-test	1% C.V	5% C.V	
Lex	-1.8937	-3.646	-2.954	-7.552	-3.654	-2.957	I(1)
Co2	-1.8628	-3.646	-2.954	-5.606	-3.654	-2.957	I(1)
Hexp	-2.7647	-3.646	-2.954	-5.957	-3.654	-2.957	I(1)
Inf	-4.3655	-3.646	-2.954	-	-	-	I(0)
Pser	-4.3109	3.646	-2.954	-	-	-	I(0)
Popgr	-1.3162	3.646	-2.954	-4.9158	-3.654	-2.957	I(1)
Uer	-0.9548	-3.689	-2.972	-6.647	-3.654	-2.957	I(1)

Source: Author's computation.

The Bound Co-integration Test

In Table 2, the result of ARDL Bound Test reveals that the F – statistics which is (63.6) is greater than the upper bound value which is (4.38) at 5% level of

significance. Consequently, it implies that there is existence of co-integration, that is, there is long run relationship between health expenditure and life expectancy in Nigeria.

Table 2. ARDL Bound Test

Test statistics	Value	Significance	I(0)	I(1)
F-statistics	63.6	10%	2.63	3.71
K (dof)	6	5%	3.17	4.38
Sample size	38	1%	4.63	5.70

Source: Authors' computation

ARDL Regression Estimates

In Table 3, the result of long run ARDL estimates revealed that carbon dioxide emission (co_2), primary school enrolment (pser) and population growth rate (popgr) had significant impact on life expectancy (Lex) while health expenditure (hexp), inflation (Inf) and unemployment rate (uer) had insignificant impact on life expectancy. From the result, it is observed that the relationship between Co_2 and life expectancy and population growth is not in line with a priori

expectation while the relationship between primary school enrolment and life expectancy is in line with a prior expectation. The economic meaning of the insignificant relationship between health expenditure and life expectancy in Nigeria is that much allocation has not been committed into health as expected to enable health improvement and higher rate of life expectancy. This finding is in line with Bashir (2016) while in contrast with Edeme et al. (2017) and Yaqub et al. (2010).

Table 3. ARDL Long – Run Error Correction Model Estimates

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	16.66876	4.494762	3.708486	0.001*
$co2_t$	0.508731	0.146137	3.481202	0.0019*
$hexp_t$	-0.110769	0.125537	-0.882360	0.3863
inf_t	-0.024108	0.028385	-0.849345	0.4041
$pser_t$	0.124951	0.054623	2.287503	0.0313*
$popgr_t$	0.166193	0.049693	3.344401	0.0027*
uer_t	-0.319052	0.184719	-1.727230	0.0970

Source: Authors' computation. (*) denotes significance at 5% level

Table 4 presents the short run ARDL estimate which showed that carbon dioxide emission (co_2) and primary school enrolment (pser) had significant and positive impact on life expectancy (Lex) while health expenditure (hexp) and inflation (Inf) had insignificant impact on life expectancy. More so, the study found that population growth (popgr) and unemployment rate (uer) had negative and significant impact on life expectancy in Nigeria. The results from above imply suggests that health expenditure has contributed insignificantly to improving life expectancy in Nigeria owing largely to underfunding of the health sector.

The result reveals that ECM coefficient is - 0.026157 and it is significant at 5% with expected negative sign. This indicates that approximately 3% of previous disequilibrium is adjusted in the model. The result shows that the diagnostic tests were also carried out to assess the robustness of the study. The LM test which test for the presence of autocorrelation in the estimated model showed that the study rules out autocorrelation since we accept the null hypothesis and reject the alternative. In the same vein, the study also assumes homoscedasticity of the residual by accepting the null hypothesis.

Table 4. ARDL short – run Error Correction Model Estimates

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	0.778317	0.185276	2,659278	0.0000*
$\Delta co2_t$	0.005627	0.001076	5.230660	0.0000*
$\Delta hexp_t$	-0.002897	0.002939	-0.985902	0.3340
Δinf_t	-0.000631	0.000713	-0.884068	0.3854
$\Delta pser_t$	0.003268	0.001217	2.684506	0.0130*
$\Delta popgr_t$	-0.015501	0.001942	-7.984232	0.0000*
Δuer_t	-0.008346	0.003685	-2.264929	0.0328**
ecm_{t-1}	-0.026157	0.001020	-25.63724	0.0000*
$R^2 = 0.92$				
S.E = 0.003				
Regression diagnostics tests				
LM(1)-test = 2.02 [0.16] LM(2)-test = 3.44 [0.18]				
Hetero (1-2)= 4.6 [0.59] Normality = 1.73[1.41]				

Source: Authors' computation. (**) and (*) denotes significance at 5% and 1%

Conclusion and Policy Recommendations

The study examined the impact health expenditure on life expectancy in Nigeria for the period 1981 to 2018. The study utilized the Autoregressive Distributed Lag (ARDL) estimation technique and the long-run and short-run estimate were almost the same which showed carbon dioxide emission and primary school enrolment had positive and significant impact on life expectancy in Nigeria while government expenditure on health had insignificant influence on life expectancy in Nigeria. Thus, the study concludes that health expenditure has not contributed significantly to enhancing life expectancy in Nigeria. Based on the findings, the study recommended that Nigerian government should increase the share and proportion of health expenditure in Nigerian budget. Moreover, the government should find alternative source of energy that are renewable in nature such as solar energy, geo-thermal energy and the others as a means of reducing carbon dioxide emission which would contribute to enhancing the life expectancy of Nigerians..

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Macroeconomic Environmental Dynamism and Banks' Performance in Nigeria

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Abstract

This paper examined the impact of dynamic macroeconomic environmental factors on banks' performance in Nigeria over a period of 20 years (1998 – 2017). Data were collected from Central Bank of Nigeria (CBN) annual reports and statistical bulletins. Auto- Regressive Distribution Lag (ARDC) was used to determine the short and long term relationship between the variables. It was found out that bank performance is affected positively by inflation, exchange rate and interest rate, although the extent of the impact was shown to be insignificant, while government expenditure had a significant positive effect on Banks' performances. Thus it was concluded that the macroeconomic environmental factors positively impacted banks' performance. Therefore, it was recommended that banks' management should be strategically proactive in understanding the macroeconomic environmental complexity and its dynamics in order to minimize environmental scourges on banks' performance.

Keywords: *Environmental factors, environmental complexity, banks performance, foreign exchange, bound test, Unit root.*

Introduction

Banks are economic agents for rapid economic growth, performing pivotal roles through financial intermediation by connecting the surplus and the deficit economic units to promote economic activities. The economic height of a country depends on the effective performance and functioning of the financial institutions in the economy. The Nigeria banking sector has experienced an upsurge in growth and expansion, enhancing employment opportunities, supporting real sector financing, and thus contributing significantly to the Gross Domestic Product (GDP). The banks financed the productive sector (goods and services sector) through loans and advances as agents of economic growth, (Ojomolade, 2017). This sector has however been consistently confronted by the ever dynamic and uncontrollable macroeconomic environmental variables in the economy.

The monetary authorities realized the importance of banks in an economy and their susceptibility to environmental factors. Hence, banks are always put under constant control by adopting both macro and micro economic policies. Despite the fact that the government exerts a strong grip and control over the banks' activities for effective outcomes, the banks increased to 102 from 56 in 1986. In spite of the strong

control and the number of banks, their efforts on the real sector of the economy did not show any remarkable improvement due to impediments from environmental factors (Adegbite, 2005). In Nigeria, the present global and local influences (macroeconomic changes) of the environment that constantly impinge on banks' performance make these banks find it difficult to adapt to modern business culture which some of them cannot survive (Umar, 2017).

The various banks' reforms in Nigeria was to enhance the banks' performance and survive the changes in the environment. These led to bank recapitalization and consolidation, reducing the number of banks into 25 from 89 in 2005, and later to 21 by 2013 ending. This is to ensure a strong financial institution that can compete and partake in off shore banking, Ojongi, 2014. At the beginning of the millennium, 2000-2002, all macro-economic indicators were declining and leading to bank failures, thereby wiping out depositors' confidence in the banking system, leading to capital flight, lower economic growth, low capacity utilization and external debt overhang, (Oladejo & Oladipupo, 2011). Business of any kind must achieve its primary objective of profit, growth and survival in the environment in which it operates, as no business can

operate successfully in isolation of its supportive environmental variables (Oginni, 2010). Nigerian banks carry out their intermediation functions in an economy surrounded by internal and external environmental regulatory factors which is like the natural environment of living being that promote or impinge performance and development.

The banking industry has a peculiar macroeconomic environment that is dynamic, complex, unpredictable and changes constantly, thereby influencing the structure and decision making of the banks. The complexity needs to be constantly checked through boundary spanning due to its significant consequences on banks' performance. In a competitive market the most important challenges that exert great influence on banking policies and strategy are the macroeconomic environmental factors in the industry (Ajayi, 2011). Four of these problems are addressed in this study. These are interest rate, foreign exchange rate, inflation and government expenditure. The Nigerian financial environment has witnessed a lot of macroeconomic dynamics over the decades from the period of emerging banking to financial regulation and consolidation. This has resulted into a wide spectrum of macroeconomic dynamics, resulting in higher level of interest rate, inflation, unabated increases on the exchange rate and astronomical increase in government expenditure (Ojomolade, 2017). This study therefore is to examine the effect of these macroeconomic environmental variables on banks' performance in Nigeria and the relationship that subsist between these environmental variables and banks' performance. The period of study covers 20 years (1998-2017)

Review of Related Literature

Conceptual Review

Environment

The concept, environment, has divergent views to different authors and scholars. (Okoh and Munene, 1986) posted two views of the environment, the first is the inter-organizational view, which considered the environment as a collection of person, group and other organizations that provides inputs to or receives output from a local organization. The second view is that environment is a set of general, social, economic and technological conditions. Obasan, (2001) says the environment is the total sum of the physical and social forces and institutions that are relevant to the organizational goals setting and goal attainment, which are taken directly into consideration by the organization when business policies and decisions are taken.

Osugwu, (2001) explain that environment is the

totality of the factors that affect, influence or determine the operations or performance of a business. The environment determines what is possible for the organization to achieve. Environment is a combination of both tangible and intangible factors that provide life and blood for the organization's success, a market niche for its products and services, which again may inhibit its performances or create variance from the targeted plan. Gado (2015) defined environmental factors as the uncertainty that arises from the organizations inability to predict its environment correctly or in other words to predict the factors that characterize its environment. These factors are characterized into two, internal and external environmental factors.

The environment exerts basic influences on firm productivity, which include: It offers threat and an opportunity. It is the source of organizational resources (human capacity). It contains interest and pressure group that have direct and indirect interest in the banks' activities. The banking environment that emerged from previous reforms in Nigeria was inefficiency, riskier liquidity that generated lower returns. Some major landmarks in this period include: The Basel II agreement laid down regulations for banks, but not based on theory. The distress banks resulted from impact of environment eroded deposited confidence.

Obasan (2001) viewed the external business environment as the totality of factors outside an organization that are taken into consideration by an organization in its decision making. These factors depend largely on the complexity and dynamism of the environmental

Ogundele (2005) says that the impact on the environment is of vital concern to an organization. He posited further that the economic environment determined and defined the opportunities for an organization. However, a period of recession can bring about failures and probably liquidation of the organization. It is of paramount importance that the management should be able to distinguish between short-run phenomena and more fundamental changes in its assessment of the overall economy. Some of the economic factors are interest rate, inflation, exchange rate and government expenditure.

Environmental factors such as inflation, exchange rates, technological, legal provisions, industry demand and the nature of competition need to be captured in the business plan. The general environment is typically composed of factors such as PEST and natural resources. PEST is the acronym for Political, Economic, Social and Technological factors of the environment.

The political environment viewed the legal

framework through which the organizations operates and this is done through the laws and regulations that guides the operations of the business in question. The political stability of the environment is also a necessity for effective and efficient operation of the business. (Ogundele, 2005).

The economic factors include interest rate, economic growth, exchange rate and the inflation rate and they impacted on the operations and decision making of banks. The monetary policy of CBN and commercial banks are extremely linked, therefore, the performance of banks can be evaluated through the impact of monetary policy tools (Olokoyo, 2011)

Social Factors include income distribution, age distribution, population growth rate and demand for banks products and services, buying trends, ethics, advertising and publicity factors while Technological Influences include innovations, access to technology and global communications,

For the Task Environment, Gado (2015) explained that task environment is the closest environment of the organization and the elements that influence organization directly. The task environment, which is connected with the short-run, is more volatile than the general environment that is connected with the long-run. The banking industry has a particularly peculiar set of task environment which abounds within the macroeconomic framework of the economy. The dynamics of this set of macroeconomic variables which are considered in this study are real interest rate, real foreign exchange rate, inflation and government expenditure.

The Real Interest Rate: An interest rate is the percentage of the principal charged by the lender for the use of his money. Interest rates are of two types: Fixed interest rate or variable interest rate (Glantz and Kissel, 2014) A fixed interest rate is a rate that does not change over the life of the loan or investment regardless of changing economic conditions. This allows the borrower to know the amount that they will need to repay. A variable interest rate is subject to change and is often pegged to an underlying index, such as the one year Treasury bill rate. The variable interest rate is usually lower than the fixed interest rate at the time of loan. However, the loan is associated with higher risk over time and this may make it more expensive at the end of the day than the fixed interest rate. The real interest rate is normally measured by nominal interest rate minus inflation.

Real Foreign Exchange Rate: There are two types of exchange rate, the nominal exchange rate and the real exchange rate. The nominal exchange rate is how much of one currency can be traded for a unit of another currency. (Beggs, 2018). The real exchange rate is the product of the nominal exchange rate and

relative price levels in each country. It is the nominal exchange rate between the currencies of a foreign country and the home country, expressed as the number of foreign currency units per home currency unit (Ellis, L, 2001).

The exchange rate of a country's currency is determined by the forces of supply and demand for the currency of the country that is being exchanged, Moffat (2019). The supply and demand for a currency is determined by:

- i. Demand for goods, services and investments priced in that currency
- ii. Speculations of future demands of that currency
- iii. Central Banks occasionally buy up foreign currency to affect the exchange rate. The Central Bank can influence investments, loans, and exchanges in the foreign market place, which will either raise or lower the value of their nation's currency abroad (ibid).

Inflation: Inflation is a quantitative measure of the rate at which the average price level of a basket of selected goods and services in an economy increases over a period of time. Chen, (2019). It is the constant rise in the general level of prices where a unit of currency buys less than it did in prior periods. The loss of purchasing power affects the general cost of living for the citizens, and this ultimately slows down economic growth. Often expressed as a percentage, inflation indicates a decrease in the purchasing power of a nation's currency. Most commonly used inflation indexes are the Consumer Price Index (CPI), the Producer Price Index (PPI) and the Wholesale Price Index (WPI). Economists agree that sustained inflation occurs when a nation's money supply growth outpaces economic growth. To arrest this situation, the country's economic authority, like the Central Bank, would take appropriate measures to keep inflation in check, within permissible limits and keep the economy running smoothly, ibid.

Those with tangible assets like property or stocked items, view inflation positively as it raises the value of their assets. However, those holding cash would view inflation negatively as it erodes the value of their cash holdings. Generally, however, an optimum level of inflation is required to promote spending to a certain extent instead of saving, thereby enhancing economic growth.

Government Expenditure: Government expenditure enables governments to produce and purchase goods and services, in order to fulfill their objectives, such as provision of public goods or the redistribution of resources (Ortiz-Ospina and Roser, 2019). The effect of Government expenditure is an increase in national income, and its effect is expansionary since the increase in national income is

always greater than the increase in government spending through the government expenditure multiplier. This measures the rate of change in income to the rate of change in expenditure. Hence, an autonomous increase in government expenditure generates a multiple expansion income. How much income would expand depends on the value of Marginal Propensity to Consume (MPC) or its reciprocal, Marginal Propensity to Save (MPS).

Bank Performance

The macroeconomic environmental dynamism that have occurred in the banking sector of developing economy like Nigeria have increased the importance of performance analysis of these banks. Casu, Girardone and Molyneux (2006) observed that performance analysis is an important tool used by various agents operating either internally to the bank or who form part of the bank's external operating environment. This is why investors in shares and Bonds issued by banks consider the investment outcome before forming an opinion about the ability of its management (*ibid*).

A good means of measuring the performance of banks and other business organisations is the financial analysis. Financial analysis is the process of identifying the financial strengths and weaknesses of a firm by properly establishing relationship between the items of the balance Sheet and the profit or loss account (Abdulkadir, 2007). This method of evaluating banks' performance usually employs the financial ratio method which provides a simple description about banks financial performance in comparison with previous periods and industry averages.

Another major yardstick for measuring performance in the banking industry is the CAMEL approach. This approach is equally used by the monitoring authority to assess the level of performance of banks, before making any pronouncement on their soundness, solvency and liquidity position. The acronym CAMEL means:

C= Capital Adequacy;

A= Assets;

M= Management;

E= Earnings; and

L= Liquidity.

Under this rating system, banks are rated in relation to the quality of these factors. The strength of these factors would determine the overall strength of the bank. The quality and strength of these factors enables the regulatory authorities to focus on the banks that are not doing well and to pay special attention to them.

The regulatory authorities not only study the financial statements of the banks, but also carry out

on-site inspection and thereafter, rate the banks. The rating system is based on a scale of one to five (1 -5) with one (1) being the highest score and five (5) the lowest. Banks scoring one (1) would be considered as among the top bracket in regard to their financial soundness, and those scoring five (5) would be seen to be at the bottom of the ladder.

Theoretical Review.

In order to understand how environmental factors affect banks' performance in Nigeria, some theories are perceived, which include stakeholders' theory, Systems and Contingency theories

The stakeholder theory, originated by Freeman (1984) suggests that the purpose of a business is to create as much value as possible for the stakeholders and itself in order to succeed and be sustainable over time. The executives must keep the interest of the customers, suppliers' employees and communities and align with stakeholders, going in the same direction. Innovation to keep the interest aligned is more important than the ease of strategy of trading off the interest of stakeholders against each other. The management must apply innovative strategy that aligns the business performance with environmental factors that can impinge the future success of the business and save stakeholders' returns on investments (Harrison, Wicks, Pamar and de Cole 2010).

The systems approach, which originated from Bertalanffy's General System Theory (1954) is a method which helps to analyze and explore the operation and interactions which exist in the system around us. To survive, an organization must respond to the pressures from its environments and what happened to the social system is a result of the interplay between pressures from the system's external and internal environment.

The system theory is used to examine the impact of the environment on the organization, and what happens in the larger environment is capable of affecting the banks' performance either positively or negatively.

The system was defined by Gado, (2015) as a set of interrelated and interdependent parts converged in a manner that the system is explained as a whole. This is known as Holism or Synergy. The parts of a system cannot be altered without affecting other parts.

The contingency theory is a strand of organization theory, known as the rational system perspective, *ibid*. It is a development that is in line with the idea that there is no one best way in management.

The contingency theory of leadership, proposed by Fred Edward Fielder (1964) emphasises the importance of both the leaders's personality and the

situation in which that leader operates. it is essentially about the need to achieve a fit between what the organization is and what to become (culture, goals, technology, employees and its external environment) and what the organization does. The theory postulates a complete web of interconnection between the features of organizations and their environments; in which the causal connections are linear in that they run in one direction. According to (Ajayi, 2006) he classified environment factors into seven thus: (PESTLG) Political, Economic, Socio-cultural, Technology, Legal and Globalisation which affect banks' performance.

Empirical Review

A lot of researches have been carried out on the impact of the environment on various sectors of the Nigerian economy, but in a disaggregated manner. Each research normally takes a particular aspect of the environment and examines its impact on a sector of the economy. Other researchers linked two or more environmental factors with one another and explored the relationship between one or more environmental variable(s) with the general performance of an economy (Gado & Ezie, 2014). Mayuku and Ohwofasa (2012) investigated the determinants of bank distress and their effect on the Nigerian economy between 1986 and 2011, using Co-integration. The study found that inflation plays a significant role in bank failure in Nigeria and that inflation rate was a potent source of bank failure in Nigeria.

Ogude, Mayuku, Ibeh and Ohwofasa (2012) investigated bank distress determinants in Nigeria, using multiple regression analysis with Error Correction Model (ECM). The co-integration test revealed that the real exchange rate in the economy contributes, to some extent, to bank distress in Nigerian banks. Kobir (2011) investigated the relationship between interest rates and financial performance of commercial banks in Kenya using multiple regression and a time series data from 2006 to 2010. It was found that interest rates have positive, though insignificant, relationship with financial performance of banks in Kenya.

Ajayi (2011) examined the effect of monetary policy instruments on the bank's performance in Nigeria with the view to determining the existence of long-run relation between 1970 and 2008. The Engle-granger two step co-integration approaches were adopted based on the regression model that regress banks total loan and advances on minimum policy rate, cash reserve ratio, liquidity ratio, inflation and exchange rate. The empirical estimates indicated that bank rate, inflation rate and exchange rate exert a negative effect on banks bank performance.

Gado and Nuru, (2015) studied the impact of Nigeria Business environment on companies' performance. They used 20 companies made up of 9 banks 10 manufacturing and 1 oil company. OLS method was used. The finding was that interest rates have more impact on the banks, while exchange rate and inflation affected the manufacturing companies most and government expenditure affects all the companies uniformly. Aliero and Ache (2017) studied the determinants of bank failure in Nigeria from 1970 to 2013 using ARDL approach in the analysis. The study found that there is significant long run relationship between bank failure and exchange rate, and interest rate, but an insignificant relationship with inflation in Nigeria. The study also found a unidirectional causal relationship between bank failure and exchange rate but showed no causal relationship between bank failure and inflation and interest rate. Thus, in spite of the various studies conducted in respect of the effect of environmental factors on bank performance, the result is yet divergent. This study therefore intend to expand the base of contemporary studies in the subject matter by looking into environmental dynamism and banks' performance in Nigeria.

Methodology

The target population was the 22 banks involved in active operations in Nigeria, out of which eight (8) banks were selected using the simple random sampling technique. The banks selected were those that accounted for 80 percent of the market operations niche after the consolidation exercise in Nigeria. The banks selected represented the total number of banks operating in Nigeria and the data collected cover twenty years (1998 – 2017). The banks are GTB, First bank, Access bank, UBA, Zenith bank, Union bank, Stanbic IBTC and Diamond bank.

Model Specification: The study used secondary data collected from CBN statistical bulletin 2018 and other financial institutions' published financial statements. Auto- Regressive Distribution Lag (ARDC) were used to determine the short and long term relationship between the variables. The ordinary least squares (OLS) was also used to determine the degree of relationship between the dependent and independent variables.

Measurement of the Variables

Dependent Variable: The dependent variable used in this study as proxy for banks' performance is the average earning per shares (AEPS) since previous researchers concentrated mostly on profit after tax.

Independent Variables: Four independent macro-economic variables were used in this study. These

included real interest rate, real exchange rate, government expenditure and inflation. These are defined as follows:

Real Interest Rate: This is defined and measured in this study as nominal interest rate less inflation rate:

$$(i - p) / (i + p)$$

where i equals nominal lending rate and p equals inflation rate. This was as used by Chete (2001).

Real Exchange Rate: This is measured and defined in this study as the product of the nominal exchange rate and relative price levels in each of the two countries concerned. The real exchange rate between a country I and the home country at time t is therefore

$$rer_i = e_{i,t} * P_i / P_{i,t}$$

where P is the price level of the home country, P_i is the price level of the foreign country i , and e_i is the nominal exchange rate between the currencies of foreign country i and the home country. This can be expressed as the number of foreign currency units per home currency unit. Therefore, e_i rises as the home country currency appreciates (Chete 2001).

Government Expenditure: The effect of Government expenditure is an increase in national income, and its effect is expansionary since the increase in national income (ΔY) is always greater than the increase in government spending through the government expenditure multiplier symbolized as K_G .

$$K_G = \Delta Y / \Delta G \text{ and } \Delta Y = K_G * \Delta G$$

This measures the rate of change in income as a result of the rate of change in government expenditure. The formula for K_G is the same as the simple investment multiplier:

$$K_G = 1 / (1 - MPC) = 1 / MPS$$

where MPC equals marginal propensity to consume, and MPS equals marginal propensity to save. Hence, an autonomous increase in government expenditure generates a multiple expansion income. How much income would expand depends on the value of the MPC or its reciprocal, the MPS.

Inflation Rate: Inflation is an increase in the level of prices of goods and services purchased by households. It is measured as the rate of change of those prices. The most popular indicator of inflation is the consumer price index (CPI) which measures the percentage change in the price of a basket of goods and services consumed by households. CPI is therefore used as a proxy for inflation (Mayuku and Ohwofasa, 2012).

$$Inflation = (Price_{Year2} - Price_{Year1}) / Price_{Year1}$$

Explanatory model:

Banks performance (AEPS) = $f(environment)$

$$AEPS_t = f(INF, INT, FX, GCEX)$$

$$AEPS_t = A_0 + A_1 INF + A_2 INT + A_3 FX + A_4 GCEX + er$$

AEPS = Average earnings per share before impaired losses, as proxy for Banks' Performance

FX = Foreign Exchange rate

INF = Inflation rate

INT = Bank interest rate

GCEX = Government Expenditure on economy

er = Error term

$A_{1,2,3,4,5,6,7}$ = Regression coefficients of independent variables

A_0 = Constant Parameter

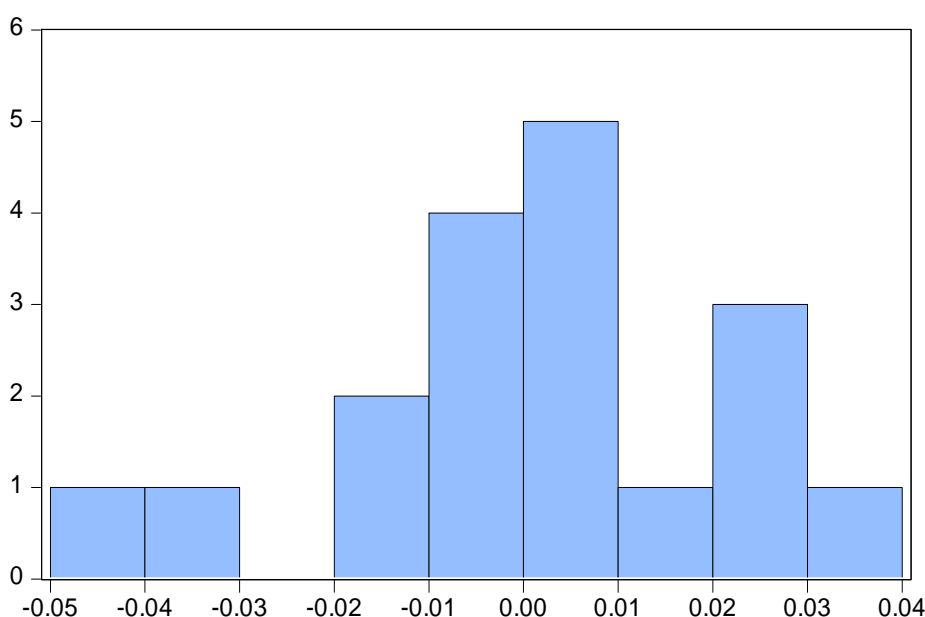


Figure 1: Normality Distribution Table

Source: Authors' Computation, 2020

Series: Residuals	
Sample 2000 2017	
Observations 18	
Mean	-3.16e-14
Median	0.000708
Maximum	0.034531
Minimum	-0.040562
Std. Dev.	0.019132
Skewness	-0.382152
Kurtosis	3.054013
Jarque-Bera	0.440308
Probability	0.802395

Table 1: Autoregressive Distributed Lag Co-integration Technique

The Autoregressive Distributed Lag Model				
Dependent Variable: AEPS				
Method: ARDL				
Maximum dependent lags: 1 (Automatic selection)				
Model selection method: Akaike info criterion (AIC)				
Dynamic regressors (2 lags, automatic): BK_INT FOREX INF_RT LGCEXP				
Fixed regressors: C				
Number of models evaluated: 243				
Selected Model: ARDL(1, 2, 2, 2, 2)				
Variable	Coefficient	Std. Error	t-Statistic	Prob.*
AEPS(-1)	0.663029	0.060526	10.95451	0.0580
BK_RT	-5.088938	0.176593	-28.81730	0.0221
BK_INT(-1)	-2.445080	0.073208	-33.39920	0.0191
BK_INT(-2)	-2.162559	0.064561	-33.49624	0.0190
FOREX	-0.117868	0.004088	-28.83218	0.0221
FOREX(-1)	0.114438	0.004929	23.21497	0.0274
FOREX(-2)	0.102764	0.016648	6.172922	0.1022
INF_RT	2.177281	0.078292	27.80993	0.0229
INF_RT(-1)	0.665729	0.025507	26.10019	0.0244
INF_RT(-2)	0.920927	0.033179	27.75655	0.0229
LGCEXP	-38.41430	1.315445	-29.20251	0.0218
LGCEXP(-1)	14.29844	0.634074	22.55013	0.0282
LGCEXP(-2)	-2.269103	0.288739	-7.858654	0.0806
LM2	-29.74575	0.952590	-31.22618	0.0204
LM2(-1)	118.4412	4.250547	27.86493	0.0228
LM2(-2)	-87.61817	3.423938	-25.58988	0.0249
C	266.7134	7.933019	33.62067	0.0189
R-squared	0.999743	Mean dependent var		1.152778
Adjusted R-squared	0.995630	S.D. dependent var		1.193235
S.E. of regression	0.078884	Akaike info criterion		-3.243151
Sum squared residual	0.006223	Schwarz criterion		-2.402245
Log likelihood	46.18836	Hannan-Quinn criter.		-3.127202
F-statistic	243.0456	Durbin-Watson stat		2.263625
Prob. (F-statistic)	0.050350			

*Note: p-values and any subsequent tests do not account for model selection.

Source: Authors' Computation. 2020

Table 2: ARDL Bounds Test Results

Date: 11/28/19 Time: 00: 51				
Sample: 1998- 2017				
Included observations: 20				
Null Hypothesis: No long-run relationships exist				
Test Statistic	Value	K		
F-statistic	5.2601	5		

Source: Author's Compilation

Results and Discussion of Findings

Regression Results

Also from Table 1 is the regression results. The R^2 is the multiple coefficient of determination as well as the goodness of fit of the model. It indicates the extent to which changes in bank performance is explained by variation in the explanatory variables. From the table, the R^2 has an impressive R^2 value of .999743 indicating that ARDL (1,2,2,2,2) model jointly explains about 99.97% of a systematic variation in the independent

variable with an Adjusted R^2 value of 99.5%.

Also the regression results indicate that there exists a positive long run relationship between bank performance and inflation, although this relationship is insignificant, giving the probability value of 0.0244. This means that the null hypothesis which states that there is no long run relationship between bank performance and inflation cannot be accepted. Also, the results indicate a positive, though insignificant relationship between bank performance and exchange

rate, giving the p-value of 0.0274. This means that the null hypothesis which states that there is no long run relationship between bank performance and exchange rate is hereby rejected. For interest rate, the results also show a positive, though insignificant relationship between bank performance and interest rate as indicated by a p-value of 0.019. This also shows that the null hypothesis which states that there is no long run relationship between bank performance and interest rate is hereby rejected.

Finally, for government expenditure, the results show a positive, and significant relationship between bank performance and government expenditure as indicated by a p-value of 0.00806. This also shows that the null hypothesis which states that there is no long run relationship between bank performance and government expenditure is hereby rejected, and therefore that the level of government expenditure is very important in determining bank performance. This is in conformity with the findings of Aliero and Ache (2017) and Gado and Nuru (2015), but contrary to the findings of Mayuku and Ohwofasa (2012).

From Diagram 1, the histogram normality test revealed that the residual is normally distributed with probability value of 80.2%. The Jarque-Bera test for normality is to accept H_0 if the observed probability value is greater than the probability value at the 5% level of significance, or reject H_0 if the observed probability value is smaller than the probability value at 5% level of significance. In this study, the Jarque-Bera value of 0.440308 is less than the probability value of 0.802395. The study therefore rejects the null hypothesis, H_0 , and confirms that there is long run relationship between the four variables that is, interest rate, foreign exchange rate, inflation rate and government expenditure.

Conclusion

This study empirically investigated the effect of environmental dynamism on banks' performance in Nigeria from 1998 to 2017. Data, subjected to descriptive and econometric analysis, were sourced from Central Bank of Nigeria (CBN) Statistical Bulletin and other financial institutions' statements. The ARDL bound test confirmed the existence of co-integration between the dependent variable, Average Earnings Per Share (AEPS) before impaired losses as proxy for bank performance, and the independent variables. The results of the study are as follows:

- i. Bank performance is affected positively by inflation, exchange rate and interest rate, although the extent of the impact was shown to be insignificant.

- ii. Bank performance is affected positively and significantly by the level of government expenditure.

From the above findings, it can be concluded that inflation, exchange rate and interest rate form a positive, though insignificant part of the major determinants of bank performance in Nigeria. Rather, the major cause of bank performance in Nigeria is the level of government expenditure.

It is therefore recommended that there is need to boost government expenditure in the economy in order to boost bank performance. This is because government expenditure is expansionary as a result of the expenditure multiplier. However, although bank performance is insignificantly affected by inflation, exchange rate and interest rate, the government should nevertheless strive to mitigate the incidence of inflation on the economy, have a better foreign exchange management strategy and also adopt an interest rate mechanism that will improve bank's performance.

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Malaria and Socio-Economic Development in Nigeria

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Abstract

Regardless of the fact that malaria is one of the oldest recorded deadliest infectious diseases in human history, more than half of the world's population is still threatened by the diseases. Malaria has continued to remain an acute public health problem and unarguably the greatest menace to modern society in terms of morbidity and mortality. Sub-Saharan Africa, especially Nigeria currently accounts for over 90 percent of global cases of malaria related issues causing Africa's economy about \$12 billion per year in direct losses, and 10.3 percent of the loss of annual GDP growth. This study examines Malaria and Socio-Economic Development in Nigeria. Marxist conflict theoretical perspective was used in analyzing the study. The study revealed that about 445,000 people, mostly pregnant women and children aged below five die every year from malaria. Africa accounts for over 90 percent of global malaria cases and deaths, and records economic losses. Nigeria is the highest malaria – burden country, accounting for 27 percent of global malaria cases. Most Nigerians are ignorant of appropriate treatment for malaria while some are victims of fake anti-malaria drugs and ineffective insecticide treated nets. Malaria infectious diseases is also associated with challenges including: drug resistance, treatment failure and insecticide resistance. Moreso, climate change, internal conflicts, lack of political will and inadequate local research efforts are linked to parts of the handicaps. It is recommended that Government should have better and more effective malaria preventive, diagnostic and treatment measures in place at the various layers of the country's health delivery system. More funding is an urgent priority that should be increased substantially since the fight against malaria can be more effective with robust funding, effective programming and the country's leadership political will. The study concludes that Government, the private sector, researchers, individuals, groups and indeed all stakeholders, should act with a shared and focused goal which is to create a Nigeria in which malaria is no longer a threat to the lives and wellbeing of the citizenry. The war to eliminate malaria and its deadly health and socio-economic implications is an urgent assignment to everyone.

Keywords: Malaria, Socio-Economic Development, Marxist Conflict Theory

Introduction

Malaria is a parasitic infection caused by species of *plasmodium* (World Health Organization, 2020; European Centre for Disease Prevention and Control, 2020; Tabbabi, 2018; Anyanwu et al, 2017; Sachs & Malaney, 2016; Marrelli & Brotto, 2016; Tusting et al, 2013; Ricc, 2012; Autino et al, 2012). The European Centre for Disease Prevention and Control (2020) identifies four (4) types of the *plasmodium* as *plasmodium falciparum*, *plasmodium Vivax*, *plasmodium Ovale* and *Plasmodium Malariae*. According to Anyanwu et al (2017), *plasmodium falciparum* is the most dangerous and aggressive species of mosquitoes common in sub-Saharan Africa. WHO (2020) laments that in 2018, *P. Falciparum* accounted for 99.7% of estimated malaria cases in the WHO African region 50% cases in the WHO South-East Asia Region, 71% of cases in Eastern Mediterranean and 57% in the Western Pacific. While *P. Vivax* is predominant in the WHO

Region of the Americas, representing 75% of malaria cases. The parasites are spread to people through the bites of infected female *Anopheles* mosquitoes, called, malaria vector (WHO, 2020).

Although, malaria is a global health problem. It is unevenly distributed to the detriment of the developing countries of the world, particularly in sub-Saharan Africa among which Nigeria suffered the worst malaria burden in the whole world (Tustin et al, 2013). The region accounts for 80% of the majority cases of malaria as well as it associated 90% deaths (Anyanwu et al, 2017). On the African continent about 2, 70, 000 people live without protecting themselves from malaria (Tabbabi, 2018). Ricc (2012) observes that in poor countries, people tragically die unnecessarily. Consequently, malaria claims nearly one million victims every year (WHO, 2015).

For several centuries, Africa was tagged "The White Man's graveyard" and unrepentant killer. Several centuries after its discovery, malaria remains

a devastating human infection, totaling 300 – 500 million clinical cases and three million deaths every year. For many decades, malaria remains a major global public health threat and a leading cause of morbidity and mortality in Africa and other countries of the world. Approximately 40% of the world's population lives in more than 140 countries at risk of malaria (Ricci, 2012). In Africa malaria is endemic in more than 30 countries (Ricci, 2012). The World Health Organization (2011) has it that 300 to 500 million new infections and 1 to 3 million death result from malaria yearly. More than 90% of these cases occur in sub-Saharan Africa. Ogundipe (2018), explained that:

Almost everyone has had the unpleasant experience of being bitten by a mosquito. Beyond the nuisance factor, mosquitoes are carriers, or vectors, for some of the most dangerous disease pathogens many of which affect humans. The mosquito is unarguably the most lethal creature on earth. It is responsible for so many dangerous illnesses that inflict untold suffering and death. Mosquitoes actually transmit more diseases than any other creature. One of such diseases is malaria – a disease that still claims the life of one child every two minutes, despite tremendous progress in recent decades. Malaria is transmitted through the bite of the female anopheles mosquito. For promoters of malaria control and elimination, the mosquito is public enemy number one (p.1).

The government in collaboration with international agencies has come up with initiatives such as the National Strategic Malaria Plan (Roll Back Malaria), the Nightwatch Campaign, Power Forward Programme, World Bank Monitoring and Evaluation among others. Use of Rapid Diagnostic Test (RDT), for malaria, use of LLITNS yet, malaria still remains an acute public problems, particularly in sub-Saharan Africa, especially in Nigeria. Despite the effort made by the government, international organizations, foreign donors, Non-Governmental Organizations and other charitable organizations (individual foundations), malaria has continued unabated. The worst of it all is the high rate of drugs and insecticide resistance. Resistance chloroquine, the formal therapy (treatment) of choice is not wide spread in 80% of the 92 countries where malaria continues to be a leading killer disease, while resistance to newer second and third line drugs continues to increase at an alarming proportions (Adodo, 2015; Kpeteh, 2015; WHO, 2000). Thus, WHO guide lines submits/advice that once a country's resistance levels to a drug reach 15%, it should start considering a policy shift to a new drug. "Efforts to produce effective malaria vaccine have been expensive but unsuccessful" (Adodo 2015).

Some factors that are responsible for the persistence of malaria in the Nigerian population include: The availability of conducive environment for vector breeding, the Nigerian health care system, and the high level of poverty in Nigeria, where about 46% of the population live below the World Bank poverty line of \$1.25 per day (Abanyam, 2019; Anyanwu et al, 2017). Moreso, political and social unrest disrupts malaria control campaigns and often forces large numbers of people to settle in high risks environments (Tabbabi, 2018). Occasionally, transmission may occur by blood transfusion, organ transplantation, needle-sharing, or congenitally from mother to foetus (European Centre for Disease Prevention and Control, 2020). In addition, the malaria parasite has become resistant to the most common cheapest available drugs used as anti-malaria in Africa. Sachs & Malaney (2016) hints that:

Although the last century witnessed many successful programmes at country level to eliminate the parasite, the world is now facing a rapidly increasing disease burden. This has been attributed to several causes, including population movements into malarious regions, changing agricultural practices including the building of dams and irrigation schemes, deforestation, the weakening of public health systems in some poor countries, and more speculatively, long-term climate changes such as more pronounced and El Nino cycles and global warming. Furthermore, resistance to drugs and insecticides used to counter this disease has been evolving in tandem with growing case loads. With rapidly growing population in regions with high malaria transmission, it has been estimated that in the absence of effective intervention strategies the number of malaria cases will double over the next 20 years (p.680).

Ricci (2012) argues that migrants into forested areas tend to be particularly vulnerable to malaria due to their lack of immunity, as they might transport malaria back into malaria-free zones when they return to their homes or search for work in other areas. Long-term effect of malaria may include death, disability, and significant socio-economic burden on societies (Marrelli & Brotto, 2016). Malaria causes economic losses, both direct (because of the expenses related to treatment or prevention) and indirect (due to absenteeism, a decrease in productivity). The World Bank (2015) notes that a sick employee suffers between two and three malaria episodes a year, not to mention those of his family for which he takes time off. Sachs & Malaney (2016) reveals that:

Investments in all sorts of production-in mining, agriculture and manufacturing-may similarly be

crippled if the labour force faces a heavy disease burden, or if the burden raises the costs of attracting the needed labour to a malarious region. In an economic era in which international trade and finance is critical for economic development, these adverse effects on foreign trade and investment are likely to be of tremendous macroeconomic importance (p.684).

Failure or lack of investment is likely to be one of the most costly economic effects of malaria with regards to long – term growth. Most investors from non-malarious regions may tend to shun malarious regions for fear of contracting the disease. Despite the enormous potential benefits of anti-malaria programmes, the level of international speeding on malaria control in poor nations has been dismal. It is in view of this prevailing situation that this study is designed to examine malaria and socio-economic development in Nigeria.

Theoretical Framework of Analysis

This study is premised on Marxist Conflict Theory. Marxist conflict theory claims that society is in a state of perpetual conflict due to competition for limited resources (Crossman, 2019: Koop, 2019). The theory suggest that social order is maintained by domination and power rather than consensus and conformity (Giddens, 2010). According to this theoretical perspective, those with wealth and power try to hold on to it by any means possible by suppressing the poor and powerless (Chappelow, 2020: Crossman, 2019: Ritzer, 2011: Giddens, 2010). The basic assumption of this theory is that individuals and groups within society will work to maximize their own benefits. Social and economic resources are therefore use as tools of the struggle between groups or classes (Proletarian working class and the bourgeois ruling class). Central tenets of conflict theory are the concepts of social inequality, the division of resources, and the conflicts that exist between different social economic classes (Chappelow, 2020). Marxist conflict theory examines any social phenomenon through the lens that there is a natural human instinct towards conflict. Tensions and conflicts arise when resources, status, and power are unevenly distributed between groups in society and that these conflicts become the engine for social change (Crossman, 2019). Conflict theory originated in the works of Karl Marx. Other proponents include Ralf Dahrendorf, Lowis Coser, Vilfredo Pareto, Antonio Gramsci, Randell Collins, George Simmel, Max Gluckman, Ludwig Grumplovicz, etc (Ritze, 2011: Olakunle, 2010).

With regards to malaria and socio-economic development, Marxist conflict theory would assume

that the persistence of malaria in Nigeria is as a result of economic exploitation of the poor by the capitalist. The poor are exploited economically and they live in poverty, poor environment where there is stagnant water which serve as nests to mosquitoes. Marrelli & Brotto (2016) revealed that “about 3.2 billion people live in areas at risk of malaria. Populations of the poorest countries are the most vulnerable” (p.1). The World Health Organization (2015) confirmed that more than 800 children die of malaria each day in Africa (one child in every 2 minutes). Due to the level of poverty their houses are not properly built therefore there are spaces where mosquitoes can enter while the richest people live in conducive environment and their houses are well built. According to Sachs & Malaney (2016), “the extent of the correlation suggests that malaria and poverty are intimately related” (p.681). Infact, malaria-endemic nations are not only poorer than non-malarious nations, but they also have lower rates of economic growth. This association or link can be explained in many ways. Poverty may escalate (promote) malaria transmission and malaria may cause poverty by impeding economic growth; or causality may be experienced in both directions.

Although, tropical climate may cause poverty for reasons unrelated to malaria. Nevertheless, the correlation between malaria and underdevelopment is not a weak one. Most malaria endemic countries are among the poorest countries of the world. Poverty contributes to the burden as it has the capacity to affect integral aspects of malaria treatment-seeking behaviours including access to preventive measures and treatment-in terms of affordability, acceptability and availability as well as adherence to diagnosis, assessment and treatment (Anyanwu et al, 2017; Ricci, 2012). No wonder, that malaria affect the poorest people or region. It is estimated 58% of malaria deaths occur among the poorest 20% of the world’s population (Ricci, 2012). Ricci (2012) argued further that:

For the poor, living conditions are often characterized by inadequate housing and overcrowding, which can increase the risk of malaria. Dwellings that are hastily constructed, or made of readily available materials, might allow mosquitoes to enter more easily than well-constructed housing with screened windows, thus increasing vector contact. Some evidence suggests that overcrowding might increase the risk of malaria, because mosquitoes are attracted by the higher concentration of carbon dioxide and other chemicals in crowded houses. Family living space also might not be adequately separated from domestic animals, and the animals’ body temperature might attract mosquitoes (p.14).

Beside, socio-economic status also relates to affordability or access to healthcare system delivery. Those living in poverty cannot afford healthcare prevention and treatment since they lack resources. Ricci (2012) indicated that:

When health services are available, the costs associated with preventive and curative treatment of malaria might deter or prevent the poorer from seeking care. Furthermore, the cost of malaria – related preventive measures has been found to be higher in rural than in urban areas. Spending on malaria prevention, such as bed nets, appears to be related on household income or socio-economic status, with better-off households allocating a larger share of their income to malaria prevention than poorer households. The cost of seeking care can be divided into direct costs (such as fees for services), indirect costs (such as the cost of transportation) and opportunity – loss costs (such as lost wages from time away from work) (p.12).

In many developing countries, especially in Africa and Asia, health staff are reluctant to work in rural and remote health centers where majority of poor people resides (Yadav & Dhiman, 2014; Ricci, 2012). Thus, health posts in remote areas tend to suffer from shortages in essential medicines and equipment, which consequently result in low-quality care and limited confidence in the health care services.

Factors Contributing to the Increase of Malaria Infection in Nigeria

Malaria is a life – threatening disease caused by parasites that are transmitted to people through the bites of infected female *Anopheles* mosquitoes (World Health Organization, 2020). According to Autino et al (2012):

Malaria endemic is a very complex issue, that is influenced by factors related to the man-host interactions (agricultural activities, nocturnal activities, migration movements, wars, limited resources), to the parasite (different species, sporogonic cycle length, drug susceptibility), to the vector (density, larvae breeding sites, temperature, receptivity, feeding pattern, longevity, insecticide susceptibility) and to the environment (physical – biological – socio-economic) (p.4).

Factors contributing to the increase of malaria cases include environmental conditions such as local humidity, rainfall and temperature, poor sanitary conditions, deteriorating health systems, growing drug and insecticide resistance, climate change (malaria is common during the raining season) and war, poorly implemented mosquito control programmes, lack of knowledge on drugs and

insecticide resistance, poor sanitary conditions caused by environment and economic factors, lack of political will on the part of government to sponsor indigenous research in malaria cure and prevention. The biggest challenge is the lack and/or inadequacy of sanitation infrastructure in people's living environments and behaviours which sometimes ignore or are without proper hygiene rules. Even in large urban centers where the level of understanding supposed to be high, it is common to find in the middle of dwellings, ponds where stagnant dirty waters which serve as nests to the *anopheles* (Tabbabi, 2018). The World Health Organization (2020) revealed that:

*In most cases, malaria is transmitted through the bites of female *Anopheles* mosquitoes. There are more than 400 different species of *Anopheles* mosquito; around 30 are malaria vectors of major importance. All of the important vector species bite between dusk and dawn. The intensity of transmission depends on factors related to the parasite, the vector, the human host, and the environment. *Anopheles* mosquitoes lay their eggs in water, which hatch into larvae, eventually emerging as adult's mosquitoes. The female mosquitoes seek a blood meal to nurture their eggs. Each species of *Anopheles* mosquito has its own preferred aquatic habitat: example, some prefer small, shallow collections of fresh water, such as puddles and hoof prints, which are abundant during the rainy season in tropical countries (p.1).*

Since many governments seem to rely on sponsorship and research funding from foreign agencies, misdiagnosis, abuse of drugs and drug resistance.

The environment does not make things easy as human activities contribute to the increase in mosquitoes breeding sites. Environment is helping because it soothes and supports their existence. In Nigeria today, environment is the biggest factor promoting the breeding of mosquitoes. Again, the World Health Organization (2020) hinted that:

Transmission is more intense in places where the mosquito lifespan is longer (so that the parasite has time to complete its development inside the mosquito) and where it prefers to bite humans rather than other animals. The long lifespan and strong human-biting habit of the African vector species is the main reason why approximately 90% of the world's malaria cases are in Africa. Transmission also depends on climatic conditions that may affect the number and survival of mosquitoes, such as rainfall patterns, temperature and humidity. In many places, transmission is

seasonal, with the peak during just after the rainy season. Malaria epidemics can occur when climate and other conditions suddenly favour transmission in areas where people have little or no immunity to malaria. They can also occur when people with low immunity move into areas with intense malaria transmission, for instance to find work, or as refugees. Human immunity is another important factor, especially among adults in areas of moderate or intense transmission conditions. Partial immunity is developed over years of exposure, and while it never provides complete protection, it does reduce the risk that malaria infection will cause severe disease. For this reason, most malaria deaths in Africa occur in young children, whereas in areas with less transmission and low immunity, all age groups are at risk (p.4).

In many developing countries, particularly in Nigeria drainage systems are blocked, heaps of refuse are dumped around the cities and communities (Obinna, 2018). Cases abound where malaria drugs are distributed to people who never tested positive to malaria even as many others feel that all fevers are malaria without appropriate testing. Painfully, the cause of malaria drugs has skyrocketed due to high exchange rate in a country where over 80 percent of drugs consumed is imported.

Millions still lack access to the essential tools they need to prevent and treat the disease. In many instances, progress is threatened by the rapid development and spread of mosquito resistance to insecticides and anti-malaria drugs resistance is another major hindrance in the efforts to eliminate the disease. Funding shortfalls and fragile health systems still undermine overall progress, thereby jeopardizing the attainment of global targets. In many countries like Nigeria, health systems are under-funded and mainly inaccessible to most of those at risk of malaria attack.

Malaria and Socio-Economic Development in Nigeria

Despite the steady decline in other parts of the world, Sub-Saharan Africa is being ravaged by malaria. In spite of the aggressive sensitization on the benefits of long lasting insecticide net, Nigerians are still reluctant to use them. Ogundipe and Obinna (2015) hinted that:

Today approximately 40 percent of the world's population – mostly those living in the world's poorest countries – is at risk of malaria. On the average, each Nigerian suffers at least two or more attacks every year and while millions recover, hundreds of thousands are not so lucky. This

single disease accounts for about 60 percent of outpatient visits and 30 percent of hospitalization: 25 percent of deaths in children under one year old; and 11 percent of maternal deaths – a heavy burden on Nigerian families, communities, health system and workforce (p.1).

The consequences of malaria are very disastrous. The consequences include:

(i) Death

Malaria kills more than HIV/AIDS and TB combined. In fact, it is estimated that, 1 million people in Africa die from malaria each year, 90% of these deaths occur in Sub-Saharan Africa. Again, Ogundipe (2018), disclosed that:

African currently accounts for over 90 percent of global malaria cases and deaths and malaria costs Africa's economy \$12 billion per year in direct losses, and 1.3 percent of lost annual GDP growth. Currently, Nigeria accounts for about a third of all malaria cases in the world. Pregnant women and children under 5 are still very vulnerable as malaria is a major cause of maternal and infant mortality. Grossly underrated, malaria is one of the deadliest diseases ever yet it's highly preventable and treatable if diagnosed early (p.3).

Preventive and treatment method may include the use of indoor residual sprays, sleeping under an insecticide – treated mosquito net or use of mosquito repellent: early diagnosis and treatment of malaria infection and use of prescribed anti-malaria medication may be helpful. However, Awake Magazine (2004) affirms that more than 300 million acute malaria infections occur in Africa yearly, leading to death in at least one million people. Studies also revealed that 71% of deaths from malaria are children under 5. A child's most vulnerable period begins at 6 months, when the mother's protective immunity wears off before the infant established his own robust immune system. Once infected, a child's condition may deteriorate quickly and children can die within 48 hours after first symptom appears (Adodo, 2015).

Malaria in pregnancy reduces a woman's immunity, making her more susceptible to malaria infection and increasing the risk of illness, severe anemia and death. For the unborn child, maternal malaria increases the risk of spontaneous abortion, stillbirth, premature delivery and low birth weight (Obinna, 2011). More than half of all school absences are due to malaria. Malaria causes at least 20% of all death in children fewer than 5 years of age in Africa. It kills a child every 30 second. Majority of the infections in Africa are caused by plasmodium falciparum, the most dangerous of the four human

malaria parasites. Adodo (2015) outlines three ways which malaria can contribute to death in young children as:

- a. An overwhelming acute infection, which frequently presents as seizures or coma (cerebral malaria). This type of malaria kills a child more quickly.
- b. Repeated malaria infections contribute to the development of severe anemia, which substantially increase the rate of death.
- c. Low birth weight. Frequent consequences of malaria infection in pregnant women are the major risk factor for death in the first month of life. More so, repeated malaria infections make young children more susceptible to other common childhood illness such as diarrhea and respiratory infections, and thus contribute indirectly to high mortality rate.

(ii) Economic Cost

Government spends an estimated 480 billion naira in preventive and treatment of malaria everyday yet, many citizens die of the disease every year. About 4.5 million Nigerians (27%) of the population, including pregnant women and children are harboring the malaria parasites in their blood and are at the risk of severe morbidity and death from the disease (Anyanwu et al, 2017). Tabbabi (2013) hinted that:

Beyond the social and public health problem it poses, malaria is also an economic problem. In other words, the link between illness and business world is both real and strong. The most glaring evidence is that in countries where it is well established, malaria is one of the leading causes of work absenteeism. As a result, taking action and initiatives against malaria is part of the fight for the sustainability and profitability of companies because this scourge killed 627, 000 people in 2012 and malaria causes an annual loss of USD 12 billion (p.32).

Many households' loss incomes because they are too ill from malaria to go to work, and many children are out of school on account of malaria. The money spent by the government, international organizations on malaria infected persons is enormous. Apart from crippling the country's economy and causing hardship, the victim may not be able to engage in any form of economic activity and this may cause poverty. It is estimated that up to 2 billion US dollars will be needed to achieve the goal of curtailing malaria. This amount would have been used for other development oriented projects. Tabbabi (2018) argue that:

The fight against malaria can have significant economic effects in Africa. A study of the

economic effects of malaria assistance showed that the campaign reduces child mortality and fertility. The campaign also increases the supply of adult labour and educational attainment. The effect of malaria on education is less known through its effects on school absenteeism, academic performance, and repetition or completion rates. More broadly, malaria affects children's cognition which will be the lifeblood of tomorrow's development. All these mechanisms affect economic development and maintain poverty traps (p.8).

The fight against malaria is widely recognized as one of the best buys in global development. It is estimated that a 50 percent reduction in global malaria incidence could produce about ₦10,000 benefits for every dollar invested. Malaria eradication could deliver more than ₦500 trillion in economic benefits worldwide and, more importantly, save an estimated 11 million lives every year (Obinna, 2011).

Conclusion and Recommendations

It is obvious that malaria is one of the oldest deadliest infectious diseases that has continued to threaten the world population causing high death rate mostly among pregnant women and children with Nigeria being the highest malaria – burden country. Unfortunately, progress towards eliminating malaria globally and across Africa remains fragile and uneven. Failure to sustain and strengthen efforts will have dire consequences. Sustained action is required to help achieve the elimination goal. Government, international agencies and some private organizations have deployed their arsenal to tackle the scourge but malaria still poses a potent threat to health globally. There is therefore urgent need for Government, the private sector, researchers, individuals, groups and indeed all stakeholders to act with shared and focused goal which is to create a Nigeria in which malaria is no longer a threat to the lives and wellbeing of the citizenry. The war the eliminate malaria and its deadly health and socio-economic implications is a duty and responsibility of everyone. High coverage vector control interventions should be adequately carried out to prevent and reduce malaria transmission for all people at risk of malaria. This can be enhanced or carried out through two (2) protective forms of vector control viz: insecticide-treated mosquito nets and indoor residual spraying.

From the foregoing, the following recommendations are made:

- i. Government should have a better and more effective malaria preventive, diagnostic and treatment measures in place at the various layers of the country's health delivery system.

- ii. Government, health bodies, private sector, companies and the public should accelerate progress in the fight against malaria
- iii. Local efforts should be the key motivation or corner stone in the fight against malaria. The nation's surveillance systems should be refined and regularly updated to ensure that the global elimination agenda is routinely observed.
- iv. Environment management should advice the general public on the need of keeping the environment or surroundings clean
- v. Local health and sanitation officials should enforce strict adherence to proper hygiene and sanitation.
- vi. The use of insecticide mosquito treated nets and insecticide repellent on exposed skin should be made a priority in preventing malaria transmission.
- vii. People should be encourage to eat food that are rich in vitamins
- viii. Aggressive health education awareness campaign should be carried out to educate the public about malaria infection.

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An Analysis of Media Representation and Political Discourse in the Revisited Biafra Secession in Nigeria

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Abstract

The power of the media to set agenda and influence what we think and talk about has influenced media practice and reception of media contents in Nigeria despite the extremes of powerful media and powerful audience. This tends to be the focus of most media debates and inquiry in the academia in the recent time; most especially, with the emergence of the academic discipline of cultural studies with its emphasis on representation and constructive nature of media texts. This paper reviews the various ways in which culture has been represented and constructed to ‘us’ and by ‘us’ through an analysis of various texts forwarded on new media platforms particularly WhatsApp, Twitter and Facebook by Nigerians debating the issue of Igbo tribe’s call for secession from Nigeria. The paper argues that the Biafra saga and the subsequent debates around the subject are all political constructs, and discourses which, an average Nigerian has become a part of circulating. The paper proposes that research inquiry into media should start exploring the concept of ‘power’ as a political discourse and that academic inquiry in media studies must recognise the constructive nature of media texts. In doing this therefore, and taking its departure from current debates in cultural and media studies with regards to the notion of ‘power’ in political discourses, posit that culture are representation and language fixes as well as differentiates, the paper presents the findings of content analysis cum thematic analysis of an Igbo, Yoruba and Hausa messages through What’s App, the three major ethnic groups in Nigeria that are involved in the saga. The paper shows that “power” politics plays major role in what is disseminated and that differences via inter-ethnicity has been constructed as the “reality” rather than a myth around which boundaries are erected.

Key words: Biafra, Representation, Discourse, Language, Media, Political Power, Myths

Introduction

This paper attempts to conceptualise as well as contextualise the revisited Biafra Secession within scholarly debates on recent developments in media studies and the multidisciplinary role that media studies and communication studies have adopted in the recent time. It attempts to move media scholarship and debates beyond the powerful media to an exploration of the concept of ‘power’ in political discourses and media content to draw attention to the very concept of discourse and discursive elements as uniting both language and practices in the production of knowledge.

The work attempts to show how language gives bounded meaning to material objects and social practices (Foucault, 1980, 1973). That is, to show that

language is not neutral and that objects are given meaning, or “brought into view” by language, therefore are discursively formed (Barker 2012). In this view, constructs define as well as produce the object of knowledge in a regulated and intelligible way in such a way that excludes other forms of reasoning as unintelligible (Barker: *ibid*). Discursive formation therefore becomes a pattern of discursive events that refer to or bring into ‘being’ a common object across a number of sites. This, Hall (1997, 1987) notes is the root of race and ethnicity as social construction that are never nor universal. To these scholars, ethnicity or race for that matter is not an essential category of either biology or culture. Of course, this is debatable in the Nigerian context as arguably, our world views and the epistemology

driving our social inquiries is based on positivism in contrast to the constructive nature of reality as it is being argued in social inquiries.

Although ethnicity is a cultural concept that centres on norms, values, beliefs, cultural symbols, and practices that mark a process of cultural boundary formation, cultural study scholars have drawn attention to the fact that these concepts do not exist outside of representations, but are formed in and by it, in the context and process of social and political power struggle. Thus, the attempt in this paper is to unearth the discursive formation along the pattern of political discourses, media representation around the Biafra and the recent revisitation of a war that ended in 1970. It is to show culture as not only an essential quality which, we all possess, but also a representation in language that fixes as well as differentiates (Barker, 2012; Hall, 1997, 1989).

Given this position, this paper sets out to identify the discourse elements that were represented in the revisited Biafra Secession through content analysis cum thematic analysis of Igbo, Yoruba and Hausa messages through WhatsApp, Twitter, Facebook etc. reflecting the three major ethnic groups in Nigeria that are involved in the saga. It argues that 'power' politics plays major role in what is disseminated and that differences via inter-ethnicity has been constructed as the "reality" rather than a myth around which boundaries are erected. Through a review that follows, it shows the various ways in which cultures have been represented and constructed to 'us' and by 'us' with the analysis of texts forwarded on WhatsApp, Twitter, Facebook etc. to various Nigerians and by individuals debating the issue of Igbo tribe's call for secession from Nigeria through various newspapers, and online platforms.

This paper however, focusses on the analyses of major themes in Jerome Okolo message on Ted X Euston titled "Not Learning from History", Femi Fani Kayode's "The Bitter Truth about the Igbos" (Femi Fani Kayode is a Lawyer and Special Assistant (Public Affairs) to President Olusegun Obasanjo and Minister of Culture and Tourism and Minister of Aviation), and Sansui Lamido's paper presented at presented at the National Conference on the 1999 Constitution. (Sansui is a former Central Bank of Nigeria Governor and Emir of Kano) These analyses show that the views of these three actors all have elements of construction based on their backgrounds. Okolo is Igbo, Fani Kayode is Yoruba and Sanusi is Hausa, representing the three ethnic groups that are central in the social political discourses of Nigeria as

a nation. Similarly, although reactions of the various recipients of WhatsApp messages have not been subjected to empirical scrutiny, the paper nonetheless argues that the Biafra's saga and the subsequent debates around the subject are all political constructs, and discourses which, an average Nigerian has become a part of circulating.

The paper further shows that although the development of digital technologies and the Internet with the various affordances such as Facebook, WhatsApp, blogospheres, trending sites such as *Nairaland* and many others have opened an avenue for the "voices" of the ordinary Nigerian citizens who hitherto had been unrecognised, and have therefore been left out of the mainstream through strict control of traditional media. It argues that some of the following headlines listed below have however served in heightening the division and differences among the various ethnic groups following the expulsion of some unproductive Nigerians in Lagos to various parts of the states where they purported migrated from to Lagos. For example, the deportation of 72 Igbos folks to the Onitsha Anambra state from Lagos state and of these constructions are found in headlines such as Fani Kayode's "the Bitter Truth about the Igbos" in the *Premium Times and Daily Post* on the 8th of August 2013. This is followed on the 12th of August with a reaction headlined "The bitter truth about Yoruba" by Onyiorah Chiduluemje Paschal on Sahara Reporting. Many others have continued to generate reactions since then, example of follow up headlined "Bitter truth about Femi Fani" by Ambassador Ezechinogie Nwangbo said "Yorubas are the problems with Nigeria".

Given the foregoing discourse in the context of this paper cultural representation is hereby defined in line with Foucault (1980) as a language that has both united language and practice whereby the production of knowledge about the Igbo has taken a bounded meaning even when everyday interactions with the Igbos are arguably contrary. In this essence, the researchers observed the living together and even inter marriages that are still part of such everyday inter-tribal interactions. We adopt Barker, (2012: 501) definition of culture as a representation that has constituted the meaning and knowledge about this ethnic group whereby sign such as the Biafra War is taken to stand for as well as reflect a direct meaning, known as "civil unrest" in the Nigerian social and political milieu. Ethnicity has therefore become a cultural term for boundary formation among the various ethnic groups, especially the three main ones with which each discursively constructed politically and socially even though "we" as all Nigerians share common values, norms, practice symbols, artefacts,

and territory that connect us to “Nigeria” which transcends our cultural differences as Hausa, Igbo, or Yoruba.

The complexities of this constructed nation is therefore fraught with political discourses that have continued to engender relationships across cultures and abound in the society in terms of political constructs along the Fulanization cum Islaminization thesis, corruption, which requires an interrogation of questions such as who wields power and who does not, and to seeking to answer questions such as who and what is the subject of the representation in the media? What are the key signifiers? What readings do they generate at the level of denotation and connotation levels? What is the relationship of the “reader” to the representation? What relations of power are represented in our Communication, social, political and Media research or inquiries?

Theoretical Grounding: Discourse, Media and Representation

Media impact on the society and theories about the relationship between media, society, and its audience have always been between the media as exerting powerful influence and the active audiences’ thesis. Since the powerful effect theory by Schramm & Porter (1982) about how media determine attitudes, beliefs and behaviours of the recipients of its messages, debates have been between the two extremes of powerful media and powerful audiences; the former, the media audience are passive droves of media content, while the later, stresses the power of an active audiences, Ong (2009), however observed that despite the challenges of cultural studies in challenging the power of the media, there is still an assumption that media is still powerful. Ong (2009) proposes that media power should be studied in relation to how media creates spaces for inclusion and exclusion and of how mediated cultural practices enable and disable belonging and construction and reconstruction of national imaginaries. This is imperative in Nigeria as the nation in recent time has joined the techno—world of globalisation as a result of new technologies, travels, and social media. These have become alternative medium through which Nigerians who have hitherto been exempted from having a “voice” in the mainstream traditional media that have been greatly influenced by the “powerful elites” who are both media owners and generators of contents; now express their opinions and views about how the nation is governed. Through texts messages and various platforms, especially through WhatsApp, Nigerians have found a way of propagating, generating and circulating information among themselves. Although scholars and consumers alike

have contented the lack of objectivity and accuracy which, are the basic tenets of journalism, these mediums still stand a gap bridge between the powerful elites and the rest of “us” (Ong: *ibid*; Barker, 2012; Billig, 2010, 1999, 1995).

This paper’s focus is not on analysing the “truthfulness” of messages that are circulating through WhatsApp but on highlighting the role of representation and political discourse in such circulation. The concept of media representation emphasis is on how the world is socially constructed and represented to “us” and by “us” in meaningful ways (Barker, 2012). Thus, the current emphasis in media and cultural studies on the role of culture as signifying practices of representation in contrast to the biological affiliation and blood line, and community of people sharing social values, beliefs and norms attributed to the concept of culture to a “whole way of life”, with its prominence on the “lived experience” (Raymond Williams 1981). Lived experience in this context means that social inquiry in culture and communication should be on everyday ritual, practices and relationships whereby culture is dynamic and changing rather than the static notion of attributing culture to an essentialised identity that remained fixed in time and context of norms or social behaviour binding a group of people together and one which continues to separate “us” from “them” and continue to propagate ethnic differences and generate conflicts.

Thus, this development in media and proliferation of new media technologies with all the opportunities this afford media consumers to produce as well as consume media contents necessitates a shift in media role and in academic debates from power of the media to what people do with media in Nigeria in the context of everyday practice as proposed by Couldry (2013). In line with scholars such as Hall (1997, 1990), one of the central practices that produces cultures is representation, and this is done through language as signifying practices. du Gay et al, (1997) have identified five key moments in the process that have been generally associated with media production and consumption where Representation is the first moment in the circuit of culture. Other aspects of culture as a circuit are identity, production, consumption and regulation in the circuit of culture (du Gay, et al, 1997).

The discussion in this paper is based on the notion that culture has shared meanings and language is the privileged medium in which we make sense of things, and meanings are produced and exchanged within the common acts of language through signs and symbols where language operates on a representational system through electronically produced images, visuals,

sounds, written words, and objects they stand for (Barker, 2012). Language is therefore representing “us” to other people and forms the basis of “our” feelings, concepts, ideas about others as well. Language is not only one of the medium of thoughts ideas are represented in a culture, it is also central to the processes in which meanings are produced as well as serving as “difference” marker. Thus, (Barker, 2012; Foucault, 1973, 1980) argue that participants in cultures give meanings to people, objects, and events and not that the things have these innate qualities or essential attributed in themselves. That, participants in cultural and communication processes through everyday marker give meaning to things through ‘our use, what we say, think, and feel about them’ (Barker, Ibid: 3). Therefore, how “we” interpret, give objects, people, and events meaning. This is the argument in this paper that is Biafra has been given further political meaning through the use of language although it is an event that occurred in a contextual past and involved a specific tribe. How each tribe or ethnic have actually given it meaning continues to generate political discourses that accentuate “our” cultural differences and continue to mark boundaries even as each tribe collectively live within the bounded territory and nation, Nigeria.

Each ethnic group’s representation of the event is therefore the production of meaning through language and the use of signs that are organised into languages of different kinds in communicating meaning and feelings in a meaningful way within the ethnic group’s social category as would be shown in the discussion of findings that follows in relation to point of view of each of the selected texts vis a vie Igbo, Yoruba, and Hausa respectively. Of course scholars have related this differences in meaning and construction to other social categories such as sex, age, class, religion and other such demographic factors, the emphasis in this context is on the use of language and signs to symbolize or stand for people and event in the Nigerian “so called real world” (Barker, 2012: 18). This is the reason cultural studies scholars use semiotic approach (Derrida, 1972) to show how representation through language produces meanings and effects which have consequences. One of the consequences of representation has therefore been linked to politics, which has generated attention on examining not only how language and representation produce meaning, but how the knowledge generated within a particular discourse, also produce and connects such to power. A power which in turn regulates, makes up, construct identities, and subjectivities at the same time defining the way certain things are further represented, thought about by recipients of same. In this process practices

develop which then necessitate scholars to focus their studies and emphasis on historical processes and the specificity of a particular form of “regime” of representation and not just on language. General concern argues Barker should be on specific language or meanings and how they are deployed at particular times in particular places. In this context, Biafra and all the political, social and cultural conflicts it has generated and continue to exact even as others such as Fulanization, Islamimitization, election rigging and corruption emerge in the social, political and cultural context of Nigeria as multicultural nation and within the global context in which nation state is not as powerful as economic processes.

Communication, Culture and Representation

Barker, (2012) in recognition of the importance of communication and the dynamic nature of culture posits that culture embodies the best that has been thought and said in the society. He draws a distinction between High culture and popular culture by stating that culture is the sum of great ideas that were represented in classical works such as work of art painting music philosophy known as the high culture of an age, and in its modern version, the popular culture of popular music which have been highly distributed, publishing, art design and literature or activities of leisure time, and entertainment which have become the mass culture popular culture that makes up everyday lives of majority of minority ordinary people. In essence, he is articulating the changing and dynamic nature of culture, one which on one hand, defines social changes from “High” to popular/mass culture, a phenomenon that reflected social inequality and class difference between the working class and the upper class. Similarly, there has been a shift from the anthropologically definition of culture as shared values of a group or of a society, a way of life of people, community, nation, or a social group in a specialized way, in recent years to social science in terms of the way of life of people in the context of community, nation, and social group.

These shifts need to be noted in the Nigerian social, political and cultural inquiries in order to reflect the complexities in defining culture as an essential quality one ethnic group, a member of a nation, or a group must have throughout their lifetime. Everyday observation reveals the shifting nature of identities among Nigerians even as we hold on to one essential quality of culture, thus, Hall (1997) in the cultural turn treatise advocated a process of identification whereby identities are performed rather than seen as an essential whole a man or woman must carry throughout a lifetime. Closely related to this definition of culture is the importance of meaning

whereby the cultural turn scholars such as Barker, (2012); Hall (1997, 1990) and many others in social and human sciences, in cultural studies and sociology of culture see culture not a set of things such as music paintings or TV programmes, but a process, a set of practices that involves the production and exchange of meanings between members of a society or group. It is this giving and taking of meaning, interpreting and representing feelings attachments, emotion concepts and ideas that have taken central stage therefore in the study of culture. Subsequently, culture is seen to have extended beyond identity of who I am to include emotions (What I am feeling), as well as, issue of belonging and attachment in terms of what group I belong and have attachment. Methodologically, these attributes of culture are to be studied in the context of everyday experiences and given empirical validation in recognition that each “participants in cultures give meanings to people, objects, and events and that things do not have meanings in themselves. Also, that every day, we give meaning to things through our use, what we say think, and feel about them” (Barker, 2012: 3). Thus, it is the way individuals interpret objects, people, and events are very crucial to the meanings given to them. This denotes that culture is ideological involving the concept of “power”, thus scholars and social inquirers must focus on unearthing the issue of “power” that is central to culture and cultural discourses in order identify the ways by which meaning is produced in variety of contexts.

In the Nigerian context however, despite the general notion of the death of nation state and the demystification of culture and cultural groupings, the nation and various ethnic groupings are still central to everyday discourses of the nation and the territory known as Nigeria. The Nigerian media is not exempted from this emphasis. The media is still seen as all powerful with its messages directed at passive droves of mass media audiences and media prosumers also follow this line of thoughts in their audiences’ generated messages. Thus both the media organisations as well as media consumers still sets the agenda for political discourses and of what people talk and think about in the context of their everyday media consumption and contents productions. Both parties see the media as reflecting the social reality in Nigeria, even when Nigerian media scholars have acknowledged the role of media in serving as the megaphones of the ruling class and their owners (Rauf, 2003, 2011; Aina, 2007). Subsequently, academic inquiry must now focus on unearthing the issue of “power” that is inherent in such positionality, therefore the objective of this paper in attempting to provoke academic dialogue in this direction; that is,

to suggest that academic inquiry show explore the process of unearthing the issue of “power” that is inherent in media contents and political discourses about the nation and the future of the multi ethnic groups that make up the territory “Nigeria”.

Context: Nigerian Media and Ethnic Rivalry as a Political Discourse

The fact that Nigeria is a British construction and that the colonial administration gave birth to the entity known has Nigeria has been accepted, but, taken for granted, even though there has been contestation about the various ethnic groupings of about 500 different languages and ways of life which British ingenuity merged together since the amalgamation of the Northern Protectorate with the Southern Protectorate in 1914 (Alakija, 2016).

The establishment of Nigeria’s Nationalists leaders along the power line of East for the Igbo through NCNC, National Convention of Nigeria Citizens under the leadership of Chief Nnamdi Azikwe; West, with its AG (Action Group) and leadership of Chief Obafemi Awolowo as the Yoruba hero and Emir Ahmadu Bello’s NPC, Northern People’s Congress as the appointed leader in the North. All of whom are late in any case. The political discourses sets in motion through these divisions continue to be articulated and revisited as the norms in the society and the centre of whether Nigeria as a multicultural, multi religious and multi lingua entity maintains its status as a nation.

There has been a taken for granted enmity between the three major ethnic groupings that have been formed along political, commerce and education lines with emphasis on what separates rather than what unites the groupings, aside from ethnic and language differences, religion has been a major dividing factor which have been taken for granted at the political level in contrast to the social and interpersonal level. Even Academic and media discourses have tended to arguably ignore the ‘power’ politics that are inherent in this positioning of one tribe against the other without serious consideration for inquiries into how the different social and ethnic groupings could work together towards building a nation that claims to uphold Federalism and democracy. History of media in Nigeria shows it as a propagandist tool for politicians and nationalists leaders who found in it an avenue to propagate their personal ambition on the altar of regional politics.

This situation arguably appears to have been further compounded through the history of the media in Nigeria especially, the broadcast media with a foundation is grounded on propaganda about ethnic differences, partisanship, and regionalism. Although

the Nigerian media scholars have affirmed the role of media in Nigeria as a propagandist tool for politicians and nationalist's leaders who found in it an avenue for expressing their personal interest couched in the rhetoric of shared ethnic values and norms, the media and scholars continue to take these divisions for granted in their everyday social inquires and discourses about the nation. This is buttressed by Aina, (2007) claim that the media is in the centre of partisan politics, as partisan broadcast media sets in motion by the colonial administration went through the changing phases of Radio Distribution Services' (RDS) regular flow of information (propaganda) relayed /retransmitted radio signals of BBC from Daventry to all colonial territories from 1920s to the inception of NBS 1953, culminating in the refusal to air the AG leader's response to the then British Colonial Administrator broadcast reaction to the general walk out and resignation of Action Group members following the differences between the North and South over the agitation for self-governance and independence of Nigeria from colonial administration. Chief Obafemi Awolowo accused the Colonial NBS of unfairness and of being a manipulating tool which, subsequently to the establishment of the first TV station in the Western region. Thus, broadcast media extended from Federal to regional broadcast with the establishment of WNTV on October 31 1959, and WNBS Regional Radio Service in 1960 in Ibadan to serve the Western region thereby maintaining the power line.

The "power" structure from Federal to region aside, Chief Awolowo reflecting the vanguard nature of first TV station in Nigeria established a slogan/signatory tune of "*first in Africa*". This generated a rivalry reaction from Chief Nnamdi Azikwe, who established the Eastern ENTV (Eastern Nigeria) TV a year later in Enugu with a station signatory of "*second to none*". This immediately fuelling the regional rivalry and political differences that has already marked their political affiliations. Media therefore becoming the tool for venting this divergent interests. The northern region followed with the establishment of RKTv, (Radio Kaduna TV) in 1962, while known of the slogan's war was reported in this station, its establishment however continued the political orientation and regional differences has been set on partisanship. Each region recognising the power of information and the role of media as megaphones and tools for political propaganda which was reflected in both management and staff selection and who according to became the "minions of politicians" (Aina, 2007: 208), a phenomenon that is still present in both private and public media organisations in Nigeria today. From then on, a culture of *who dictates*

the piper controls the music, in that ownership control does not only influence the contents, its plays a major role in who the professionals working in the organisation and their allegiances are irrespective of what professional ethics dictate. Fulfilling the political wish of the owners which began through 1960 to 1965 until the military took over in 1966 stresses Aina (2007) continue to inform professional practices that have been taken for granted in the everyday Nigerian media practices and continue to be reflected in media contents and organisation of the various media houses.

Apart from leadership developing along this political power and regional lines, the ownership of media, and media contents continued to be along power lines since the inception. This have come to include private media organisations which joined the wake of media organisations in 1999 with the privatization of media ownership in Nigeria. Arguably, ownership, political rhetoric, regional and ethnic languages in media contents continue to reflect what Billig, (2010, 1995) termed "banal nationalism". A notion that describes "how routine, familiar, even unconscious forms of nationalism, such as hanging a flag on public building contribute to the maintenance of national identity". (cited in Ong, 2009: 163-164). Ethnic, religion, and ownership differences are the flags that inform political speeches and media texts using "deixis" of "us" and "them" (Billig, 2010, 1995: 105) in Nigeria as cultural boundaries continue to be erected, and consumed by the audiences as well as, the media and politicians alike, in everyday discourses of who 'belong' or does not belong to the entity Nigeria. These have therefore become a part of the Nigerian media history, and historical developments in the nation and a progressive transition from power to control to manipulation as a central thesis in the nation's political life. Furthermore, these rhetoric are taken for granted by academic communities and scholars, media, politicians and the people. Thus, national cohesion has always been compromised along ethnic and regional rivalries (Alakija, 2016) due to the initial organisation of media and its power prior to 1999 privatization law. Even then, most private media organisations in Nigeria irrespective of the rule regulating 'them' are still owned by media owners who consider the power of information as means of controlling the masses by setting the agenda for not only the pictures in their heads (Lipmann, 1922; Eco,), but also controlling what they say, think, who they vote for, and whether the nation should stay together our separate.

This is the context in which this paper presents the representation in the discourses about the revisited

Igbo secession from the voices of three representatives of the three major ethnic groups. Observations shows that while these discourses are circulating in the media and on social media, everyday interpersonal relationships among the Igbos, Yoruba, and Hausas remained on affected. Most of the discussion is witnessed by jokes among colleagues who asked their Igbo friends to please leave their car for them when they leave. The Hausa continued to sell onions, beans, potatoes to the Yoruba indigenes in Abeokuta and Lagos State with Ketu and Kuto markets as the site of observation.

Everyday interactions among the various ethnic groups continue to show how personal ambition and social, political and cultural differences are boundaries that are erected along ethnic interests of each leader (Eriksen, 2010; Ukiwo 2005) although the three regional government radio and TV rivalry birthed Biafra war among other political social economic and cultural facts, they are scripts that continue to be used by politicians in serving their own individual ambition.

Historical Context of Biafra: Discourse and Representational Elements in the Igbo Saga

Historical genesis of Biafra is not the focus in this contextual discussion of Biafra, it focusses more on political flagging of nationhood in the rhetoric surrounding the event in history of Nigeria which began in 1967 through to 1970 when the war ended, yet continue to generate public and national debate. MASSOB, The Movement for the Actualization of the Sovereign State of Biafra during the First Republic Biafra War in 1967 with the key player Major General Odumeigu ojukwu metamorphosed into IPOB, in 2014 with Nnadi Kanu. The 3-year civil war although ended in 1970, it has continued to generate political discourse around the fact that 1m lost their lives to hunger as secessionists groups continue to raise support of young people in the South east region calling attention to a movement against marginalization. The recent deportation in Lagos has therefore accentuated the discourse. Thus, the representation of the Igbos in this new discourse becomes a signifying practice around which cultural myth works as an ideology work by naturalising the contingent interpretations of historically specific persons p80. Myths make particular world views appear to be unchangeable because they are natural or God given myth has the task of giving an historical intention a natural justification and making contingency appear eternal 1972: 155. These arguably is the case with discourses of Biafra even as one considers Okolo discussed below stress on “remembering”, and that for unity to reign and

Nigeria to go on, Biafra story must be told in order to build trust, otherwise there is no Nigeria.

Therefore, in line with Cultural studies arguments, Cultural maps are regulated maps of meanings which are constituted by crises crossing discourses through which objects and practices acquire significance (Barker, 2012). Language has been infused with an affective dimensions, Biafra is everything that has to do with ethnic division in Nigeria, involving, South, North and East, “culture” has therefore become a matter of emotion whereby ethnic identities have been temporarily stabilised at key “nodal point” in the historically discussion of Nigeria’s continuity and around which ethnicity and social and political debates have been formed just as Barker *ibid*) with regards to class, gender, race, ethnicity and age in “west” discourses.

Furthermore, in Nigeria, the above nodes have also been major nodes along which the three major ethnicities, religious differences have been formed, even as other nodes such as gender, age, class continue to be subservient to the nodes that have constructed discourses in three keys areas known as the Oduduwa group, *Biafra* and the *Arewa*. These have become normalised myths that conceptually maps out meaning through which Nigerians attempt to make sense of their world, a world that is discursively presented to them through media and political rhetoric and politician’s deixis since the inception of the media and Nigeria’s nationalism along regional differences. Cultural constructions that appears pre given universal truths embedded in the common sense of everyday practice even when discursive formations acknowledge that the British have constructed known as the territory Nigeria. Oduduwa, Arewa, Biafra continue to be the boundary of ‘difference’ has been produced symbolically through the signifying practice of language has also generated a concept of ideology a connotative level (Barker, 2012: 79).

Deconstructing these myths and ideology both in media, political and everyday discourses have become imperative, thus, the argument in this paper. A process which, Derrida (1976) defines as a process of taking apart, and undo, in order to seek out, and display the assumptions of a text and the binary nature of culture through which meanings are temporary fixed, and are situated, within the contexts of cultural politics (Billig, 2010; Hall, 1997, 1990; Derrida 1976, **Foucault, 1973**). Therefore, with regards to Nigeria, this paper has raised questions that must be addressed in our academic inquiries. Questions such as:

- What does it mean to be Nigerian?
- How has this been represented in our media from the nationalist’s time to date?

- What is the Nigerian 'national' identity represented to 'us' and by 'us' in everyday practice, political, and media discourses?
- How have these representations /discourses been transferred from one generation to another in semiotics, signs, and political discourse?
- How are the reflected subsequently in our politicians social practices, in interpersonal relationship and interactions within and across cultural, ethic, and religious boundaries and affiliations?
- What are the images and specific definitions of and what it means to be Nigerians in the periods leading to independence and to date bearing in mind the constructive nature of nations and specifically this nation as a product of British ingenuity in the context of 'imagined community' articulated by Anderson (2007) at the emergent of newspaper in West?.

Media Representation and the Discourse of Difference

In his notion on Banal Nationalism and representation of nationhood, Billig (1996) made a distinction between a waved and unwaved flag. The waved flag been the national emblem of flags, pledge, that are symbols of various nations are as important as the unwaved flags that are usually rhetoric of nation in the newspapers, political speeches, sporting events and other routine and familiar words and actions in media content, such as the unconscious hanging of the national flag on a building and politician and media texts of "homeland" and nation that continues to generate discourses of "us" and "them". Although, oftentimes are forgettable, yet are as important as the memorable moments of flag waving. He explains that between the flag we fly and those that remained on flagged, there are markers of nationhood and that imagining the nation is part of a wider ideological and discursive consciousness.

The daily flagging of ethnicity in the lives of the citizenry through the media and in political discourses which have become ideological around which identity is formed. Yet they are taken for granted in social inquiry. This continual "flagging" of ethnicity, in the context of established nation "nationhood" is a reminding that is foregrounded in media and political discourses and in programming. In the Nigerian context it is ethnicity that is foregrounded within a multinational nation where in addition to political and media discourses, programming, the selection criteria in national education continues to mark "difference". Banal nationalism is not a flag which is being consciously waved with fervent passion, it is the flag

hanging unnoticed on the public building ethnic identity that is linked to religion and place, while "others" are outsiders through Deixis "Us" and "them". Although Billig is talking in the context of established nations where there is a continual flagging or reminding of nationhood...established nations are those states that have confidence in their own continuity – "West" nationhood provides continual background for their political discourses, for cultural products and even the structuring of the newspaper and citizens are in many ways daily reminded of their national place in a world of nations. In the Nigerian context "Stop Igbo bashing" Yoruba are the problems etc. Identity is therefore found in the embodied habits of social life –ways of thinking and using language.

Therefore, Biafra/ Igbo, Oduduwa/Yoruba, Arewa/ Hausa are many nations or nationalities as Femi Fani Kayode refers to in his text mentioned above in his context of Igbos not belonging to Lagos, ethnicity, state, regional and non-national or national belonging are taken for granted. Unwaved flag, which is a reproduction of 'difference' within a nation state which has formed the basis of both political discourse of the 'powerful' and the citizens alike. These regional differences have therefore become norms for the readers and consumers of such texts even as the national flag, the national pledge are recited to declare an allegiance to the national 'centre' known as Nigeria. These are routine words which as Billig (2010, 1995: 10-11) posits have routinely invite us to have a theoretical amnesia, yet are not ideologically neutral. This is similar to 'War without blood' (16/01/2014).

In the context of the non-neutrality of these ideologically language loaded deixis of belonging to an ethnic group and of difference is the same theme we identified in Jerome Okoro's speech on Ted^x Euston forum circulated widely on the YouTube and WhatsApp about "Forgetfulness and Remembering" titled the "Nigeria Story must be Told". Although he stresses that Nigeria appears have moved on, his story is not about Biafra but the Nigeria story. Arguably and indirectly, the continuity of the Civil War is politically constructed even though it ended in 1970s. Indirectly, he is flagging an unwaved flag of representation that links the past, present and the future when he calls for the building of a bridge from the past for there to exist trust and confidence in the present in an attempt to build a proper nation. In Okoro's message:

"The Nigerian story must be told and that is what I am here to do today I am not here to tell the Biafran story I am here to talk about the Nigeria story because the Nigerian story cannot be told until all Nigerians feel comfortable under Nigerian

roof. I Talked about the civilians what about the soldiers. Military soldiers who has been more victims than the civilians. The civil war did not end in 1970s, the civil war is still going on in Nigeria and we have to end it. my demand today is we have to end the civil war. Let us find the truth about what has happened in Nigeria, to find way of building bridges, we have to find ways of rebuilding trust because only when we can look at the future with trust and confidence that we can really have any chance of being able to build a proper country. Ultimate question is –how many Nigerians will it take to change the light bulb?”

Similarly, Fani Femi Kayode underscore Yoruba ethnicity in the dispute over the ownership of Lagos, a one-time Federal Capital of the Federal Republic of Nigeria. In his text, Fani Kayode stresses tolerance and acceptance of one Nigeria yet points to Yoruba as having rights of ownership “Yoruba are accommodating and tolerating when it comes to their relationship with other nationalities at their detriment”. Although General Adebayo Adeyinka’s text appears to be neutral in that he identifies key sectors in which he doubts that Yoruba as a nation could survive, even though a Yoruba man:

“Reacting to a comment that Igbo can survive if they secede but doubt the survival of Yoruba arguing this, he looks at economic and commerce the Yoruba hardly have any serious industry or manufacturing concern. He lamented the situation of hyper markets to super markets because of the need to feed our insatiable foreign taste educationally we have regressed into a most parlous state agriculture instead of feeding others, we once did other now feed us Majority of our youths are unemployed, however, the only thing we can boldly say the Yoruba nation controls is the newspaper machinery. The press, we own largely the newspaper, the nation, punch, Nigerian tribune, TV continental”.

In similar vein, Adeyinka raised the unwavering flag of ethnic difference in his letter on a Facebook update June 24 2016, Adebayo’s open letter to Asiwaju Bola Ahmed Tinubu - a long time ago stood a proud tribe, full of dreams, with desire to cause a big change in the world. A tribe armed with savvy intellectuals, business tycoons, power thinkers’ great minds blessed with a great sense of culture and identity.

Arguably, Adeyinka constructed a bridge with the past that is politically charged in drawing a direct attention to past when the Yoruba were more powerful while at the same time stressing collective action that should transcend local differences by remembering. These of remembering and ethnic

boundary rhetoric continues to be part of everyday political discourses in Nigeria.

The theme of remembering resonates across the three major actors analysed here as Sanusi Lamido, a Northern, the former CBN Governor and current Emir of Kano State stresses that the concept of “One Nigeria” is to “remember a good Nigeria is better than a good AREWA, ODUDUWA OR BIAFRA attributed to Wole Soyinka, Nigerian Nobel LaureateL.”

Sanusi in line with Adeyinka stressed similarities and differences. Femi Fani Kayode’s discourse of the Yoruba ‘difference’ is a reactive response to what the former has considered as Orji Uzor Kalu’s provocative statement of describing Lagos as a “No Man’s Land”. Fani Kayode therefore alleged that ‘the Igbos were the first to introduce tribalism into southern politics in 1945 by the unsavoury comments of their leaders who were Charles Dadi Oyeawa a member of central legislature council, representing Enlofel, who said “the domination of Nigeria and Africa is only a matter of time”. Also in July 1948, Chief Nnamdi Azikiwe said “god of Igbo”, eventually giving them the leadership of Nigeria and Africa”. He deployed the use of deixis “We” to stress that the Yoruba cannot be expected to tolerate or accept that sort of irreverent rubbish simply because “we still happen to believe in a one Nigeria and we will not sacrifice our rights or prostitute our principle on the altar”.

Femi Fani Kayode further erected another discourse of political boundary formation in his reaction to Orji Uzor Kalu’s comment in stating that “Unlike Them” we were never traders but we were (and still are) industrialist, and when it comes to the professionals were producing lawyers, doctors, accountants and university graduates at least three generations before they even did”. This view expressed by Fani Kayode’s arguably contradicts General Adebayo Adeyinka’s statement about the Yoruba as hardly having any serious industry or manufacturing concern. However, while Kayode and Orji Kalu appears to be separatists, the Northerner, an Emir, see reasons in Igbo’s fighting their course by emphasizing in a paper presented at National Conference on the 1999 constitution that:

“For one Sardauna, one Tafawa Balewa, one Akintola and one Okotie. Eboh, hundreds of thousands have died and suffered. If this issue is not addressed immediately no conference will solve Nigeria’s problem”.

In essence, Sanusi like Adeyinka even though speaking from the different context of the ethnic group they belong, they have a unity that shows that there is no need for any Nigerian in this epoch to die

for individual causes as exemplified in the regional politics of trios mentioned in his message above. This could be attested to by his underscoring that a new generation of Igbo man has emerged; “who was not born in 1966 and neither knows nor cares about Nzeogwu and Ojukwu.” There Igbo men on the streets who were never Biafrans.

They were born Nigerians but suffered because of actions of earlier generations. They will soon decide that it is better to fight their own war and may be find an honourable peace than to remain in this contemptible state perpetually. The Northerner Bourgeoisie and Yoruba Bourgeoisie have exacted their pound of flesh”.

While Sanusi and Adeyinka have been mild in their discourses, overall, the discursive formation of each of these five actors representing the three major ethnic blocs in Nigeria accentuate a representation of regions and tribes/ethnic group formations that make up Nigerian social, political and cultural discourses including the young generation Okolo who was a child during the war.

Conclusion

The paper has argued that Nigerian media and scholars have become a part of discussion of the resurget Biafran saga without serious thought for the constructive power of language, political discourse and representation of difference that are involved. The paper has shown how ‘power’ has been constructed through language and political discourses, through culture and representation, the various actors have used deixis to differentiate the ethnic group each belongs to.

The findings of content analysis of Igbo, Yoruba and Hausa messages through WhatsApp analysed has shown how the discourse of the three major ethnic groups in Nigeria continues to revolve around power, and the boundary of differences, are continually implied, even in supposedly neutral position.

The paper shows that the media and citizens are involved in how ‘power’ politics plays major role in what is disseminated and discussed whereby differences via inter-ethnicity continues to be constructed as the ‘reality’ instead of myths around which boundaries are raised. Media representation and discourse have become ‘power’ and ethnic belonging ideological in Nigeria.

Recommendation

In view of above conclusion, we propose that research inquiry into media should start exploring the concept of ‘power’ as a political discourse and that academic inquiry in media studies must recognise the constructive nature of media texts.

In line with Billig assertion with regards to the western media and scholars that social inquiries need to articulate those unwaved flags which are as popular as the waved flags; Nigerian media, and Scholars should do the same. Become aware of the taken for granted representation and discourse of ‘power’ and differences that are articulated through the media texts.

In the same vein, boundary maps and markers of difference such as religion, poverty, class, gender that have become part of Nigeria’s political discourse that arguably, have been taken for granted representation of the ‘other’ should be recognised in the context of language as having no fixed meaning. Meanings, according to the Circuit of Culture are generated at the moments of production and consumption respectively.

Further study and inquiry is hereby recommended on how media representation and political discourses are becoming part of everyday practices in Nigeria in order to join the current academic debates in scholarship that has become interdisciplinary.

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Effect of Stock Market Liquidity on Manufacturing Sector Output in Nigeria

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Abstract

Manufacturing sector is an important mechanism of growth, unemployment, creator of wealth, and channel for sustainable development which is capable of promoting industrialisation in the economy. The sector has witnessed several transformations and restructuring to be able performed its role. However, over the years, instead of progressive output growth, the sector's output has retrogressed to an unimaginable proportion. The study is embarked upon to examine the effect of stock market liquidity on the output of manufacturing sector in Nigeria from 1986-2018 using the methodology of error correction model approach. Findings from the study showed that the all share index has an insignificant effect on manufacturing sector output in Nigeria. In addition, findings from the study revealed that stock market capitalisation has no significant effect on manufacturing sector output in Nigeria between 1986 and 2018. The implication of this result is that the inability of the stock market to effectively and efficiently mobilise resources through the sale of new shares for the output growth of the manufacturing sector is not unconnected with the arrays of challenges confronting it. However, value of stock transaction was found to have significant relationship with the growth of manufacturing sector in Nigeria between 1986 and 2018. The implication of this result is that the Nigerian stock market value of stock transaction has witnessed tremendous changes over the years particularly in terms of the number of operators and the public involvements. The study thus recommends that the regulators and operators in the Nigerian stock market must necessarily expand the market offerings to include products such as fixed income securities, hedging instrument, such as futures and other derivatives must be promoted as well as securities lending and collective investment schemes. Government should ensure an investment friendly environment by put in place necessary infrastructures, services and policy reforms that will enable the Nigerian stock market effectively and efficiently mobilize long-term financial resources and channel same to the manufacturing sector of the economy. More so, the regulators and operators in the Nigerian stock market must necessarily expand the market offerings to include products such as fixed income securities, hedging instrument, such as futures and other derivatives must be promoted as well as securities lending and collective investment schemes.

Keywords: *Manufacturing Sector Output, All Share Index, Market Capitalisation, Value of Transaction, Nigerian Stock Market*

Introduction

The manufacturing sector of any economy is known for its involvement in transformation of raw materials into finished goods. This sector of the economy embarks on productive ventures that result to domestic consumption and foreign exchange earnings. The performance and growth of the manufacturing sector is a prerequisite for the level of industrialization; modernization; urbanization, and employment for all those who are able and willing to work, equitable distribution of income, the welfare, income per capita and quality of life enjoyed by the citizens (Kwode, 2015 & Oteh, 2010). Consequently,

with global recognition, the manufacturing sector is viewed as an important force that drives an economy towards a sustainable growth level in both developing and developed countries.

In Nigeria, the manufacturing sectors have not played the expected vital and vibrant role in economic growth and development. The sector has recorded low outputs, subjecting the economy to high rate of importation. Consequently, the underperforming manufacturing sectors in Nigeria have been of great concern to the government, operators, practitioners and the organized private sector.

Stock market is an integral part of the financial

system that provides an efficient delivery mechanism for mobilization and allocation, management and distribution of long-term funds Alile and Anao (1996). It is a network of financial institutions and infrastructure that interact to mobilise and allocate long-term funds for the economy. According to Gbosi (2009), stock market is that part of the financial market which specialises in the mobilization of long-term funds for commerce and industry.

The introduction of SAP in Nigeria has resulted in a very significant growth of the country's stock market as a result of deregulation of the financial sector and the privatization exercise which exposed investors and companies to the significance of the stock market (Alile, 1996; Soyode, 1990).

In Nigeria however, the level of liquidity of the stock market is very infinitesimal and inefficient as indicated by its low industrial production. This situation has led to the country's overdependence on the importation of consumable goods to feed its teeming population, as over 80% of the country's consumable goods are imported from other countries of the world (Echekoba & Ananwude, 2016). Meanwhile, stock market development is absolutely important to raise industrial production because firms by that actions are provided a unique avenue to quickly acquire capital, resulting from the ease by which securities are traded. Researchers argued that the industrial sector remains engine of growth in any economy, because it plays an important role in the economic growth and development of the nation. Industrial sector growth helps to transform into the development of the economy.

It is noteworthy that in an import dependent economy like Nigeria, stock market liquidity is a critical factor that determines the performance of manufacturing sector. Manufacturing sector is an important engine of growth, an antidote for unemployment, a creator of wealth, and a channel for sustainable development capable of promoting industrialisation in the economy (Kaldor, 2017; Mike, 2010).

However, in spite of all efforts in evolving the manufacturing sector, the situations in Nigeria showed that manufacturing sector has not progressed significantly. The government has also embarked on several approaches designed at enhancing industrial production of the sector, they are still not performing credibly. Furthermore, there has been a growing worry on the decline on the output of the manufacturing sector in Nigeria in current times. MAN (2018) showed that the manufacturing outputs had continued to dwindle as the year progresses and its contribution to Gross Domestic Product (GDP) has continue to drop. Available statistics have shown that

the share of manufacturing in the aggregate GDP declined from 5.3% in 1981 to 4.1% in 1993, 3.4% in 2005, and 4.1% in 1993, 3.4% in 2005; 2.1% in 2016 and 1.87% in 2017 (CBN, 2018).

Similarly, output increase of the manufacturing sector in Nigeria has been constrained over the years due to inadequate funding, either due to the inefficient stock market or the culture of the Nigerian banks to finance mainly short-term investment. The long-term funds from the banking sector are not easily accessible as a result of the stringent and restrictive credit guidelines to the sector. Lack of funds has made it difficult for the Nigerian industries to make investment in modern machines, information technology and human resources development which are critical in reducing production costs, raising productivity and improving competitiveness. Low investment has also been traced largely to banks unwillingness to make credits available to manufacturers, owing partly to this mis-match between the short-term nature of banks funds and the medium to long-term nature of funds needed by Nigerian industries.

More so, most studies on stock market and growth such as Adenuga (2010), Okpara (2010) and Olowo, Oluwatoyin & Fagbeminiyi (2011) dwelt only on capital market and economic growth without hinging on manufacturing sector. This study filled these research gaps identified in the previous studies by paying attentions on the effect of the Nigerian stock market liquidity on manufacturing sector output in Nigeria.

More so, most of the studies carried out in these areas relatively ended in 2017, while this study has updated the data up to 2018. The gap the study filled was to empirically examine the contributions of stock market towards manufacturing sector output in Nigeria rather than concentrating on economic growth that has been mostly studied in the past.

The study is limited to the impact of stock market on manufacturing sector output in Nigeria within a time frame of 1986 to 2018. It reflects the period when structural adjustment policy (SAP) was put in place in the Nigerian economy. It also reflects the period when new democratic regime came into power. Market capitalization, Value of transaction and All Share Index was used as proxies for stock market liquidity while average manufacturing sector output was proxied by the manufacturing sector contribution to GDP in this study.

The main objective of the study is to examine the effect of the Nigerian stock market on manufacturing sector output in Nigeria. The hypotheses are:

H01: All share index has no significant effect on manufacturing sector output in Nigeria

H02: Stock market capitalization has no significant effect on manufacturing sector output in Nigeria

H03: Value of stock Transaction has not significantly affected manufacturing sector output in Nigeria.

Literature Review

Concept of Manufacturing Output

Manufacturing output can be defined as the total production output from industries that involve in the production of goods in factories or plants for a specific time period. Some of the various indicators used to capture the output and performance in the manufacturing sector are manufacturing value added as a percentage of the gross domestic product (GDP), manufacturing contribution to GDP and the manufacturing contribution to GDP growth rate, and average manufacturing capacity utilisation,

The manufacturing sector is made up of establishments involved in the mechanical, physical, or chemical renovation of substances, components or materials into new products (CBN, 2018).

Manufacturing is the period of social and economic change that transforms a human group from an agrarian society into an industrial one, involving the extensive re-organization of an economy for the purpose of manufacturing (Bilkisu, 2017). All too often we associate manufacturing with the growth of factory industry. When we talk of industrial production we refer to factory production. Anyanwu et al (1997) describes manufacturing as the process of building up a nation's capacity to convert raw materials and other inputs to finished goods and to manufacture goods for other production or for final consumption. The manufacturing sector of any economy simply involves the various activities aimed at transforming raw materials into finished goods.

According to some economists, the manufacturing sector is a wealth-producing sector of an economy. Hence, a very vital sector that ensures economic growth. It provides important material support for national infrastructure. The sector is involved in the production of two categories of goods; consumer goods and capital goods (Kwode, 2015). While the consumer goods refers to the ones produced for consumption the producer goods are those produced to aid further production processes.

Generally, the manufacturing sector is the hub of economic activities. This is informed by the fact that it is the sole sector that extracts raw materials and transforms such materials to a usable form. By so doing, the sector employs about 70 percent of the working population in a country. On the other hand, by accelerating their productive activities, the economy would have surplus that can be exported for

foreign exchange revenue (Udoh & Ogbuagu, 2012).

Concept of Stock market liquidity

Stock market is defined as an institution for buying and selling of long term debt or equity backed securities (Abdulahi, 2015). The stock market is a market that mobilizes long term resources, the provides liquidity, risk diversification, privatization, securitization, or risk transfers and determination of the cost of capital for project evaluation (Chiwuba and Amos, 2011). Osannwonyi, (2015) sees stock market as an exchange system set up to deal on long term credit instrument of high quality. The dealing in this high-quality instrument facilitates the execution of some desirable and profitable project bearing direct relationship with economic development.

Ariyo and Adelegan (2015) contend that, the liberalization of stock market contributes to the growth of the Nigeria stock market, yet its impact at the macro-economy is quite negligible. Okereke-Onyuike (2010) posits that the cheap source of funds from the capital remain a critical element in sustainable development of the economy. She enumerated the advantages of stock market financing to include no short repayment period as funds are held for medium- and long-term period or in perpetuity, funds to state and local government construct pressures and ample time to repay loans.

The stock market has been identified as an institution that contributes to the socio-economic growth and development of emerging and developed countries economies. This is made possible through its vital role in intermediation process in economies. Osaze (2010) sees the stock market as the driver essential for the long-term growth capital formation. The Nigeria stock market provides the necessary lubricant that keeps turning this wheel of the economy. It is not only providing the funds to projects of best returns to fund owners. This allocation function is critical in determining the overall growth of the economy. In another exposition, Gabriel (2012) as enunciated by Nyong (2013) long emphasis on the Romanian stock market and conclude that the market is inefficient and hence it has not contributed to economic growth in Romanian.

Ekundayo (2012) argues that a nation requires a lot of local and foreign investments to attain sustainable economic growth and development. The stock market provides a means through which this is made possible. Pedro and Erwan (2014) asserts that financial market development raises output by increasing the capital used in production and by ensuring that capital is put into best uses.

Empirical Review

Eze, Atuma and Ogbonna (2019) examined the impact of stock market liquidity on manufacturing sector performance in Nigeria for the period 1981-2017. The research adopted multiple regression analysis in which Auto Regressive Distributed Lag (ARDL) model was utilized in the analysis. Data on manufacturing sector output (MSO), stock market liquidity proxied by the ratio of market capitalization (SML), All-Share Index (ASI), interest rate (INR) and exchange rate (EXCR) were analyzed in the study. Their results revealed that stock market liquidity (LSML) has a positive and insignificant impact on manufacturing sector performance in Nigeria, while All-Share Index (LASI) has a positive and significant influence on manufacturing sector performance. Similarly, the results revealed that interest rate (INR) and exchange rate (LEXCR) have negative and insignificant impact on manufacturing sector performance in the economy. Their results imply that any attempt to increase stock market liquidity and All-Share Index by 1% will lead manufacturing sector performance in Nigeria to increase by 0.134%, and 0.136%, respectively. Their study recommends that government should as a matter of fact; intensify efforts in promoting stock market activities in the economy, as that will provide more liquidity needed for more investments in the country by investors thereby leading to improved capacity of the manufacturing sector to produce more goods and services supplied in the economy.

Okoye (2018) investigated stock market liquidity and growth of manufacturing firms using ARIMA model approach. He found that the ability to mobilise funds easily and cheaply in the stock exchange market is an incentive for enterprises to expand their operations and diversify into large scale enterprises. Thus, the importance of the stock exchange lies in its ability to sustain projects with long term gestation, which falls within the realm of industrial enterprises. Therefore, stock market is relevant in sustaining industrial growth and development.

Empirical evidence from the World Bank (through GMM and panel of analysis) has shown that development of any National economy is a function of the level of development of the stock market. It was however observed that the functional/relationship between industrialization and stock market is more pronounced in developing countries. The reasons for this may not be far-fetched. In developed economies of Europe and America, there exist other notable sources of fund which are not present or active in developing economies. This leaves us with the stock market as the only source of long-term fund. For instance, in Nigeria, the N25 billion re-capitalisation

of banks was financed solely from the stock market and the recapitalisation of the insurance industry is through the same source.

Adeboye (2017) investigated the effect of stock market development through panel regression model and used it to determine its relationship with long-run industrial growth in Nigeria. The study employed a time series data from 1970 to 2014. Four measures of stock market development, the ratio of market capitalization to GDP (in percentage), the ratio of total value of transactions on the main stock exchange to GDP (in percentage), the value of equities transaction relative to GDP and listings were used. The four measures were combined into one overall composite index of stock market development using principal component analysis. A measure of financial market depth (which is the ratio of broad money to stock of money to GDP) was also included as control variable. Haber (2016) using VECM focused on the economy of three countries observed a statistically significant relationship between stock market development and the performance of the industrial sector vis-a-vis national economic performance. He observed that financial liberalisation widens the rate of access to investible funds and by implication, has an upward shift on the production activities of the economy. Also, the higher the rate of stock market development, the better the industrial growth rate.

Ifeoluwa and Motilewa (2015) examined the impact of stock market liquidity on manufacturing growth in Nigeria between 1980 and 2012. Using ordinary least square (OLS) technique, the study found, surprisingly, that stock market liquidity (ASI) was not a statistically significant variable explaining manufacturing sector growth in Nigeria for the periods under study.

Popoola, Ejemeyovwi, Alege, Adu and Onabote (2017) investigated the short run effect, long run effect and causal relationship between stock market and manufacturing growth in Nigeria. Using Ordinary Least Squares and Pairwise granger causality method, the result showed that that stock market performance does not granger cause manufacturing growth but manufacturing growth granger causes stock market performance at 5 percent significance level.

Kwode (2015) examined the importance of capital market in financing the manufacturing sector using data from 1970- 2012. His study employed OLS regression technic. The results showed that growth in capital market activities did not impact significantly on the manufacturing sector. In fact, the Nigerian manufacturing sector has been on the decline because of non-access to long-term funds from the capital market, high interest rate, volatile shares and unstable stocks and bonds.

Dalvi and Baghi (2014) investigated the relationship between performance and liquidity of shares listed on the Tehran Stock Exchange. They examined data from 154 companies listed in Tehran Stock Exchange between 1383 and 1388 with the combinational methods, the relationship between business performance and liquidity was studied. The results showed that between the liquidity and performance scales, a strong correlation was observed. Dragota and Oprea (2014) reviewed empirical results obtained in the investigation of the Romanian stock market's informational efficiency. Tests on the predictability of returns suggested that the Romanian stock market has a low level of efficiency. Furthermore, the impact of new information was intense before and after its release.

Afego (2012), analyzed the weak-form efficient market hypothesis for the Nigerian stock market by testing for random walks in the monthly index returns over the period 1984-2009. The results of the non-parametric runs test showed that index returns on the Nigerian Stock Exchange (NSE) displayed a predictable component; thus, suggesting that traders can earn superior returns by employing trading rules. Olowo, Oluwatoyin and Fagbeminiyi (2011), critically analyzed the efficiency of capital market on the Nigerian economy for the period between 1979 and 2008. The results indicated that the stock market indeed contributed to economic growth as all variables conformed to expectation. The major findings revealed a negative relationship between market capitalization and gross domestic product as well as a negative relationship between turnover ratio and gross domestic product while a positive relationship was observed between the all-share index and gross domestic product.

Salihu and Mohammed (2017), investigated the impact of stock exchange on the manufacturing sector in Nigeria for the period 1980-2015, using co-integration test and error correction model (ECM). The variables used in the study include Index of manufacturing sector as the dependent variable, while the independent variable include market capitalization, total new issue, Value of transaction, total listed securities, exchange rate and interest rate. The study found that there is a long term relationship between stock exchange and the development of the manufacturing sector in Nigeria, but the growth in stock exchange activities had insignificant impact on the manufacturing sector in the economy.

Ofuan (2015) used pooled regression method examined stock market impact on industrial growth and development in Nigeria. The outcome of the study provided a mixed result. While government securities and all-share index displayed a non-

significant impact on industrial growth, volume of transaction and values of industrial securities were found to be relatively stable. New issues were found to be a major determinant of industrial output.

Kwode (2015) examined the importance of stock market in financing the manufacturing sector using data from 1970- 2012 using error correction model approach. The results showed that growth in stock market activities did not impact significantly on the manufacturing sector. In fact, the Nigerian manufacturing sector has been on the decline because of non-access to long-term funds from the stock market, high interest rate, volatile foreign exchange and unstable electricity supply.

Theoretical Review

Efficient Market Hypothesis (EMH)

The efficient market hypothesis suggests that a market is efficient when it is able to adjust quickly to take account of all available information, such that no single participant in the market gets more information than the information that is already reflected in the market prices. Consequently, the efficient market hypothesis discusses three main dimensions involved in stock market efficiency depending on the set of information available: weak- form market efficiency, Semi-strong market efficiency and Strong market efficiency (Omuchesie et al., 2014). Weak-form market efficiency exists when current prices fully reflect all historical price information, such that prices automatically adjust to information changes without lags. With semi-strong form efficiency, market prices reflect available public information including company reports, annual earnings, stock splits and company public profits forecasts. The strong forms of efficiency, however, exist when prices reflect both public and private information about earnings, book values, investment opportunities.

Agency Theory

The main focus of the agency theory is connected to resolving problems that are expected to exist in the relationship of the agency; this means, between principals like the shareholders and agents of the principals such as the executives of the company. There are two main problems addressed by the this theory, these includes the problems that are see when the desire for of the shareholders or the principals and the agent are in conflict, and the shareholder or the principle is not able to confirm what the company executives are doing & the problems that are see as the shareholders & the company executives have distinct feelings towards risk. This is because of different tolerance to risk, shareholders and company executives might both be compelled to take distinct actions.

Adam (1994) stated in his work that this theory can provide a rich & important work in the discipline of the stock market, the theory of agency is of the view that stock market is in consonance with the other systems of intervention such as the financial reporting & external stock market activities, supports cost efficient contracting among the two parties that is the owners & the managers. This theory will not only help in explaining these characteristics on the department of stock market, for example, the coverage of its activities and its size, like operational vs financial. This theory could be used to empirically test if the cross sectional variations in stock market practices show case the different contracting relationship coming from the organizational form differences.

Contingency Theory

Major objectives of stock market are to check the credibility of the information of the company. This also includes policy, procedures & practices. The regulations of the government demands that some institutions go through financial independent of the organization, the industry standards can also order stock market in some other aspects like technology and safety. Despite the subject of stock market, different variables impact a firm's conclusive result, & the contingency theory takes account of these variables during the process of stock marketing. This theory of management and leadership postulates that there is no style in which companies can be directed, managed & controlled. The firm & their function rely on different internal and external variables. The duties of these stock market include firms that are affected by different variables in the environment. Presences of these variables are the reason stock market should be carried out by applying the contingency theory with the understanding that these outcomes & process of the stock market activities rely on contingent and variable factor. On a wider level, the procedure & process of stock market is direct. The stock market operators need to be provided with documents, policies, systems, and procedures to manage a stock market. They are expected to remain compliant with the government regulation, industry standard and internal request.

Methodology

The Ex-post facto research design is used for this study. The ex-post facto design is the type of research involving events that have already taken place. Ex-post facto research design is systematic and empirical inquiry in which the researcher does not have direct control of independent variables because their manifestations have already occurred or because they are inherently not manipulated (Akuezilo, 2012).

This design is used because the study intends to use what already exist and look backwards to explain why.

This kind of study is based on analytical examination of dependent and independent variables. More so, independent variables are studied in retrospect for seeking possible and plausible relations and the likely effects, the changes in independent variables produce on a dependent variable. The target population for this study comprises all the listed manufacturing companies on the Nigerian Stock Exchange as at December 2018. There are 45 manufacturing companies quoted on the Nigerian Stock Exchange as at this period and are made up of twenty-six (26) firms producing consumer goods and nineteen (19) firms producing industrial goods. The choice of these companies is based on the fact that manufacturing sector are the backbones of the economy. The data for this research study were adequately sourced using the secondary methods of data collection. Secondary data was sourced from Central Bank of Nigeria Statistical Bulletin. The data extracted are market capitalization, All Share Index, value of transaction and manufacturing sector output.

Techniques of Data Analysis and Model Specification

Unit root test

Most of financial time series shows non-stationary behavior. Therefore, test of unit root is necessary to avoid from spurious results. A non-stationary time series invalidate the normal statistical test because of time varying variance. Therefore, series should be stationary means having a constant mean, constant variance and constant auto-covariance. Different approaches can be used to find stationarity properties of a time series data but mostly used techniques are Augmented Dickey-Fuller (ADF) and Phillips-Perron (PP) test. The study employed Augmented Dickey-Fuller or ADF, (p) test (Dickey and Fuller 1979; 1981) to test for unit root in the variables.

An ADF test here consists of estimating the following regression:

$$\Delta Y_t = \theta_0 + \theta_1 Y_{t-1} + \sum_{i=1}^k b_i \Delta Y_{t-i} + \mu_t, \dots I$$

where, Y_t is a vector of all variables in the model θ_i and b_i are parameters of the model, μ_t is the white noise at time while k and Δ remain as defined in equation above. This study will achieve, by conducting the test by first or second level difference if the series are integrated of order one or order two (i.e. I(1) or I(2)). The null hypothesis here is that Y_t has a unit root (that is,

non-stationary) and the alternative is that there is no unit root (that is, stationary). If the variables turn out to contain unit roots, we will therefore, conclude that they are non-stationary.

The ADF test constructs a parameter correction for higher order correlation by assuming the times series follows an autoregressive process. Mathematically expressed as:

$$\Delta y_t = c + \beta_t + \alpha y_{t-1} + \sum_{i=1}^k \gamma_i \Delta y_{t-i} + \varepsilon_t$$

$$\Delta y_t = c + \alpha y_{t-1} + \sum_{i=1}^k \gamma_i \Delta y_{t-i} + \varepsilon_t.$$

This equation is used to test for the null hypotheses of non-stationarity of unit root against trend stationarity alternative in Y_t where y refers to the examined time series. Equation 2 tests the null hypotheses of a unit root against a mean stationarity alternative. ADF with long lags is superior to other models (Schwert, 1989). These authors have computed the critical values of the tau statistic on the basis of Monte Carlo simulations.

Co-integration Test

When co-integration exists among non-stationary variables it means that there exists a linear long run relationship among variables. Johansen co-integration test used to find the long run relationship among the nonstationary variables. This multivariate co-integration technique was developed by Johansen (1988) and Johansen and Juselius (1990). This test defines number of co-integrating vectors among the variables.

Johansen test gives two types of statistics. One is Trace test statistics with a Null Hypothesis that there are at most no co-integrating equations and Alternative Hypothesis that there are one or more co-integrating vectors. The other is Maximum Eigenvalue test statistics with null hypothesis that there are the existence of 'n' co-integrating vectors against the alternative hypothesis of $n + 1$ co-integrating vectors.

Error Correction Model Technique

After establishing cointegrating relationship among the variable, the study will adopt the error correction model proposed by Okpara (2010) and Kwoke (2015). An error correction model belongs to a category of multiple time series models most commonly used for data where the underlined variables have a long run stochastic trend, also known as co-integration. ECMs are also a theoretical driven approach useful for estimating both short term and long-term effects of one-time series on another.

To achieve the objective of this study, an econometric model capturing the impact of stock

market liquidity (liquidity and efficiency) on the manufacturing sector output in Nigeria in line with the theoretical framework and literature reviewed was developed. The endogenous growth model and efficient market hypothesis theory was utilized in formulating the model in this study. Therefore, following the empirical literature reviewed, the study adopts the models of Okpara (2010) and Kwoke (2015), with some modifications as specified below in equation (1).

The model is implicitly expressed in the following equations:

$$\Delta y_t = \alpha \beta y_{t-1} + \sum_{i=1}^j \Gamma_i \Delta y_{t-i} + \pi + \zeta_t, t = 1, \dots, T \quad \dots \dots \text{II}$$

Thus, linearizing equation (II), we obtain:

$$\Delta \text{MSO} = \alpha_0 + \sum_{g=1}^l \alpha_{gi} \Delta \text{ASI}_{t-1} + \sum_{h=1}^m \Delta \text{SMC}_{t-i} + \sum_{i=1}^n \alpha_{si} \Delta \text{VST}_{t-1} + \text{ECM}_{t-1} + \varepsilon_t \quad \dots \dots \dots \text{III}$$

where;

MSO = Manufacturing sector outputs

ASI = All share index

SMC = Stock Market capitalization

VST = Value of stock Transaction

ε_t = Error term (or stochastic term)

are parameter coefficients.

Specifying equation (3) in an ECM form, we have:

$$\Delta y_t = \alpha \beta y_{t-1} + \sum_{i=1}^j \Gamma_i \Delta y_{t-i} + \pi + \zeta_t, t = 1, \dots, T$$

Where; α is the speed of adjustment parameter; ECT_{t-1} (which is the lagged Error Correction Term) is the residual obtained from the long run estimation. The coefficient (β) is expected to be less than one, negative and statistically significant. The negative sign of the ECT_{t-1} term indicates long-run convergence of the model to equilibrium; as well as explaining the proportion and the time it takes for the disequilibrium to be corrected in order to return the disturbed system to equilibrium. The magnitude of the coefficient measures the speed of adjustment.

Data Presentation and Analysis

Unit Root Test

The presence of unit root in the underlying series points to the fact that there is non-stationarity in that series. If the series are non-stationary, using standard econometric techniques can point to misleading results, so standard economic theory requires the variables to be stationary. Results of the unit root tests are presented in table 1.

Table 1: Summary of Unit Root Test Results

Variables	ADF Test Statistic	Order of Integration
<i>MSO</i>	-3.355482(-3.229230)***	<i>I(1)</i>
<i>SMC</i>	-3.296853(-3.229230)***	<i>I(1)</i>
<i>VST</i>	-9.332791(-4.440739)*	<i>I(0)</i>
<i>ASI</i>	-5.415015(-4.374307)*	<i>I(1)</i>

Source: Authors Computation, 2019

From the Table 2 above, it was discovered that MSO, SMC and ASI were found stationary at first difference, that is, at order *I(1)*. This means that their ADF test statistic were found greater than their critical values. However, VST was found stationary at levels at order *I(0)* as also shown in Table 2. Since the variables were found stationary at different orders (mixed orders), the ARDL approach to co-integration was applied to examine the long run relationship among the variables.

Cointegration Test

Cointegration is the statistical implication of the existence of a long-run relationship between economic variables. The test stipulates that if variables are integrated of the same order, a linear combination of the variables will be integrated of that same order. The idea behind cointegration analysis is that, although time series variables may tend to trend up and down over time, groups of variables may drift together. If there is some tendency for some linear relationships to hold among a set of variables over long periods of time, then cointegration analysis helps us discover it. If the variables are integrated of different orders, however, there is some linear combination of the two series that is stationary. In other words, instead of being *I(1)*, the linear combination is *I(0)*.

The study employs the Pesaran, Shin and Smith, (2001) to examine the long-run relationship between the variables. The ARDL approach was applied because the regressors are a mixture of *I(1)* and *I(0)*. Two asymptotic critical values bounds provide a test for cointegration when the independent variables are *I(d)* (where $0 \leq d \leq 1$): a lower value assuming the regressors are *I(0)* and an upper value assuming purely *I(1)* regressors. Suppose the F-statistic is above the upper critical value, the null hypothesis of no long-run relationship is rejected regardless of the orders of integration for the time series. On the other hand, if the F-statistic falls below the lower critical values, the null hypothesis is accepted, implying that there is no long-run relationship among the series. Lastly, if the F-statistic falls between the lower and the upper critical values, the result is inconclusive.

Table 3: ARDL Bounds Test for Cointegration

F-Bounds Test		Null Hypothesis: No levels relationship		
Test Statistic	Value	Signif.	<i>I(0)</i>	<i>I(1)</i>
F-statistic	9.850886	10%	2.37	3.20
k	3	5%	2.79	3.67
		2.5%	3.15	4.08
		1%	3.65	4.66

Source: Authors Computation, 2019

From Table 3, the calculated F-Statistic that the joint hypothesis that the lagged level variable of the coefficient is zero equals 9.85. This figure is greater than the upper bound of the critical values of all the conventional levels 10% (3.20) and 5% (3.67). This means that joint null hypothesis of all the lagged level variables of the coefficients being zero is rejected even at 5%. This suggests that there is cointegration between stock market liquidity and manufacturing sector output and hence a long run equilibrium relationship between stock market liquidity and manufacturing sector output.

ARDL-ECM Results

General-to-specific was employed to eliminate all insignificant lags. Accordingly, this led to an initial estimation of an ECM with three lagged differences of the explanatory variables, a constant term and error correction term lagged one (ECTt-1). The dimensions of the parameter space were then reduced to a parsimonious ARDL-ECM specification by using omitted and redundant variable test to exclude the statistically insignificant lags. The result of the reduced short-run dynamic model is presented in Tables 4.

As expected, the lagged error correction term is negative, less than unity and statistically significant at 5 percent. The coefficient revealed that once there is disequilibrium in the system, it takes an average (slow) speed of 41.51% to adjust itself back towards long-run equilibrium level. Thus, showing that a highly significant lagged error correction terms proves the existence of long-run relationship between the variables and its ability to adjust from disequilibrium state towards equilibrium level.

The coefficient of determination (*R*-square), which was used to measure the goodness of fit of the estimated model, indicates that the model is reasonably fit in prediction. It showed that 94.65 percent changes in manufacturing sector output were collectively due to Stock market capitalization, value of stock transaction and All share index; while 5.35percent unaccounted variations was captured by the white noise error term. It showed that Stock

market capitalization, value of stock transaction and all share index has an impact prediction on manufacturing sector output within the period under review.

Table 4: Selected Model: ARDL(4, 4, 4)ECM Results

ARDL Error Correction Regression				
Dependent Variable: DLOG(MSO)				
Selected Model: ARDL(4, 4, 4)				
Case 2: Restricted Constant and No Trend				
Date: 08/02/19 Time: 07:58				
Sample: 1986 2018				
Included observations: 28				
ECM Regression				
Case 2: Restricted Constant and No Trend				
Variable	Coefficient	Std. Error	t-Statistic	Prob.
DLOG(MSO(-1))	-0.424291	0.168445	-2.518868	0.0399
DLOG(MSO(-2))	-0.535694	0.123295	-4.344803	0.0034
DLOG(MSO(-3))	-0.250800	0.126158	-1.987984	0.0871
DLOG(ASI)	0.123615	0.024037	5.142599	0.0013
DLOG(ASI(-1))	-0.151765	0.033731	-4.499254	0.0028
DLOG(ASI(-2))	-0.142966	0.031938	-4.476435	0.0029
DLOG(ASI(-3))	-0.140587	0.039148	-3.591148	0.0088
DLOG(VST)	0.001062	0.022040	0.048187	0.9629
DLOG(VST(-1))	0.166821	0.036020	4.631340	0.0024
DLOG(VST(-2))	0.065395	0.025704	2.544154	0.0384
DLOG(VST(-3))	-0.050091	0.015970	-3.136586	0.0165
DLOG(MC)	0.017843	0.029424	0.606412	0.5634
DLOG(SMC(-1))	-0.082440	0.039339	-2.095612	0.0744
DLOG(SMC(-2))	-0.240825	0.047080	-5.115216	0.0014
DLOG(SMC(-3))	-0.141471	0.044471	-3.181157	0.0155
ECT(-1)*	-0.415160	0.086532	-4.797717	0.0000
R-squared	0.946581	Mean dependent var		0.177968
Adjusted R-squared	0.873738	S.D. dependent var		0.096364
S.E. of regression	0.034241	Akaike info criterion		-3.623515
Sum squared resid	0.012897	Schwarz criterion		-2.855612
Log likelihood	64.91746	Hannan-Quinn criter		-3.395177
Durbin-Watson stat	1.923325			

Source: Authors Computation, 2019

Statistical Test of Hypothesis

The three hypotheses formulated in this study were tested using the F-statistics. The decision rule for accepting or rejecting the null hypothesis for any of these tests will be based on the Probability Value (PV). If the PV is less than 5% or 0.05 (that is, if $PV < 0.05$), it implies that the regressor in question is statistically significant at 5% level; otherwise, it is not significant at that level.

Hypothesis One (H_{01}): All share index has no significant effect on the growth of manufacturing sector in Nigeria

Table 5: Results of Wald Test for Total All share index and Manufacturing Sector Output in Nigeria

Test Statistic	Value	df	Probability
F-statistic	3.22542	(4, 3)	0.0810
Chi-square	2.42117	4	0.0720

Source: Authors Computation, 2019

The Wald-test in Table 5 indicate that the F-value for All share index was found to be 3.22542 and its probability value is 0.08. Since the probability value is greater than 0.05 or 5percent level of significance, which fell in the acceptance region and hence, we accept the first null hypothesis (H_{01}) and conclude that all share index has no significant effect on the growth of manufacturing sector in Nigeria between 1986 and 2018.

Hypothesis Two (H_{02}): Stock market capitalization has no significant impact on the growth of manufacturing sector in Nigeria.

Table 6: Results of Wald Test on Stock market capitalization and manufacturing sector Output In Nigeria

Test Statistic	Value	df	Probability
F-statistic	3.76766	(4, 3)	0.2141
Chi-square	2.25452	4	0.0182

Source: Authors Computation, 2019

The Wald-test in Table 6 indicated that the calculated F-value for Stock market capitalization is 3.76766 and its probability value is 0.2141. Since the probability value is greater than 0.05 at 5percent level of significance, it thus falls in the acceptance region and hence, the second null hypothesis (H_{02}) was accepted. The result thus shows that Stock market capitalization has no significant impact on the growth of manufacturing sector in Nigeria.

Hypothesis Three (H_{03}): Value of stock Transaction has not significantly influenced the growth of manufacturing sector in Nigeria.

Table 7: Results of Wald Test on Value of stock Transaction and Manufacturing Sector Output in Nigeria

Test Statistic	Value	df	Probability
F-statistic	3.25411	(4, 3)	0.0221
Chi-square	2.64541	4	0.0110

Source: Authors Computation, 2019

The Wald-test in Table 7, indicated that the calculated F-value for Value of stock Transaction was found to

be 3.25411 and its probability value is 0.0221. Since the probability value is less than 0.05 or 5 percent level of significance, which fell in the rejection region and hence, we rejected the third-null hypothesis (H_{03}) and conclude that Value of stock Transaction has significantly influenced the growth of manufacturing sector in Nigeria between 1986 and 2018.

Discussion of findings

Findings from the results revealed that all share index has no significant effect on the growth of manufacturing sector in Nigeria between 1986 and 2018. The implication of this result is that the inability of the stock market to effectively and efficiently mobilise resources through the sale of new shares for the output growth of the manufacturing sector is not unconnected with the arrays of challenges confronting it e.g. weak corporate governance, sharp practices by stock market operators, high fees and interest rate that discourage investors. Lack of funds has made it difficult for the Nigerian manufacturing sector to make investment in modern machines, information technology and human resource development which are critical in reducing production costs, raising productivity and improving competitiveness.

The findings from the study is in agreement with Ifeoluwa and Motilewa (2015) whose results revealed that stock market liquidity (ASI) was not a statistically significant variable explaining manufacturing sector growth in Nigeria for the periods under study. This is in-line with Toby and Peterside (2014) which found that low investment has also been traced largely to stock market unwillingness to make credits available to manufacturers, owing partly to this mis-match between the long-term nature of the market funds and the medium-term nature of funds needed by Nigerian industries.

Conclusion and Recommendations

Manufacturing sector is reputed to be an important engine of growth, an antidote for unemployment, a creator of wealth, and the threshold for sustainable development, thus it is expected to dominate, shape, and define the core path of industrialization. However, stock market intermediary roles in financing the manufacturing sectors in Nigeria is still limited, hence the increase in direct intervention funding in the industrial sector. Low level of investments has constrained productivity in the manufacturing sector. In addition to the consequences of a maturity mismatch, the near-absence of long-term deposits has continued to constrain the ability of stock markets to create long-tenured risk assets crucial for manufacturing sector development.

Based on the findings in this research, the study concludes that stock market liquidity through all share index and stock market capitalisation has not significantly affected Nigeria's manufacturing sector output.

In order to make the Nigerian stock market liquidity a world class that would contribute significantly to the output of manufacturing sector and the economy in general, the following suggestions are put forward:

- i. There is urgent need to restore confidence to the market by regulatory authorities through ensuring transparency, fair trading transaction and dealings in the stock exchange. The Security and Exchange Commission (SEC) to be more active and effective in its regulatory and developmental capacities. SEC should ensure effective supervision and monitoring of all institutions and activities in the stock market.
- ii. Government should ensure an investment friendly environment by put in place necessary infrastructures, services and policy reforms that will increase stock market capitalisation and enable the Nigerian stock market effectively and efficiently mobilize long-term financial resources and channel same to the manufacturing sector of the economy.
- iii. The regulators and operators in the Nigerian stock market must necessarily expand the market offerings to include products such as fixed income securities, hedging instrument, such as futures and other derivatives must be promoted as well as securities lending and collective investment schemes. It is imperative to mention that new listings are critical to the development of the Nigerian Stock market given that it is one of the two ways companies can raise long-term capital. Indeed, new listings are even more critical in restoring investor confidence as they are clear sign that the stock market is recovering. To this end, there is the urgent need to woo foreign and local companies to list in Nigeria stock market through tax holiday, reduction in transactions cost and other incentives.

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Appendix

Manufacturing Sector Outputs(MSO) at Current Basic Prices (N' Billions), All share index (ASI, Billions); Stock Market Capitalization (SMC, Billion); Value of Stock Traded (VST, Billion): 1986-2018

Year	MSO	ASI	SMC	VST
1986	38.65	163.8	6.8	497.9
1987	43.22	190.9	8.2	382.4
1988	63.52	233.6	10	850.3
1989	72.90	325.3	12.8	610.3
1990	84.27	513.8	16.3	225.4
1991	110.60	783	23.1	242.1
1992	153.47	1,107.60	31.2	491.7
1993	221.23	1,543.80	47.5	804.4
1994	354.66	2,205.00	66.3	985.9
1995	414.13	5,092.20	180.4	1,838.80
1996	477.95	6,992.10	285.8	6,979.60
1997	546.71	6,440.50	281.9	10,330.50
1998	620.20	5,672.70	262.6	13,571.10
1999	713.82	5,266.40	300	14,072.00
2000	826.03	8,111.00	472.3	28,153.10
2001	989.11	10,963.10	662.5	57,683.80
2002	1,127.23	12,137.70	764.9	59,406.70
2003	1,304.07	20,128.94	1,359.30	120,402.60
2004	1,516.05	23,844.50	2,112.50	225,820.00
2005	1,778.73	24,085.80	2,900.06	262,935.80
2006	2,082.49	33,189.30	5,120.90	470,253.40
2007	2,401.19	57,990.20	13,181.69	1,076,020.40
2008	2,761.55	31,450.78	9,562.97	1,679,143.70
2009	3,170.82	20,827.17	7,030.84	685,717.29
2010	3,578.64	24,770.52	9,918.21	799,910.95
2011	4,527.45	20,730.63	10,275.34	638,925.70
2012	5,588.82	28,078.81	14,800.94	808,994.18
2013	7,233.32	41,329.19	19,077.42	2,350,875.70
2014	8,685.43	34,657.15	16,875.10	1,338,600.65
2015	8,973.77	28,642.25	17,003.39	978,047.07
2016	8,903.24	26,874.62	16,185.73	620,018.05
2017	10,044.48	38,243.19	21,128.90	1,078,491.84
2018	12,455.53	31,430.50	21,904.04	1,284,976.28

Sources: CBN statistical Bulletin (2018)

Nigeria's Diplomatic Activities and Conflict Management and Resolution in West Africa, 1999-2019

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ABSTRACT

Nigeria has contributed immensely with human resources and well-equipped armed forces to efforts and missions on conflict management and resolution which encompasses series of various issues like peace-making, peacebuilding and peacekeeping within and outside the continent. She has used her diplomatic relations with other countries in managing different issues rather than forceful approach. The civilian government since its inception in the last two decades has been incredible for abilities to make sure there is peace in all troubled zones in Africa and particularly in West Africa. In examining the roles of Nigeria in conflict management and resolution in relations to her diplomatic activities within her sub-region since the last two decades, this paper is focusing on her different efforts and diplomatic activities in making, building, supporting, and enforcing peace across the sub-region and how they have helped in her relations with the countries within the West African sub-region.

Keywords: Conflict management and resolution, West African sub-region, Nigeria, Diplomatic activities, ECOWAS.

Introduction

Diplomacy or diplomatic activities are part of the instruments of foreign policy of a nation; in fact, it is the major component or backbone of foreign policy of any nation. Foreign policy in a simple term can be described as a procedure or means by which a country or nation pursues its state interest in connection to other nations on a continental or international basis. While activities, skills, techniques, or methods of handling relationships in a tactful, sensitive, or delicate manner within international terrains extending to negotiations, discussions, consultations, international relations and politics, conferences, dialogues, foreign affairs, policies are known as diplomatic activities. (Shaheen, 2017)

Childs (1948) stated that the foreign policy of a nation is the substance of foreign relations, while diplomacy is a procedure that is being used to implement policies. Foreign policy is founded on universal notion of national prerequisites and diplomacy is a means, method or technique, and the outfit by which foreign policy tries to achieve its purpose by agreement and not by war as perceived by Nicholson (1988). In a nutshell, foreign policy is what you do in your external relations with others and diplomacy is how you do it.

The history of the Nigeria's diplomatic activities since her independence has been changing consistently; however, the ethics guiding these activities has been consistent. These changes have been affected by different leaders that have been in power at different times (both military and civilian rules). The Nigeria's diplomatic activities have shown a kind of movement of ascending and descending order with different consecutive administrations with the embracing of various techniques for the advancement of her national concern and the afro-centric policy (Iganga, 2012). Nweke (2010) mentioned the diplomatic activities of the country towards her African region as being distinguished by a focal point on African unity, sovereignty and welfare especially in the aspect of co-existing peacefully, preventing violent disputes, neutrality and unpremeditated intrusion in the domestic affairs of other nations, settling of disputes peacefully and regional economic cooperation and growth.

All the efforts Nigeria has been making on the issue of conflict management and resolution in her sub-region are based majorly on achieving internal security through peaceful co-existence with her neighbours, and this was witnessed in the case of the border crisis that happened between her and Cameroun over the Bakasi Peninsula when she

conceded to the judgement of the International Court of Justice without any challenge.

The human, economic and military might in Nigeria has always been strength for the nation within and outside the continent. This is one of the reasons she has been exalted to a high and noticeable position not only in Africa, but in the whole world at large, to the extent of being tagged “the giant of Africa”. The military and economic capabilities of Nigeria are more powerful than those of any of the nations in her sub-region (Ojakorotu & Adeleke, 2017). Nigeria has played lots of ‘big brotherly’ roles in Africa, particularly in the sub-region (West Africa), and part of such roles is the conflict management and resolution which has and is still one of the main part of her diplomatic activities in the region.

Diplomatic Activities of Nigeria towards her African region

There are factors that affect the diplomatic activities of the foreign policy of a nation. Some of them are identified as the internal circumstances of a nation or country, the type of leader the nation has, and the orientations of the nation’s foreign policy (Ujara & Ibieta, 2018). They further mentioned that the internal circumstance of Nigerian nation is influenced by issues like communal crisis, ethnicity, militancy, terrorism, civil unrests, and religious intolerance, among others.

At the same time, the orientations of the Nigerian nation foreign policy might have been largely affected by the individual peculiarities of the persons that have been representing the nation in the process of foreign policy making. Imoukhede (2016) also stated in his work that the diplomatic activities of Nigeria have been greatly shaped by some definite challenges which have occurred as a result of some factors such as corruption, bad leadership, and development obstacles, among others.

The diplomatic activities of Nigeria have been typified by her attention on Africa as a regional authority and extend to other basic values such as accord and sovereignty of African nations, economic collaboration and growth, settling conflicts peacefully and non-deliberate meddling in the domestic affairs of other nations. In accomplishing all these, Nigeria is actively involved in regional and sub-regional organisations like the AU (African Union), ECOWAS (Economic Community of West African States), APPA (African Petroleum Producers Association), among others.

The mechanisms of Nigeria’s diplomatic activities among many include aids, economic policies, shuttle diplomacy, alliances, and organisations.

Nigeria in the West African Sub-region

The roles of Nigeria as an enigmatic leader came to be in West Africa as soon as she got her independence in 1960 and this was made visible fifteen (15) years after, when she spearheaded the establishment of ECOWAS (Economic Community of West African States). This organisation has the role of conflict management and resolution as part of its agenda and this was corroborated by Terwase, Adesina, Puldi and Abdul (2018) in their work that the organisation’s role in conflict management and resolution in the West African sub-region has significantly allowed the region to be stable putting into consideration the dispute situations like economic, political, identity and social issues that have made the region to be conflict ridden.

Furthermore, the organisation was set up to limit the dependence of other West African nations on Western external influence for economic and military support and also contribute to powerful regional incorporation and stability, creating the strategies and environment for management and resolution of various conflicts, and fortifying West African sub-region’s hands within Africa and in the global arena (Muhammad Juma Kuna, 2005). In more specific terms, making cultural and collective policies, investment prospects, financial policies, business contracts, custom agreements and strategies for managing conflicts like Early Warning Symptoms which have gone so far in establishing a broad structure over which economic incorporation, harmony, democratic regional growth and development can be established (ibid). Nigeria operates in her capability individually as a nation and as an ECOWAS (Economic Community of West African States) member in managing and resolving conflict in West Africa.

The idea of establishing ECOWAS (Economic Community of West African States) was birthed from the yearnings to have politically and economically balanced region by nations in West Africa, particularly Nigeria. Since Nigeria’s independence in 1960, she had contributed immensely financially, economically, politically and diplomatically to the growth and development of African nations, and predominantly in the aspect of inter-state and intra-state conflict management and resolution between and within African nations (Iweriebor and Uhomoibhi, 1999). Nigeria has been the leading contributor to the ECOWAS (Economic Community of West African States) budget, with about 33.3 per cent (33.3%) contribution of the organisation’s yearly finances. She erected, equipped and sustained the administrative centre of the ECOWAS (Economic Community of West African States) secretariat in her

country and used to hold its yearly summits when any of the organisation's member states was not ready to take these responsibilities (Ojakorotu & Adeleke, 2017).

According to Fawole (2015), Nigeria took the responsibility of maintaining peace in West Africa after the super powers shifted their attention from Africa due to other complications from other parts of the world in the 1990s (or they just got tired of intervening in African conflicts as it was very obvious in the cases of Liberia, Burundi, Rwanda and Sierra Leone, despite the fact that it was very clear that these countries were at the threshold of deep crises – Muhammad Juma Kuna, 2005). As part of Nigeria's commitment to managing and resolving conflicts in her sub-region, she played a magnificent role in the establishment of ECOMOG (Economic Community of West African States Ceasefire Monitoring Group), an organisation that is an extension of ECOWAS (Economic Community of West African States) and came into existence as a result of the Liberian conflicts back then in 1990. The inputs of the Nigerian government in form of peacekeeping troops alone showed her zeal for conflict management and resolution in the sub-region. She has spearheaded peacekeeping missions in Liberia from 1990 to 1998 and 2003; and also, in Sierra Leone in 1997 and 2000 (Adebajo, 2010).

The roles of Nigeria as an enigmatic leader continued with the inception of democratic rule in 1999. Lawal & Aluko (2016) emphasised the issues that are paramount in Nigerian diplomatic activities towards her African region since 1999 as citizen diplomacy, economic interest/diplomacy, regional hegemony/peace building and peacekeeping in Africa, and call for United Nations reform. The democratic rule since 1999 has improved the image of the country and given her room for taking further dynamic and productive roles in her sub-region and at global level.

The Obasanjo and Jonathan's regimes, operated in the outstanding viewpoint of integration and cooperation policies in Africa and her sub-region (Sotubo, 2015). All through the times of ECOMOG intervention in Liberia, the deployment of ECOMOG II in Sierra Leone, the contributions of Nigeria in term of military, diplomacy and finances shaped the processes and outcome of the forces. For instance, the Ghanaian field commander was changed to a Nigerian one within few weeks of deploying the troops and this was facilitated by the Ghanaian-led troop's failure to avert the assassination of Samuel Kanyan Doe of Liberia in 1999 (Ojakorotu & Adeleke, 2017). PrKic (2000) further asserted that the

succeeding field commanders have been Nigerians since that period.

Factors responsible for Nigeria's diplomatic activities in her West African sub-region

There are some factors that have made Nigeria to operate within the framework of the kind of diplomatic activities or mission she has embarked on and some of them are as follows:

- The nation Nigeria is recognised as a united one and her diplomatic activities are particularly tilted towards the welfare of other African nations especially concerning the aspects of preventing aggressive disputes (at both intra and international levels while restoring peace in every possible ways and maintaining peace all around the globe) and also co-existing peacefully (Nweke, 2010). This kind of ideology is as a result of 'my brother's keeper' which Nigeria believes in so much as she had been recognised as the most populous nation in Africa which makes her to be seen and also see herself as being liable for Africa and its challenges.
- As earlier said that Nigeria is perceived to be the most populated nation in her West African sub-region with her citizens scattered all over the region and even all over the world. Many are residents in these nations while many are route traders, artisans, unskilled labourers who earn their sources of income in these nations and also citizens of Nigeria schooling in these nations (Ojweke, 2010). The situation is vice versa. Thus, the need for diplomatic activities towards management and resolution of conflict in these nations in order to protect her own citizens in the various nations.
- The direct effects that the crisis of her neighbouring countries (especially, in her West African sub-region) will have on her economy, security and political settings in the forms of great number of refugees influx into the country as it was seen in the cases of Liberia and Sierra Leone conflicts (ibid). Ojweke (2010) also substantiated this in his work that despite the kind of government in authority (whether military or civilian as the case may be), at any point in time, the diplomatic mission of Nigeria in the management and resolution of conflict towards her West African sub-region and Africa at large, has been steady mainly because Nigeria hold the belief that regional instability will likely have great effect on her domestic stability.
- Also, there are some other effects like small arms proliferation, child soldiers, sex slaves, the use of

terror as a war technique and recruitment of foreigners for terrorism; Muhammad Juma Kuna (2005) pointed this out in his paper that the steep multiplicity of the West Africa sub-region and the various apparent cultural bonds within the populace beyond colonial borders on its own made the Nigeria's security inevitably connected to the security of other West African nations.

Even though the cost of these sacrifices in terms of substantial resources and human capital is high, but due to these reasons mentioned above, the sacrifices are very essential in order to have and maintain peace and some level of stability in her (Nigeria) West African sub-region.

Economic support is also another diplomatic activity that is being used by Nigeria to manage and/or resolve conflict in her West African sub-region. Due to the reasons mentioned above, she will rather assist her West African sub-region nations economically in order to prevent or manage existing conflicts in the region, than to have a fully blown conflict that will have an eventual effect on her nation in the long run. Ojekwe (2010) agreed with this, by saying that it is aligning with this preceding backdrop that Nigeria will continuously without relenting to promote, help, support and sustain many African nations that are in needs and/or request for her assistance whether economically, technically and/or in human capital. In addition, there is a constructive relationship connecting a solid economic foundation with political stability and national security (Nurudeen, 2010).

Perceptive in Conflict Management and Resolution

There are various distinctive ways to examine conflict management and resolution. The various manners in which conflicts are managed and/or resolved depend largely on the origin, causes and contexts of the conflict. Also, effective management and/or resolution of conflict will make a lot of differences in the outcomes of any conflict situation. Conflict management and resolution is said to be purposeful (either the parties involved are the ones taking the initiatives or there is an involvement of a third party), when there is a major effect on the entire conflict process in order to minimise or eliminate the ruinous elements of the conflict situation such as the use of violence and hostility, so as to help the warring parties to come to agreement(s) (Onyesom & Igbesi, 2015).

Conflict management can be described as the procedures of reducing vicious and harmful ability of conflict through some means that are being worked at with the conflicting parties. While conflict resolution can be viewed as different advances that are being

taken in ending conflict through productive means of resolving an issue (Onyesom & Igbesi, 2015). The implication of the above description is that, not all conflict can be out-rightly resolved, some will be there to be managed in forms of transformation and regulation.

Conflicts are resolved when both conflicting parties are satisfied with the outcome of the resolution in terms of their basic needs being met and all fear dismantled. Conflict management requires a series of processes from prevention of conflict through proactive means, to limiting, containing and litigating of conflict (ibid). It is concerned with a process that is ongoing and might or might not have a resolution. The phase of conflicts over the years has drastically changed, it has taken a new dimension of undefined borders which automatically transmit to changes in the ways and manners the conflicts will be managed and/or resolved.

The issue of conflict resolution on the other hand, cannot be without peace-making, peace building and peacekeeping which are very essential in sustaining peace after any conflicting situation that had been resolved.

Peace-making, peace building and peacekeeping have been major subject matter for various international institutions and states in the contemporary times. All these transmit to making, building, and maintaining peace, especially after resolution of conflict. The concepts are further described below:

- **Peace-making** cannot be defined in one phrase due to the fact that it is a complicated concept because peace itself is being defined in various ways. But for the purpose of this paper, peace-making can be described as realistic conflict transformation centred on creating even power rapport that is adequately strong to prevent future disputes which include the creation of ways to agree on fair conclusions between groups, communities or parties that have been earlier involved in aggressive reactions to disputes. Peace-making sets out to accomplish complete reunion between conflicting parties and fresh shared consideration. In a simple form, peace-making is the diplomatic effort with the intention to shift an aggressive dispute to non-aggressive discourse, in a situation where disparities are resolved through delegated political bodies (Quellet, 2003). It can be achieved in the form of mediation, arbitration, negotiation, and conciliation. According to the UN (United Nations) "peace-making is an action to bring hostile parties to agreement, essentially through such peaceful means as those foreseen in Chapter VI of the Charter of the United Nations".

Furthermore, peace-making can also be referred to as a phase of dispute, that can ensue in the course of a crisis or a protracted dispute after tactful intervention has been unsuccessful and prior to when peacekeeping forces could get involved (ibid).

- **Peacebuilding** has been described in so many ways by different scholars and peace practitioners. For instance, Galtung (1976) defined it as the procedure of establishing self-sustaining institution that eliminate causes of hostilities and proffer options to hostilities in circumstances where hostilities may arise. It is a kind of activity that seeks to resolve unfairness in non brutal manner and convert the structural and cultural circumstances that cause fatal or vicious disputes. It encompasses the development of positive individual, collective and political interactions across national, ethnic, class, religious and racial border lines (Anderson & Weigand, 2015). Lederach (1997) viewed peace building as a broad notion that comprises, spawns and uphold the total ranges of procedures, techniques and phases necessary to transform disputes toward greater prolonged rapport, the notion thus connotes a vast arrays of deeds that herald and follow official peace agreements. Also, the United Nations Development Program defined peace building as an array of standards aimed at reducing the threat of drifting and re-drifting into disputes by fortifying national capabilities at every stage for conflict management and setting the base for sustainable peace and development. Furthermore, United States Institute of Peace was able to summarise all the definitions in a broader and contemporary sentence by stating that peace building encompasses provision of humanitarian aid, protection of human rights, ensure security, set up non-violent means of resolving disputes, promote reconciliation, provision of trauma curative packages, repatriate refugees, resettle internally displaced persons, encourage broad based learning and assist in economic rebuilding. With the above descriptions of peace building, it can then be said that it comprises of prevention of the reoccurrence of the conflict, management of the conflict and post conflict resurgence.
- **Peacekeeping** in the general term means the vigorous upholding of a ceasefire between countries or communities, particularly by a global armed force. Peacekeeping has exclusive might which include legality, sharing of burden, along with the capability to position and maintain armed and civil forces all over the world, incorporating them with civilian peacekeepers to promote

multifaceted directives. Peacekeeping has been tested to be one of the most competent instruments accessible to the United Nations to support host nations find the way through terrible pathway from conflict to peace (United Nations Peacekeeping). According to the Department of Peace-keeping Operations (DPKO), peacekeeping is the actions projected to establish circumstances that will foster long-lasting peace. Researchers have discovered that peacekeeping diminishes the risk of relapsing disputes.

From the above definitions of peace-making, peacebuilding and peacekeeping, it is quite clear that they are all symbiotic with conflict management and resolution. They work hand in hand in reducing hostilities (whether aggressive or non-aggressive) and in the sustenance of long-lasting peace. Vast resources and endeavours are being deployed from time to time in the management and resolution of conflict all around the globe. International institutions like the United Nations (UN), superpowers like the United States of America and regional powers like Nigeria in West Africa are all examples of hegemonies in bailing out conflict ridden places in the world.

The strategies that have been in place for the management and resolution of internal and regional conflicts in West African nations like the Economic Community of West African States (ECOWAS) strategies that have been stated earlier, the Plan of Action for the Implementation of the Program for Coordination and Assistance for Security and Development (PCASED, 2002), the Protocol Relating to Mutual Assistance of Defence (1981), and the Protocol on Democracy and Good Governance (2001), which some of them have led to the creation of unique bodies like the Defence and Security Commission, Mediation and Security Council, the Council of Elders, the office of Political Affairs, Defence and Security (PADS) and Economic Community of West African States Ceasefire Monitoring Group - ECOMOG (Muhammad Juma Kuna, 2005). Despite the fact that these bodies have their own limitations, their significance in the establishment of structures that detect, manage, or/and resolve conflicts, maintenance and sustenance of peace cannot be underrated.

Outlook on different Nigeria's Democratic Administrations since 1999

Before looking at the different democratic administration since 1999 in Nigeria, there is need to look at what democratic administration or rule represents. There is a general notion of democracy as the government of the people by the people and for

the people. But in a more specific approach, democratic government or administration denotes the kind of government that is people oriented (power is vested in the people) and the power is employed by the people either directly or indirectly, the people have the chance to choose those that would represent them in government through open or free, impartial or fair and regular elections (Bello, Dutse and Othman, 2017).

By and large, the entrance of the fourth republic in 1999 witnessed a progression in terms of mutual affiliation on management and resolution of conflict. Shuttle diplomacy (this is the dialogues that happen between two or more nations in which a person, mostly an official of the government, journeys to and from the nations involved whether for the intentions of conciliation, mediation, negotiation, or affiliation depending on the case – Dauda & Bako, 2012) was a major diplomatic activity that became consistent in the fourth republic. The Obasanjo's administration used this strategy and was able to accomplish a repaired image of the country through it. The diplomatic assistance given to the United States of America government counter-terrorism efforts after the September 11, 2001 attacks is a good instance to this effect (Iganga, 2012). Nigeria (since 1999) further played an enormous role in establishing anti-terrorism agreement among states in her West African sub-region, with the obvious increasing threat of terrorism in the region. Although, it was during this republic that the issue of militancy in the Niger Delta was so intense in Nigeria, thus an embarrassment that made the international community viewed the country as a nation that could not put her house in order (Iganga, 2012).

This administration from 1999 to 2007 functioned in the circumference of the magnificent perception of strategy of collaboration and assimilation in the West African sub-region (Osuntokun, 2012). Nigeria along with other nations in her sub-region further made enormous efforts at fortifying their positions in making sure that they erected and instituted inter-regional strategies in achieving security as an introduction to the procedures for peace entrenchment in the sub-region. The apparent role that Nigeria took part in was demonstrated at the ECOWAS (Economic Community of West African States) convention held in Abuja (Nigeria's capital) in 2001 where concerns such as economic incorporation, small arms and light weapons proliferation, security section restructuring, conflict management and resolution were tackled (Nweke, 2010).

During the Umaru Musa Yar'Adua's administration in 2007 – 2010, the tactful management of Africa command dilemma, particularly the way

and manner it efficiently mustered other African nations against the institution of African Command, (AFRICOM – the creation of American military force base) on the continent of Africa is an achievement for the administration in its commitment to the ideologies of neutrality (non-alignment) and afro-centricity (ibid). The regime also forestalled some issues that might have probably led to chaos in one of the nations (Guinea-Bissau) in the sub-region by paying two (2) months' salary outstanding owed the workforce of the country and also marshalled all ECOWAS (Economic Community of West African States) nations to contribute funds for the electoral expenses/budget of the nation. This was a kind of effort on the part of Nigeria to demonstrate her headship role in the sub-region and an additional feather to the cap of the administration (Newswatch, June 1, 2009).

The period of President Goodluck Jonathan's administration that came into existence immediately after the death of Yar'Adua in 2010 spanning through to his victory in 2011 polls and lasted till 2015, had the issue of sustainability of peace as one of its major focus of its diplomatic activity not only in Africa but also in the whole world. This administration made cognisant efforts in making sure that conflicts were managed to a reasonable extent and followed the strategy of collaboration and assimilation in the West African sub-region like his predecessor - General Olusegun Obasanjo (Sotubo, 2015).

It was the commitment of Nigeria on this premise through this administration as a great leader in ECOWAS (Economic Community of West African States) that was able to manage the issue of one of the countries in her sub-region, Cote D'Ivoire when the president of the said country was ousted, Laurent Gbagbo after his refusal to relinquish the reign of power following the presidential elections in the country in 2010. The Jonathan administration further condemned similar crisis of self-perpetuation in Niger (Boma Lysa, Terfa & Tsegnyu, 2015). Nigeria under this administration also contributed one thousand and two hundred (1,200) troops (the highest contributing nation for the Mali crisis) and supported with financial back up of thirty four million dollars (\$34m) equivalent to the tune of seven billion naira (N7 billion) to the African Union led Support Mission in Mali in year 2012 when ECOWAS (Economic Community of West African States) suggested that the Tuareg rebellion should be suppressed by the interim government of Mali which the organisation agreed that an intervention force (which the commander was a Nigerian) of three thousand and three hundred (3,300) retake northern Mali from rebel groups. This position by ECOWAS was presented to

African Union for it to endorse the military intervention in the country (Lawal and Aluko, 2016).

The administration of General Muhammadu Buhari from 2015 till date followed the trend of his predecessors but not without its own challenges. To mention a few of the challenges; one is the issue of the terrorist group Boko Haram, that has become a thorn in the flesh of Nigeria, another notable one is the ill-health of the president at the initial stage of his assumption of office. The diplomatic activities of this administration also focus on advancing relationships between the Nigerian nation and her West African neighbouring countries. One of the main diplomatic activities of Buhari's administration in the West African sub-region is to improve relations with her neighbouring nations in order to collectively fight the surge of terrorism which has gradually taken a dangerous transnational or multinational dimension in the recent times.

Almost immediately after the assumption of presidential office, General Muhammadu Buhari embarked on what is called shuttle diplomacy by visiting Niger Republic, Benin Republic, Chad, Cameroun (Olowojolu, 2017) and some other nations outside the West African sub-region as part of the nation's diplomatic activities to his West African sub-region with the intention to limit the abilities of the terrorist group (Boko Haram) from striking in Nigeria and later receding to her West African sub-region as a shelter against Nigerian armed forces, which turned out to be a diplomatic activity that helped the country to restrict the activities of the terrorist group (Waddington, 2015) and (Onapajo, 2017).

Another diplomatic activity of the General Muhammadu Buhari's administration in conflict management and resolution in the country's West African sub-region is the enormous role the president played as the principal intermediary in resolving the constitutional gridlock that happened in Gambia, when president Yahaya Jammeh at the initial stage declined in relinquishing power to a democratically voted president Adama Barrow, ECOWAS mandated the Nigerian president, General Muhammad Buhari to pilot a negotiation with president Jammeh with the purpose of relinquishing power to Adama Barrow. President Muhammadu Buhari was able settle for a peaceful means of transiting power to the democratically elected government and also was able to evade hostility that could have led to violence, and which might have led to civil war at the long run, and a potential humanitarian catastrophe for the ECOWAS (Economic Community of West African States) sub-region. The General Muhammadu Buhari's intervention through negotiation was a success and the Gambian former head of state,

president Jammeh relinquished power and stepped aside for the democratically elected president Adama Barrow (Hartmann, 2017; Kora and Darbe, 2017).

Conclusion

Nigeria diplomatic activities in the aspect of conflict management and resolution (in the form of settlement of disputes, strong involvement in peace-keeping missions, and the assistance given in the resolution of conflicts) towards her West African sub-region in the fourth republic has been continuous (Ade-Ibijola, 2013). The diplomatic activities have really accomplished a lot but has also been limited by some deficiencies. One major challenge she (Nigeria) has been facing is the issue of internal crisis especially the Boko Haram insurgency which is a grave setback to the nation and has taken a terrible dimension in the recent times. This singular challenge has given her a kind of picture that is negative in the sub-regional, regional and even international perspective with the impression that she cannot manage her own internal crisis and yet she is trying to interfere and manage other nations' own. Another challenge is her neighbouring nations as Lawal and Aluko put it in their work that these neighbouring nations which Nigeria has kindly assisted in the form of her diplomatic activities towards the African policy of incorporation are her number one adversary.

There is also the challenge of finances especially in the Buhari administration (2015 till date). The financial strength of the nation is not as viable as it used to be thus limiting her to a large extent in committing so much resource into her sub-region's crisis like she used to.

Nigeria at the front position with other African countries have discovered that there is need for them to be united in order to combat the threat of conflict and recurrent domestic crisis that has become a kind of destructive force which has devoured the African continent so much, through different ways of managing and resolving these conflicts on their own without the expectation of getting help from anywhere, especially from the super powers.

From all indications, Nigeria engages actively in terms of military, economic, political, and diplomatic capabilities to function as front liner in her sub-region, especially concerning conflict management and resolution in her West African sub-region. With the level of involvement of the country in maintaining regional peace by managing or/and resolving conflicts through her economic, diplomatic and military capabilities, despite her own domestic issues, she deserves to be recognised as a front-liner not only in her sub-region but at the global level.

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Public Perception of Civilian Joint Task Force in Safeguarding Human Security in North-East Nigeria

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Abstract

The tremendous devastation of socio-economic condition and development in the Northeast Nigeria by Boko Haram insurgency spurred the emergence of informal security actors against Boko Haram insurgency. The major underpinning for the rise of Civilian Joint Task Force is the protection of lives and properties for the livelihood of community dwellers in the northern side of Nigeria. Using primary data, the study aims to undertake a research survey on the public perception of the impacts and challenges of Civilian Joint Task Force in protecting basic needs that serve as freedom from fear and want for individuals in the Northeast of Nigeria. Findings reveal that while insurgency has destroyed source of livelihoods for individual and claimed a lot of lives; caused food insecurity in the country; resulting in the outbreak and spread of infectious diseases; impeding millions of children and youths from accessing to basic and tertiary education; unprecedented displacement of internal persons with desperate need of shelter, the Civilian Joint Task Force since arising against the atrocities of the Boko Haram sect has been pivotal to alleviating the constant fear and anxiety situation and condition in which people live. This paper concludes that although Boko Haram Insurgency has negative effect on human security, the Civilian Joint Task Force is a veritable counter-insurgency tools in protecting the lives and properties of community dwellers.

Keywords: Boko Haram, Insurgency, Human Security, Violence, Civilian Joint Task Force, Nigeria

Introduction

The bravery and courage displayed by young adults in the Northeast Nigeria in anti-terrorism mobilisation is evident (Adigbe, 2012). Their patriotic act notwithstanding, several Nigerians are oblivious of their emergence. Nigerian youths, comprising informal security actors have been active in ensuring security of their communities (Agbibo, 2015). They served sacrificially against the Boko Haram sect, but not without severe blows, that have dissuaded them from forging the freedom violated by Islamic fundamentalist. They have been seen to fight along side the military joint task force (Crenshaw, 2009).

The informal security actors specially known as Civilian Joint Task Force (CJTF) have no root in the military trainings yet, mobilised against Boko Haram insurgents. But, what is common to both security actors is the common goal to end the menace of the Boko Haram attacks in the northeast region of Nigeria (Ibekwe, 2016). The aim of the paper is to examine perception of Nigerians in the Northeast on the impact and challenges that hampers the effective operation of the Civilian Joint Task Force in clamping down the Boko Haram sect.

Statement of the Problem

Failure describes adequately the attempt of the Nigeria military agencies in combating Boko Haram

insurgency as deaths of civilians and destruction of properties further open the Nigerian state to negative international image. The heavy presence of the security forces in the region proves futile as Boko Haram sect claimed more territories between 2013 to 2017 thereby posing national fear of possible dismemberment of the Nigerian state. The formal security actors lacked the knowledge to navigate the villages for effective clogging of Boko Haram operations. The military joint task force possess no understanding to communicate in the dialect of the affected individual that could aid the apprehension of the Islamic fundamentalist (Uzodike and Maiangwa, Uzodike, 2012).

The aftermath of the domination of Boko Haram insurgency was the emergence of informal security actors-vigilantes, civilian joint task force to provide the much needed defence and security for their violently ransacked communities. Their emergence resulted in complementing and assisting the military forces in uncovering the secret territories from which members of the Boko Haram sect perpetuate nefarious act that threatens Nigeria's security (Pruitt, 2013). The effort of the Civilian Joint Task Force became notable that top-military official acknowledged the contribution of the non state security actors in assuaging the terror that utterly affect means of livelihood that constitute freedom

fear and wants of individual in the Northeast Nigeria. To fill gap in knowledge, the study aim to examine the public opinion on the impact and the challenges of Civilian Joint Task Force in the fight against Boko Haram insurgency in Northeast Nigeria. The paper aims to achieve the following objectives:

- i. to investigate the public on the contributions of civilian joint task force to human security in the fight against Boko Haram insurgency
- ii. to interrogate the public on the challenges of Civilian Joint Task Force in safeguarding Human Security against Boko Haram insurgency

Research Questions

- i. What is the opinion of Nigerians in the Northeast concerning the contributions of Civilian Joint Task Force to human security in the fight against Boko Haram insurgency?
- ii. What is the opinion of Nigerians in the Northeast concerning the challenges of Civilian Joint Task Force in safeguarding human security against Boko Haram insurgency?

Literature Review

Civilian Joint Task Force became a popular nomenclature for individuals (young men) who volunteer to rise against the spate of insecurity in the community. The rise of the CJTF is against the Islamic fundamentalist wrecking havoc to the community.

Several scholars have operationalised Civilian Joint Task Force, unveiled the emergence, projected the benefit of CJTF, and also delve into the risk of the absence of an established legal framework guiding the operations of Civilian Joint Task Force. Civilian JTF groups are rooted in many cultural settings (rural and urban settings) in Nigeria history.

Variants of civilian Joint task force exist in different regions of the Nigerian state. In the south west CJTF is known as Oduduwa People's Congress (OPC), South-east houses the Bakassi Boys (BB). In the Northern region, the Civilain Joint Task Force are known as Yan Gora (Men of Sticks). CJTF is tagged with diverse names such as vigilantes, neighbourhood watch, community police etc. The civilian joint task force is interchangeably used with the term, "vigilante groups," in the North-East. Moreover, the concept of CJTF gained a popularity in the rest of the North-Eastern region as they engaged in road blocks, security checks and information sharing with security agents in order to expose Boko Haram in their midst to the security forces. The youth engaging CJTF also fought alongside the Nigerian military and was

pivotal for rescue mission of Boko Haram hostages (Ibekwe, 2016).

According to Dan-Azumi and Azeez, (2018), CJTF are significant to the MJTF in the area of intelligence sharing that without their complimentary role with the Military Joint Task Force escalated the insurgency rather than clamping down on the Boko Haram sect. Campbell (2013) considers the CJTF to be a significant alternative method and measure against the challenges posed by the Boko Haram groups in the North-east. He further posit that being a veritable measure against Islamic fundamentalist is rooted in the fact that the CJTF consisting of mostly youth are the ones shaping most activities in the Northeast region of Nigeria.

Supporting and authorizing the Civilian JTF is an impetus for state security operatives (Military JTF) to operate and function maximally as security is shaped and guaranteed by indigenous actors who understand the local areas. The indigenous actors are familiar with the community members and can best identify strangers committing crimes in the neighbourhood. Hassan (2015) states that the structure of the Civilian Joint Task Force comprises almost 60 percent of counter-terrorism measures and mercenaries as they support Nigeria armed forces against Boko Haram Insurgency. Hassan (2015) posit that in the event that CJTF are allowed and enabled to perform, may become an effective government's instrument opposing the Boko Haram sect despite the human right accusations against them.

Okereke (2013) opines that CJTF have been successful in intercepting attacks by clear identification of aliens in their communities with the mission to wreck havoc to the extent that Nigerian Watch (2014) record that their usefulness in the mission to clamp down on Boko Haram sect caused a reprisal attack on the communities in the Northeast. Bamidele (2016) explains that CJTF represents a veritable tool and significant kind of citizen-driven communal security response to challenges and an indication of how terrorism can be forestalled.

Theoretical Framework

The study is anchored on Human Needs Theory. The Human Needs Theory was propounded by Daniel J Christie. The basic human needs like security, identity, well-being and self-determination have to be satisfied. Human needs act as very deterrent force in the description of Human behaviour and in their communication with other beings in the society. Every human being irrespective of origin, race, colour, caste has individual needs of great significance which he tries to fulfil and satisfy throughout his life through his actions and deeds.

There has always existed an adverse relationship between the need for security & conflict/violence. The need for security is a basic need for a human being which he experiences at all times and places irrespective of environment or situation. But, this need for security is not always apparently visible and it only comes into the open or the light when it is threatened or when fear is instilled. Thus, fear always acts as a prominent inhibitor of the security and safety needs of the Human being.

As long as the human being does not feel safe or secure, there will be no peace prevailing over him, in his family and in the society. Thus, the feeling of security is of utmost importance and this need must be satisfied in order to maintain peace and harmony in the society.

The theory explains the reason for emergence of informal security actors against Boko Haram insurgency. The basic needs of the people, security, through which other needs can be satisfied, are violated. Security of lives and properties is vital to achieving a viable economy. A polity that is characterised by anarchy has no place in the comity of nations to command the clout that is needed for human development.

Human needs at the community level are of paramount developmental effect to communities. A community lacking security enough to usher in the needed development will abruptly suffer youth migration to urban and secured areas. This in turn deny the community of human materials and development that are non-negotiable needs for societal development. Individual are thereby hindered from progressing in their endeavours which would have been a tools to be useful for themselves as well as the society. The theory account for the propelling force behind the need for informal security actors especially the CJTF to rise against the insurgency that massacres relatives, destroyed source of livelihood which serve as means of meeting their needs as humans in the northeast of Nigeria.

Methodology

This paper is a descriptive research survey. Data are generated from primary and secondary sources. The total populations of this study totalled 4,171,104 according to 2006 population census in Nigeria. The sample size of the study comprises 465 Nigerians in the Maiduguri at 5.0% and 95% of both margin of error and confident level. The study area is Maiduguri the state capital of Bornu State. Structured questionnaire was administered to garner opinion on the role of Civilian Joint Task Force in the insurgency-ridden Northeast Nigeria. Data gathered are analysis using descriptive method of analysis by the use of statistical

tables, frequency distribution and percentage to determine public opinion as regards the contribution and the challenges of Civilian Joint Task force in alleviating the fear of individuals in Bornu State.

Data Presentation and Discussion of Findings

The aftermath of Boko Haram act of violence poses grievous effect on the existence of Nigerians in the Northeast. This necessitated the analysis of the contribution of Civilian Joint Task Force in protecting human security since their emergence against the insurgency. The field data gathered are based on the perception of selected Nigerians in Maiduguri concerning the role CJTF in protecting human security using the indices of combatant, intelligence sharing, peace building and protection which are the fundamental needs of individual members of devastated community. The study examines the public perception of the challenges of Civilian Joint task Force in preserving sources of freedom from fear and want of individuals and communities in the Northeast Nigeria.

Table 1: Opinion of Nigerians in the Northeast concerning the contributions of Civilian Joint Task Force to human security in the fight against Boko Haram insurgency?

Items	Frequency (yes)	Percentage %	Frequency (No)	Percentage %
Are the Civilian Joint Task Force effective in supporting military actors Boko Haram sect	395	85%	70	15%
Do the members of Civilian Joint Task Force provide substantial information to the military actors in clamping down Boko Haram sect	344	74%	121	26%
Do you think the members of Civilian Joint Task Force constitute the instrument for Peace restoration and building	413	89%	52	19%
Are the Civilian Joint Task Force capable of offering the needed protection for the affected communities	316	68%	149	23%
Is the Civilian Joint Task Force providing security for the internally displaced persons' camp in Bornu State	278	64%	187	36%
Are the Civilian Joint Task Force able to repel or forestall attacks from Boko Haram sect	321	69%	144	21%

The result from the above table shows that the Civilian Joint Task Force are effective combatant as they support military actors in combating Boko Haram insurgency. It was revealed that 85% agreed and 15% of the respondents disagreed. 74% of the respondents indicated that civilian joint task force shared useful strategic information that aid in apprehending the members of the Boko Haram sect, while 26% of the respondents indicated their disagreement that the CJTF provide information that helps in arresting Boko Haram sect. 89% agree, and 19% disagree that civilian joint task force are instrumental in restoring and building peace in the affected communities of northeast.

In addition, 68% agree and 28% of the respondents disagree that civilian joint task force are capable of providing protection for individual in the insurgency-ridden communities. 64% of the respondents are of the opinion that the Civilian Joint Task Force are important in providing security for the internally displaced person in Bornu State, 36% think otherwise. 69% agree and 21% disagree that Civilian Joint Task Force play a deterrent role against Boko Haram attacks. The result depicts that Civilian Joint Task Force play a significant role in the fight against Boko Haram insurgency in Nigeria.

Table 2: The Challenge of Civilian Joint Task Force in Safeguarding Human Security

Items	Frequency (yes)	Percentage %	Frequency (No)	Percentage %
Do you think lack of training and skills disturbs the operation of Civilian Joint Task Force	381	82%	84	15%
Is the issue transportation from one area to another in Bornu state problematic for the Civilian Joint Task Force in safeguarding the affected communities in Bornu state	344	74%	121	26%
Do you think the primitive equipment of the Civilian Joint Task Force affect their operation in the Bornu state of Nigeria	413	89%	52	19%
Is the lack of fund a problem for the Civilian Joint Task Force in providing security for affected individuals in Bornu state	316	68%	149	23%
Would you subscribe that inadequate welfare for members of CJTF negatively affect the quest to stand against the attacks of Boko Haram insurgents	298	64%	167	36%

The result from the above table shows that the Civilian Joint Task Force encounter certain challenges in the course of defending their local areas. It was revealed that 85% agreed and 15% of the respondents disagreed lack of training and skills disturbs the operation of Civilian Joint Task Force. 74% of the respondents indicated that issue inadequate transportation from one area to another in Bornu state proves problematic for the civilian Joint Task Force in safeguarding the affected communities in Bornu state, while 26% of the respondents indicated their disagreement. 89% agree, and 19% disagree that primitive equipment of the civilian joint task force affect their operation in the Bornu state of Nigeria.

In addition, 68% agree and 28% of the respondents disagree that lack of fund a problem for the civilian joint task force in providing security for affected individuals in Bornu state. 64% of the respondents are of the opinion that inadequate welfare for members of CJTF negatively affects the quest to stand against the attacks of Boko Haram insurgents.

Discussion of Findings

Findings show that the civilian Joint Task Force are effective combatant in supporting military actors against Boko Haram insurgency. It was revealed that 85% agreed and 15% of the respondents disagreed are effective combatant in the fight against terrorism. 74% of the respondents indicated that Civilian Joint Task Force shared useful strategic information that aid apprehension of Boko Haram members, while 26% of the respondents indicated their disagreement that the CJTF provide useful information.

Furthermore, 89% agree and 19% disagree that Civilian Joint Task Force are instrumental in restoring and building peace in the affected communities of northeast. In addition, 68% agree and 28% of the respondents disagree that Civilian Joint Task Force are capable of providing protection for individual in the insurgency-ridden communities. 64% of the respondents are of the opinion that the Civilian Joint Task Force are important in providing security for the internally displaced persons in Bornu State, 36% think otherwise. 69% agree and 21% disagree that Civilian Joint Task Force play a deterrent role against Boko Haram attacks. The result depicts that civilian joint task play a significant role in the fight against Boko Haram insurgency in Nigeria. This is in agreement with Bamidele (2016) that the CJTF effectively complement the counter-insurgency efforts of the formal security actors – Army's 7th Infantry Division and the Multinational Task Force (MJTF).

The endorsement of the civilian joint task force becomes a fundamental communal security measure that helps the intelligence failure of the military in the

fight against Boko Haram insurgency. The Civilian Joint Task Force according to Okoreke (2013) exploited their knowledge of the community to invade the hideout of the Boko Haram sect.

What are the challenges of Civilian Joint Task Force in safeguarding against Boko Haram insurgency? The result from the above table shows that the Civilian Joint Task Force encounter certain challenges in the course of defending their local areas. It was revealed that 85% agreed and 15% of the respondents disagreed lack of training and skills disturbs the operation of Civilian Joint Task Force. 74% of the respondents indicated that issue inadequate transportation from one area to another in Bornu state proves problematic for the civilian Joint Task Force in safeguarding the affected communities in Bornu state, while 26% of the respondents indicated their disagreement. 89% agree, and 19% disagree that primitive equipment of the civilian joint task force affect their operation in the Bornu state of Nigeria. In addition, 68% agree and 28% of the respondents disagree that lack of fund a problem for the civilian joint task force in providing security for affected individuals in Bornu state. 64% of the respondents are of the opinion that inadequate welfare for members of CJTF negatively affects the quest to stand against the attacks of Boko Haram insurgents. In agreement with the opinion of Omale (2018) that sophistication of weapon used by the insurgent group can only be defeated by a matched modern day weapon. The informal security actors armed themselves with local weapons- knives, matchet, local guns, bow and arrow etc. These are weapons that demand a closed range and can kill one person at time. It is a combatant problem as the CJTF will only have to plan and strategize ways to get the members of the Boko Haram arrested. According to Dan-Azumi (2018), CJTF was hurriedly formed with volunteers comprising community youths who had major occupation in transportation, carpentry, bricklaying, hunters, and unemployed graduate were deployed to counter incessant violence of Boko Haram without sufficient military training and experience prior to rising and emergent. The lack of experience in combat readiness to confront insurgency activities is a challenge that informal security providers grapple with in the insurgency war.

Conclusion and Recommendation

In the final analysis, the Civilian Joint Task Force plays a significant role in safeguarding the undermined human security in the Northeast Nigeria. They were effective in combating members of the Boko Haram as they search through the terrains of the villages to fish out member of the insurgent groups.

With their knowledge of the local terrain and environment the intelligence shared with state security actors was productive in apprehending the members of Boko Haram. Civilian Joint Task Force serves as peace restoration and building instrument in the northeast region. They as well act to repel attack on the internal displaced persons camps. The fact that Civilian Joint Task Force maximizes the knowledge of the local areas demonstrates the need for informal security actors to be adequately supported in providing the need much security for the people.

The study, taking a cue from the effort of the Civilian Joint Task Force, also recommend the need for widely acceptance of the rise of indigenous non-state actors in all the six geo-political zone of Nigeria as the panacea for providing security for people in the local areas of southwest Nigeria. The non state security actors would need to be provided basic constitutional and legal framework similar to the state security agencies. This will legitimize their operation and offer guidelines to their operations in the six geo-political zones.

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Secularist Theory and Democratic Governance in Nigeria: An Appraisal

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Abstract

The secularity theory addresses the problems of religious pluralism and multiculturalism in a given State that has diversities. Nigerian constitution allows an individual to have the freedom to practice his or her choice of religion without government interference. Similarly, secularism gives equality to all religious groups. In reality, secularism is the principle of the separation of government institutions and their officials mandated to govern the state from religious activities. This paper, therefore, addresses and critically appraises Nigeria as a secular state under democratic governance. The finding of this paper is that Nigeria as a secular state is only on paper and not in practice. In addition, the paper traces several crises that are going on in the country to its failure to adhere strictly to the principle of secularism and even foresees more crises in the future if no urgent steps are taken to reverse the trend. It is on this premise that the paper gives some suggestions to the governing class on how the country can overcome the impending crises.

Keywords: *Democracy, Governance, Secularist theory.*

Introduction

This paper attempts to examine and appraise the practice of secularist theory in a democratic government in Nigeria. Nigeria as a secular country has been noted to be a country that has many religions. Nigerians are known worldwide as religious people, and religion since pre-colonialism has played vital roles in the traditional governance of the people before the advent of the colonial masters. This trend continued during and after the independence of Nigeria. As at the period of writing this paper, (2020), the major religious organizations in Nigeria are namely, Christianity, Islam, and Traditional Religions.

It is on this premise that this paper tends to critically examine the effects of these religious organizations and other factors in the practice of secularism in the democratic governance in Nigeria.

Conceptual Framework

There are two basic concepts in this paper that need our critical discussion to enable the readers grasp the context in which they are used. The two key concepts are Secularist Theory and Democratic Governance.

Secularist Theory

Secularism draws its intellectual origin from Greek and Roman philosophers such as Marcus Aurelius and Epicurus, medieval Muslim polymaths such as Ibn Rushd, enlightenment thinkers such as Denis

Diderot, Voltaire, Benedict Spinoza, John Locke, James Madison, Thomas Jefferson, and Thomas Paine and modern free thinkers, agnostics and atheists such as Bertrand Russel and Robert Ingersulli (Ogoloma, 2012: 66).

Furthermore, the concept of “secularism” was coined by the British under George Holyoake in 1851. It was based on free thought despite the fact that the idea of free thought had existed throughout history. Holyoake invented the term secularism to describe his views of promoting a social order separate from religion without actively dismissing or criticizing religious belief. Holyoake, an agnostic himself, argued that:

“secularism is not an argument against Christianity, it is one independent of it. It does not question the pretensions of Christianity, it advances others. Secularism does not say there is no light or guidance elsewhere but maintains that there is light and guidance in secular truth, whose conditions and sanctions exist independently and act forever. Secular knowledge which is manifesting that kind of knowledge which is founded in this life concedes to the welfare of this life and is capable of being tested by the experience of this life”(Ogoloma, 2012: 66).

Based on the above, one can conclude that secularism may refer to any worldview or principle which defines the secular at a given context and prioritizes, justifies, or promotes it over the non-secular

(Bullivant, 2016). In political terms, secularism may be defined as the principle of the separation of government institutions and persons mandated to represent the state from religious institutions and religious dignitaries (the attainment of such is termed secularity), (Kosmin, A. & Keysar, A: 2007).

Further to this, Chaturyedi (2006: 206) argues that Secularism is the giving up of religious thought and feeling in the normal day to day interaction in society. One may behave in believe in one's religion but those beliefs do not form the basis or part of social behaviour with others. Religion should remain subjective and should not turn objective. Secularism, therefore, means the separation of religion and state. It ensures religious groups do not interfere with affairs of state while the state does not interfere in religious affairs. In other words, secularism seems to ensure and protect freedom of religious beliefs and practices for all citizens. In addition, secularists want the freedom of thought and conscience to apply equally to all believers and non-believers alike. Also, "secularist theory seeks to defend the absolute freedom of religions and other belief and protect the right to manifest religious belief in so far as it does not infringe on the rights and freedoms of others. Secularism ensures therefore, that the right of individuals to freedom of religion is always balanced by the right to be free from religion. (Exploring Secularism: 2020).

The theory of secularism has the following three principles which protect and underpin many of the freedoms we enjoy. The three principles are separation of religious institutions from the state institutions and a public sphere where religion may participate, but not dominate the freedom to practice one's faith without harming others or to charge it or not have one according to one's conscience; and equality so that our religious beliefs or lack of them do not put any of us at an advantage or disadvantage (Exploring Secularism: 2019)

Secularism is, therefore, about democracy and fairness, that is, all citizens are equal before the law. It allows all religions to operate on the same terrain. It allows equal rights for women like men, it does not discriminate against women and less privileged people, and against non-believers. Secularism also advocates for equal access to public services like hospitals, schools, the police and the services of local authorities. It means that all state-funded schools, hospitals and so on, should be non-religious in character.

Furthermore, secularism is not atheism, it simply provides a framework for a democratic society. Meanwhile, atheists have an obvious interest in supporting secularism, but secularism itself does not

seek to challenge the tenets of any particular religion or belief, neither does it seek to impose atheism on anyone (Exploring Secularism: 2019). It is on this basis that Western Europe defines secularism "as the freedom to worship, or to hold any religious beliefs or philosophical reference frame of thought", secularism stands for the right to be free from religious rules and teachings, and the right to freedom of governmental composition of religion upon the people within a state. That is, the state should be neutral on matters of belief. Conversely, secularism refers to the view that human activities and decisions, especially the political ones should be unbiased by religious influence (Ogoloma: 2012: 65)

Summarily, secularism does not teach against Faith-Based Organizations' involvement in political matters, but it guides against the domination of the Faith-Based Organizations on political matters at the expense of unbelievers in spiritual matters. It is a political theory that tries to protect the interest of all members of society irrespective of age, religion, social status, sex, education, wealth and so on. It argues in favor of fair treatment for all, equal rights of all citizens without bias against any group of people. These are what secularist theorists hinge on.

Democratic Governance

Literally, democracy means control of an organization or group by the majority of its members. It also means a system of government is governed by the whole population of all the eligible members of a state, typically through elected representatives. Basically, therefore, democracy is known to be the government by the people; a form of government in which the supreme power is vested in the people and exercised by the elected agents under a free electoral system, a state having such a form of government is democratic.

Yusuf (2019: 167) argues that democracy like any other concept in social sciences is subject to many definitions by different scholars and commentators. Democracy, according to Huntington (1991) means "institutional arrangements for arriving at political decisions in which individuals acquire the power to decide by means of a competitive struggle through people's votes". Democracy therefore, can be defined to mean a form of government that allows people either directly or indirectly to participate fully in the Constitution and running of government with their clearly defined interests and objectives, which can be shunned as the leap forward of the society. Furthermore, Muse and Akinleye (2016: 23) define democracy as a form of government and philosophy based on the active participation of the largest possible number of citizens and intended to promote

the common good of every member of the political community.

The fundamentally essential about democracy is the active popular participation in the political process in terms of voting and, representation in government by qualified persons through free, fair and credible elections. Democracy is also about freedom and protection of personal liberties, as well as affirmation and promotion of equality in politics and governance (Osumah, 2010). Meanwhile, democracy allows constitutional supremacy and it is guided by laws. Finally, democracy provides a veritable platform for the entrenchment and consolidation of good governance through institutional arrangements citizens' participation. (Muse and Afolabi: 2016: 24).

Governance on its own can be defined as the management of regime. It is basically concerned with how rules or structures affect political action and the prospect of solving given societal problems. (Hyden & Bratton ed: 1992). Meanwhile, Raheem and Raji (2012: 338) also define governance as "the exercise of power through a country's economic, social and political institutions in which institutions represents the organization's rules and routines, formal laws, and informal norms that together shape the intention of public policymakers, overseas and providers of public services". Governance, therefore, refers to the management of the administration of a state. Similarly, governance can be seen as authoritarian or democratic, it can be bad or good government. Bad governance has a minimum honor for the rights and privileges of the citizens, its dishonors the rules of law, and the rulers are seen to be above the law and the Constitution is violated anyhow. But on the other hand, good governance allows for sustainability, transparency, accountability and regard for the rule of law.

Therefore, for any governance to be sustainable, it must preserve the future. It must govern in such a manner that it is not only protects the political, economic, social, and environmental interests of the present but also protects the political, economic, social and environmental interests of the future generations. In addition, not cognizance of the present economic, political, social and environmental needs should the government keep in mind and protect, but also be mindful of such needs for future generations. Democratic governance generally can be defined to mean given citizens a say in how decisions are made in the state matters.

On this basis, we can see democratic governance to have the characteristics of transparency and accountability in both the public and private sectors. There is an open participatory governance process

that responds to citizen and business needs, resulting in better and fairer government policies. Likewise, democratic governance allows the government of any given state to operate and function in accordance with democratic processes and norms, both internally and in their interaction with other institutions.

Secularism and Democratic Governance in Nigeria

The impact of the Faith-Based Organizations in Nigeria seem to have played out negatively in Nigeria, as politics and religion are mixed in the attempt to gain a political hold on the population. For a very long time, religion has been used by the (Nigeria's) oligarchy as its main weapon to hold on to power (Kukah: 1993).

Ogoloma (2012: 69) argues that from the on-going, we have seen that Nigerian secularism has been under stress from within right from the beginning. The colonial masters contributed in no small measure to the political and religious crisis that the nation witnessed in the past and that are still permanent in our society of today. The method of governance of Nigeria colonial masters contributed to the dichotomy, regionalization orientation as against nationalism, religious biases and tribal differences. In Nigeria also, the roles of religious extremist such as Maitatsine Islamic groups that infiltrated the country in the 1980s causing some havocs, the continued invasion of Boko Haram, with the help of Al-Qaeda in the North-East of Nigeria especially, and the continuous disruption of peace in Kaduna and the Federal Capital Territory by the detained El-Zaky Zaky followers have posed a great threat to Nigeria as a secular state.

Basically, "religion as remained a core, largely divisive part of the politics of religions and ethnicity in Nigeria. Raw appeal to the religious persuasion of candidates for public office is common. The Bible and the Quran have become part of the staple of playing the divide and conquer strategy in the geopolitics of the country of (more than) 150 million. It has been so even before the independence of the country in October 1960" (Ogoloma: 2012: 70).

Furthermore, external factors have also greatly added to the challenge of secularism in Nigeria's democratic governance. According to Kukah (1993: 42), an international connection is easily noticed due to the flow of Arab money for years for the propagation of Islam in all its forms in Northern Nigeria. The involvement of Nigeria in the membership of Organizations of Islamic countries (O.I.C) is another major international factor that threatens Nigeria as a secular state. Nigeria's membership of the O.I.C in 1986 made many

Nigerians question the secularity of the Federal Republic of Nigeria. The pilgrimage ceiling of 120,000 Muslims and 1,300 Christians by the Buhari administration in 1983-84, was also seen as another threat to non-Islamic religion (Momoh, 2016). These experiences have made people be edgy about religious issues. The resulting volatility led to frequent cases capable of destroying any nation's peace human rights and good governance.

For instance, the African continent is witnessing a human tragedy in the Central African Republic where citizens of one religious denomination are destroying citizens of other religious faith (Human Rights: 2014). Furthermore, the influx of Fulani herdsmen from neighboring countries in Nigeria is another major challenge to the co-existence of the different groups in Nigeria. Likewise, the invasion of the native farmyards, the incessant killings of the harmless citizens, the raping of women, and the kidnapping of people by these Fulani herdsmen are also a big threat to the continued existence of Nigeria.

All these factors led to the inauguration of "Amotekun Security Group" in the western part of Nigeria which comprises of Oyo, Ogun, Osun, Ondo, Ekiti and the Lagos State of Nigeria. As of today, the happenings in Nigeria is an evidence that life is not of value. The governments at all levels in Nigeria are doing less to the lives and properties of the citizens in Nigeria. A good example is the resurfacing of the killer group (ritualists) in Moniya and Sasa areas of Akinyele Local Government of Oyo State. More than five people were killed within a very short period of two weeks in June 2020 without a concrete solution by the Nigerian Police Force.

Generally, democratic governance in Nigeria is a threat to Nigeria as a secular state because the Nigerian democratic governance has no quality to sustain the future. For example, evidences abound that we are living as if we are living for now alone. This can be demonstrated in the continuous collection of loans and advances from different international financial organization by various governments. By so doing, the governments are indirectly creating problems for future generations. The economic principles of the country do not indicate that governance is sustainable. We destroy the environment anyhow without keeping the interest of future generations in mind. The interest of this South-South of Nigeria where the federal government gets a major income is not protected. The continuous environmental pollution of a high magnitude has affected many natural resources that the future generations could fall on during their time. In a similar dimension, the rate at which forests are being destroyed without replacement in the Western part of

the country creates fear for the supply of timber for the future.

Similarly, the continuous demand for salary increments by labour organizations is another threat to the sustainability of democratic governance in Nigeria. This is an invitation for the increase in the rate of inflation and this is a threat to future generations. The continuous sponsoring of religious people to the holylands are cankerworms that are eating deep into the country's financial stand. The inadequate plans to employ idle youths and graduates in Nigeria is an invitation to chaos and political unrest. The high rate at which many people are being laid off from their different places of work is contributing to the increase in the rate of kidnapping, armed robbery, cultists and occultism, ritualists, and cyber-crime in Nigeria. Can this situation adequately guarantee the future of this nation?

In reality, these indicators are showing a crisis situation for our future existence and incoming generations. Statistics show that Nigeria Youth unemployed persons stand at 20927.60 as against 20343.6 as of 2014/2018 (trading economies:2020). Statistical pieces of evidence show that Nigeria's unemployment rate for 2017 was 8.39%, a 1.33% increase from 2016. Nigeria's unemployment rate for 2016 was 7.06%, a 2.75% increase from 2015. NECA has also warned that unemployment may hit 33.5% in 2020. Researchgate (2020) also argues that unemployment has become a major problem bedeviling the lives of Nigerian youths causing increased militancy, violent crimes, kidnappings, restiveness and socially delinquent behavior. Youth unemployment is devastating to both the individual and the society as a whole, both psychologically and economically.

Meanwhile, Covenant University Repository (May 30, 2016) argues that scholars have identified the major causes of unemployment to be neglect of agricultural sector, rural-urban migration, wrong impression about technical or vocational educational or training, corruption with its attendant grave embezzlement, and rapid population. To solve the problems of unemployment in Nigeria, the government at all levels should work together with private investors to achieve industrialization, making agriculture more attractive to youths and the young graduates; provision of social amenities to encourage young farmers to settle in the rural areas, good developmental plans that would be distributed evenly among all regions; encouraging geographical mobility of labour; restructuring our educational system to address Nigeria's peculiar problems of unemployment, population control and provision of incentives such as soft loans, distribution of seeds and

technical assistance to the idle youths to attract them into farming professions in Nigeria.

The relationship between the three tiers of government at the federal level does not give assurance of sustainable democratic governance in a secular Nigeria. The evidence available has proven that the Nigerian judiciary is not free from the incursion of the executive. For example, Justice Ijeoma Ojukwu of an Abuja high court who ruled that the detained presidential candidate of the African Action Congress the pro-democracy, Omoyele Sowore who was arrested by the Nigerian State Security Service (SSS) for alleged treason after calling for a protest tagged "Revolution Now" was reported to the Nigerian Judicial Commission (NJC) for sanction. This is against the secular state of Nigeria's democratic governance. (Wikipedia, July 2020). Also, the executive's intervention in the legislation's leadership selection is against the rule of law, as this has turned the legislature into puppets of the executive. For example, when Chief Olusegun Obasanjo was president of Nigeria between 1999-2007, he was known to have used his office severally to remove the leadership of the National House of Assembly as he liked to force them to dance to his tune. The current Senate President and the speaker of the House of Nigeria 9th Assembly that began in 2019, Senator Ahmed Lawan and Honourable Femi Gbajabiamila respectively are known to be puppets of President Buhari because they were elected into leadership positions by the influence of the executive.

In addition, the salary structures and allowances of the political class in Nigeria allow for a wide financial gap between the political class and the ordinary citizens in Nigeria. The salaries and allowances of the political class are considered too high for future sustainability. These prove that Nigerian secularism is only on paper and not a reality as many people continue to languish in abject poverty, while the very few live affluent lives. Their pattern of life and their fraudulent practices are major factors that lure many youths to crime in Nigeria. For Nigeria to operate as a secular state that will allow all citizens to have a self-belonging this issue of salary-balancing needs to be revisited. There is a need to downwardly review the salaries of the political class to address our nation's financial stand.

Meanwhile, social life in Nigeria has gone bankrupt. The impact of faith based organizations is not being positively felt as expected. Despite the frequent increase in places of worship in Nigeria, the rate of moral decadence continues to grow rapidly. To illustrate this factor, in the past four years in Nigeria, the suicide rate has increased greatly. To illustrate this point, The Vanguard (June 2019) reported that Nigeria

has the 15th highest suicide rate in the world and the highest in Africa. On July 29, 2018, Nigeria was placed fifth with 15,000 out of every 100,000 suicides in the world. (Spectator Index: 2018). The exodus of Nigerians to other countries through illegal means also shows the extent of suffering in Nigeria. Further to these, the rate at which young ladies are being enrolled into prostitution is alarming, drug abuse and internet fraud popularly known as "yahoo yahoo" have now permeated the land of Nigeria. The arrest of Raymond Abbas popularly known as "huspuppi" by Dubai police has added in no small scale to the criminal status of Nigeria. Sahara Reporters (June 18, 2020) said that he was arrested on multiple fraud charges along with 12 other accomplices. Meanwhile, incessant killings especially in the Southeast, Southsouth, and Northern regions are shreds of evidence that the future/continuous existence of Nigeria is at risk. The rate at which people are being kidnapped and sometimes killed especially in Kogi and Kaduna states has skyrocketed.

Meanwhile, some leaders of faith-based organizations are not showing good leadership qualities. They are frequently being caught up in the web of fraud, corruption and immorality of different kinds which is encouraging the youths to follow in their footsteps. Oderinde (2016) argues that the church cannot perform its function to the society because its ministers have failed to uphold their integrity. Many have fallen and disappointed the society while many make no difference between what is sacred and what is secular. There are many dimensions of this seeming loss of integrity among ministers today. It ranges from misconduct relating to issues of abuse of position which has to do with the minister making use of his privileged position for his own ends, counseling abuses which have to do with the inability of the minister of God to keep to counseling ethics, financial misconduct which relates to ministers inability to handle corporate money transparently, the unjust and ungodly ways some ministers employ in order to make money, sexual misconduct which relates to improper handling of the relationships with the opposite sex and improper means some have adopted in an attempt to get the power needed for ministry (Oderinde : 2016).

In a related development the way the rich and influential people of the ruling class in Nigeria are sending their children to study overseas while they refused to fund the higher institutions in Nigeria is an evidence that Nigeria is only a secular state on paper and not in practice. The demand for foreign exchange to pay for their fees in hard currencies have contributed to the weakening of Nigeria's local currency. Governments in Nigeria, especially at the

state and federal levels, can afford to ignore the payment of the lecturers for several months. This is not in line with the secularist theory which allows all citizens to operate at the same level. This part can be illustrated with the way former governors of Oyo and Osun States, Senator Abiola Ajimobi and Ogbeni Rauf Aregbesola treated the case of the Ladoke Akintola University of Technology in 2026/2017. They could afford the closure for more than a year while they had their own children in several parts of the advanced countries studying various courses.

Furthermore, there is a high rate of political corruption in Nigeria. Nigeria is estimated to have lost over 400 billion dollars to corruption. Nigeria has been argued out to be the most populous country in Africa. But corruption is the single greatest obstacle preventing Nigeria from achieving its enormous potential in (Matthew: July 17, 2018). It drains billions of dollars a year from the country's economy limit development and weakens the social contract between the government and its people.

In concluding this discourse, having critically examined several factors that make Nigeria to only be a secular state in theory while it is not so in the real sense one cannot help but to conclude that Nigeria is currently bleeding and he's at the point of death because life is being squeezed out of it. As a matter of urgency, Nigeria needs vibrant leaders, leaders with human feelings intellectuals of high repute repurpose for ideas visionary disciplined honest god-fearing leaders process with high levels of integrity principled devoted mature tolerance in sentimental and thoroughly bread leaders to save this country from destruction and political imbroglio that is knocking at its door.

Conclusions and Recommendations

This paper has critically appraised secularist theory as related to the Democratic governance in Nigeria. This paper has proved that secularist theory separate religion and religious institution from matters of the State. On this basis, it can be concluded that separation of religious affairs from the state is the foundation of secularism. The theory and ensures that religious groups do not interfere in the affairs of state and the state does not interfere in religious affairs (Wikipedia September 2019). Secularism deals with the separation of religious institutions from state institutions and a public sphere where religion may participate but not dominant. It is the freedom to practice one's faith or religious beliefs without harming others and the decision to change it or not depends on one's own conscience. Furthermore, it means equality so that religious beliefs or lack of them does not put anyone at disadvantage or an

advantage (Wikipedia: September 2019)

Finally, the paper is of the opinion that Nigeria in a real sense is far from being a secular state because of inequality in the way the political class is governing the state. The religion of Islam has been favoured more than any other religions in Nigeria especially in the northern part of Nigeria. For example, former Governor Ahmed Sanni Yerima of Zamfara state on 27th January year 2000 was the first governor to introduce Sharia law in his state. Sharia was later instituted as a main body of civil and criminal law in nine states of Nigeria as against the multi-religious nature of Nigeria. This development later led to numerous riots over its implementation. One such riot led to the death of over 100 people in Kano state of Nigeria (Wikipedia: 2020). This paper will therefore, conclude that Nigeria as a secular state is only on paper and not in practice as enshrined in the 1999 Constitution of Nigeria.

In light of the above, this paper would like to suggest the following.

First, the Nigerian Federal Government should be proactive in the execution of the war against the Boko Haram insurgency as this has paralyzed the economic situation of the majority of the residents in the northeast region of Nigeria.

Second, the government at all levels should as a matter of urgency, address the high-level unemployment in Nigeria to enable all the idle youth to become productive so as to reduce the crime rate in the country.

Third, the educational system should reassess the teaching curriculum of all our institutions to address our country peculiarity that will make our graduates become useful in the society.

Likewise, the government at all levels should reconsider their budget allocations to the educational sector. There is a need to increase allocations to the educational ministry to improve their standard. More funds should be given to research work and this incessant strike of the staff members of universities should be curtailed to allow stability in our tertiary institutions.

Furthermore, our government at all levels should give more attention to agriculture by investing more in it. Young farmers should be encouraged with many infrastructures technological training so as to attract them to farming profession. Likewise, rural areas need governmental attention, special amenities should be given to them to discourage mass exodus of people from rural areas to the urban centres.

Also, government at the federal level should not be biased or sentimental in the prosecution of the fraudulent government officials. Those caught should be allowed to face the wrath of the law without

sentiment to allow transparency and accountability in democratic governance.

Meanwhile, the government at the central level should ensure that there is no special consideration for any religious group. All religious bodies are expected to be treated in the same way. There should be no favoritism. All of them are to be allowed to operate on the same terrain to demonstrate that Nigeria is a secular state.

In addition, to these suggestions above, the leadership of Faith-Based Organizations in Nigeria should use their spiritual power and leadership privileges to influence their members positively. They are advised to avoid messages of threats and hatred that can lead to entering a religious crisis in the country.

In the same way, the Federal Government of Nigeria is also advised to urgently address the problems of herdsmen and farmers frequent clashes, especially in the Oke-Ogun areas of Oyo State, in the states like Taraba, Benue, Plateau, Ekiti, Ondo, Ebonyi and many others where many lives have been lost due to their clashes. Also, the security outfits in Nigeria, especially the Nigerian Police Force, the Army, Navy, Air Force should be more equipped to enable them to cope with the security challenges that the country is facing.

Finally, this paper will like to conclude with the words of Chief Olusegun Obasanjo, a former President of Nigeria that says "Nigeria must develop a supra-national consciousness and Nigerians must shift their loyalties from their ethnic and regionalism, religious groups to a new Nigerian nation. This does not in any way imply a strategy that denies the socio-cultural or ethnic roots of Nigerians, but taking advantage of our multiculturalism, multi-religiosity and multiple identities, all Nigerians must contribute to creating one nation which all nationalities (the majority, minority and sub-minorities alike) can identify with (Obasanjo: 2006: 29)". It is advisable to keep on reminding our political class that Nigeria is not for one religion, it is not a property of only one ethnicity, it is not for the ruling class alone, it is a secular state, where all members are to be treated equally.

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The Punch and Daily Trust's Framing of Fulani Herders/Farmers Clash in Benue State, Nigeria

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Abstract

This study investigates The Punch and Daily Trust's framing of Fulani Herders/Farmers Clash in Benue State, Nigeria. The crisis has caused displacement to residents of the communities who are mostly farmers. Anchored on framing theory, the study employed content analysis method with the aid of a coding sheet. A total of 364 editions (182 each) of the newspapers formed the study population spanning a period of six months (October 2017 to March 2018). A sample of 235 editions (108 for Daily Trust and 127 for The Punch) that carried the reports about the issue under investigation were purposively selected. Findings reveal that the two newspapers covered the crisis largely in the form of news. They however differ in the type of frame that dominated their coverage as well as their sources of frame: while The Punch raised the issue to a political discourse, Daily Trust saw it from the militancy and separatist point of view. Both newspapers relied on the locals from the Benue and Fulani communities as their sources but Daily Trust relied more on government as its primary source while The Punch relied more on direct observation by its reporters/correspondents on the field. The study recommends, among others, that newspapers should de-emphasize politics, ethnicity and religion in reporting crisis and that they should depend more on their reporters and eye witnesses rather than government sources.

Keywords: Newspapers, herders, farmers, dominant frames, sources of frames

Introduction

The Fulani is believed to be part of the Hausas that dominate the Northern part of Nigeria. The Fulani though dominates the North politically since the Uthman Dan Fodio Jihad of the 19th Century; the majority of the Fulani remains largely pastoral and poor. The semi---nomadic and nomadic groups like the settled group are dispersed among the various communities in Nigeria and are found mostly in several states including the North central states of Nassarawa, Kogi, Benue, Plateau, Kwara and Taraba. Omitola (2014) The author also stated that the Influence of foreign Fulani groups in search of pasture accounts for the irreconcilable conflicts being witnessed between the Fulani And their host communities due To cultural and religious affinity, it is practically difficult to distinguish between Nigeria Fulani And Fulani From other countries across the Sahel Region moving into Nigeria.

The Fulani conflicts began with the Islamic/Sharia Rule in the North Based on legacy of political Islam or "Islamic colonization" of other areas of the North Through the Fulani Jihad Led by Uthman Dan Fodio. Because Islam has been part of the lifestyle and cultures of the Hausa/Habe Kingdoms who were overthrown by the Islamic Clerics operating in the

royal courts of those Kingdoms. This Overthrow took place in Sokoto where other clerics received and waged war against other kingdoms and other areas of the North and established Emirates. Post-Independence Period witnessed the continuation of political Islam or Islam colonization in another form- The Sardauna Premier of the North Pursued Islamic Evangelization Through various conversion campaigns in the North.

Blench (2010) cited in Olayoku (2014), for instance, analyses the relationship between herdsman and farmers as an economic exchange of dairy products for grain, access to local markets, and the provision of manure on arable land while the cattle consume crop residues. However, he claims that religious and cultural factors, among others, are key to peaceful relationships that became less cordial as the Fulani migrated further south. This has led to several agitations in the past, notably by the Miyetti Allah Cattle Breeders Association of Nigeria (MACBAN), which advocates for the social, political, economic, and cultural integration of Fulani in communities where they settle Awogbade (1987) cited in Olayoku (2014).

Aliyu (2015) opined that conflicts between cattle herders and farmers have existed since the beginning

of agriculture and increased or decreased in intensity and frequency depending on economic, environmental and other factors. For example, increases in the herd sizes, due to improved conditions of the cattle, compelled the cattle herders to seek for more pastures beyond their limited range. Climate change has constituted a great threat by putting great pressures on the land and thus provoking conflicts between them. However, improvements in human health and population have enhanced a much greater pressure on land. Since the 1980s therefore, there has been a marked expansion of cultivation of the *fadama* (riverine and valley-bottom) areas. This means that both the farmers and cattle herders have engaged in fierce struggles for access to such valuable lands which, more often than not, result in increased conflicts and violence (Abbas, 2009 cited in Aliyu, 2015). These conflicts have constituted serious threats to the means of survival and livelihoods of both the farmers and cattle herders and what both groups are tenaciously protecting and projecting. The conflicts, through provocative claims over access rights to farmland and cattle routes (*labi*), have become ubiquitous and seem to have defied solutions (Abbas, 2009) cited in Aliyu (2015).

Clashes between cattle herders and crop farmers have been a major cause of increasing violence and general insecurity in Nigeria. In most of these encounters, citizens are regularly killed; the destruction or loss of property leaves an already endangered populace even poorer. The frequency and scale of these communal conflicts have become alarming (Leadership Newspaper, May 17, 2011). In Nigeria, the most frequent causes of conflicts between the nomadic cattle herders and sedentary farmers are illegal invasion of farms and destruction of crops by cattle, particularly during the planting season and immediately after the harvesting period (Blench, 2004). Another contributing factor is the fact that grazing resources including pasture and water are found in different places at different times of the year, hence the need for constant mobility among cattle herders for opportunistic resource use. This brings them into contact with the "landed" settled farmers, and cause competition and conflicts (Abubakar, 2012).

The Fulani Miyetti Allah Cattle Breeders Association denied that the members of the group are responsible for the wanton killings and destruction going on in various areas of conflicts in Nigeria. It was found in the attack on Benue that the Fulani attackers used sophisticated weapons, which did not only kill people but also set into flames houses and structures. The attackers came in the military uniforms so they could have been hired. They may not necessarily have been Fulanis if they came for

revenge they could be militia on a mission to revenge. The attack was swift and the attackers came using speed boats by river Benue, completed their assignment and went back through the same route. Women Environmental Programme (2012). The comment by the President General of the Miyetti Allah Cattle Breeders Association of Nigeria (MACABAN) that those Fulani herdsmen and gunmen attacking villages and communities in the North-Central Nigeria are not members of his association. Also, from Gombe State (North eastern Nigeria) House of Assembly legislative Committee on Security findings, it is further revealed by the chairman of the cattle breeders association in the state that those carrying out attacks on farmers are immigrant Fulani herdsmen mostly from Mali, Chad etc and this fact is corroborated by the Divisional Police officers in the affected communities that the insurgents are aliens who do not have respect for the law of the land (GalaxyTelevisionNews,2013) cited in Omitola (2014).

According to Blench (2010) the Fulbe (another name for the Fulani) and the arable farmers among whom they move, have an interdependent relationship based on the exchange of dairy products for grain, and a market for the animals that must be periodically sold to provide cash for domestic purposes, such as cloth or marriage payments. Moreover, in many regions, Fulbe management strategies depend on access to cereal crop residues - something arable farmers permit because of the perceived advantages of manure as fertilizer. However Blench (2010) stressed that, in no case the goods or services the pastoralist has to offer essential to the farming community, and therefore the pastoralist is obliged to remain on good terms with farmers if he wishes to continue to exploit the same locale in successive years. If Fulbe herders are unable to build up exchange relations with the farming communities, they can only survive by becoming sedentary, by flexible movement patterns that involve exploiting new arable communities every year, or by intimidation of the farmers. All of these strategies can be observed in operation in Nigeria, sometimes practiced simultaneously by different Fulbe subgroups.

Statement of the problem

The role of press, especially newspapers, in crisis situations is crucial as press reports can mitigate or escalate crisis depending on its handling of issues. Farmers/herders clash is a major crisis in Nigeria and the way the newspapers covered the crisis through framing is worth investigating, thus the necessity for this study. Scholars have conducted studies on

pastoral conflicts, Fulani-herdsmen and farmers conflicts (Abugu and Onoba 2015; Odoh and Chigozie, 2012, Shettima and Tar, 2008). These studies have focused on identifying the causal factors of clashes between Fulani-herdsmen and farmers as the competition for natural resources without looking at the media reportage of such clashes. Hence, this study investigates *The Punch* and *Daily Trust*'s framing of Fulani herders/farmers clashes in Benue region of Nigeria.

Objectives

- i. To ascertain the types of frame used by *The Punch* and *Daily Trust* in reporting Fulani Herders/Farmers Clash in Benue State, Nigeria.
- ii. To identify the dominant frames used by *The Punch* and *Daily Trust* in reporting Fulani Herders/Farmers Clash in Benue State, Nigeria.
- iii. To identify the sources of used by *The Punch* and *Daily Trust* in reporting Fulani Herders/Farmers Clash in Benue State, Nigeria.

Research questions

- i. What are the types of frame are identified in The *Punch* and *Daily Trust*'s reportage of Fulani Herders/Farmers Clash in Benue State, Nigeria?
- ii. What are the dominant frames identified in The *Punch* and *Daily Trust*'s reportage of Fulani Herders/Farmers Clash in Benue State, Nigeria?
- iii. What are the sources of frame identified in The *Punch* and *Daily Trust*'s reportage of Fulani Herders/Farmers Clash in Benue State, Nigeria?

Literature review

Nature, Causes and Consequences of Fualani herders/farmers clashes in Nigeria

Interaction between herders and farmers is inevitable, if anything, likelihood for a symbiotic relationship exists between them. According to Olomjobi (2017), herders and farmers may depend on one another for survival; herders may depend on farmers for grains and crop residue to feed their herds. Farmers on the other hand, may depend on herders for dairy products and cattle dung as manure for their crops hence, the need for a cordial relationship between them is undeniably important. He asserts that, when herders and farmers are unable to develop and maintain a mutual relationship in a particular community conflicts begin to arise over cattle grazing, encroachment and other differences between them.

According to Blench (2010;2003), the conflicts between herders and farmers can be traced to two historical developments which shaped the relationship between both parties in Nigeria namely, the collapse of the *Burti* (migratory routes) system in

the 1970s and the growth of *Fadama* cultivation since the 1980s. He explained that around the colonial era , there were mutual understanding between Fulani leaders and their local authorities on routes that herdsmen could lead their cattle through for grazing and local farmers distant themselves from farming on those routes. This established committees, Blench confirms, intervened in disputes and resolved the issues before they generated into violence. But this system collapsed when farmers began planting on those routes and herdsmen wandered into the “newly created farms”, consequently, leading to disputes and breakdown of trust between the Fulani-herdsmen and local farmers (Blench 2010, pp 6: 7).

The implication of these “newly created farms” was that when the herders cattle grazed on them, they could potentially stray and cause damage to the farmers crop (Blench 2010, p: 8; 2003, p: 5). By the time disputes between herders and farmers evolve into violent clashes, the provocation is likely to have gone beyond mere competition for scarce resources. This implies that violence can be motivated between herdsmen and farmers by other complimentary or detached from the root cause.

Factors Contributing to the Rising Wave of Herdsmen Attack on Farmers

Herders and farmers compete for land and water with the former seeking these resources for the benefit of their cattle and the latter interested in using them for the cultivation of crops. The following are some notable factors adduced as contributing to the rising wave of herdsmen attacks on farmers across Nigeria:

Farmland and grazing encroachment

One of the causal factors of Fulani-herdsmen and farmer clash according to Odoh and Chigozie (2012) is encroachment. Farmland and grazing route encroachment readily incites clashes between the herders and farmers. Farmers confront herders when cattle stray into their farmland and destroy their crops and such actions might result into confrontations between both parties whereby herders react with violence.

Over Protectionism of Herds

Militancy is the belief in, and resort to, the use of aggression in the pursuit of group cause (Okoli, 2014). The manifest militant posture of the Fulani pastoralists must be understood with reference to their individual and collective worldviews vis-à-vis group subsistence and survival; that has a lot to do with pastoralism. For the average Fulani-herdsman, pastoralism is a way of living, which is reckoned with as a mark of common heritage. In effect, any

threat to his herd amounts to a threat, not only to his survival but also to his common destiny. This way of thinking is encapsulated in the following citation as credited to a Fulani-nomad: Our herd is our life because, to every nomad, life is worthless without his cattle. What do you expect from us when our source of existence is threatened? The encroachment of grazing field and routes by farmers is a call to war (Okoli, 2014, p. 331).

The fact being emphasized in the foregoing exegesis is that the rising wave of militancy among the Fulani herdsmen in Nigeria is a phenomenon that is principally driven by a do-or-die struggle for survival in an environment that is competitive, and perceptibly hostile to their collective sustainable livelihood. As has been observed in the case of Nasarawa State and its environs, the attempt by the settled native farmers to displace, disinherit, victimize, or marginalize the herdsmen in their common ecological domain has been adjudged by the latter as an invitation to war. The inevitable outcome of this pattern of inter-group relations in the state has been a vicious circle of eco-violence and vendetta.

Proliferation of Small Arms and Light Weapons

An important dimension to contemporary conflicts between Fulani pastoralists and farmers in Nigeria, and particularly in central Nigeria, is the fact that the Fulani involved in the conflicts have been fully armed upon arrival either in anticipation of a crisis, or with the intention to ignite one. Nomadic Fulani pastoralists in the 1960-1980s would arrive in central Nigeria with their families, cattle, machetes, locally made guns for hunting, and sticks for guiding herds and rudimentary defence. Since 2000, nomadic herdsmen have arrived with AK-47 guns and other light weapons dangling under their arms. In this situation, their herds are often deliberately driven onto farms, and they will attack any farmer who attempts to push them out. In addition to being heavily armed, there were indications that the pastoralists used deadly chemical (weapons) against the farmers and residents in Anyiin and Ayilamo in Logo local government in March 2014: corpses had no injuries or gunshot wounds (Vande-Acka, 2014). The preponderance of small arms and light weapons is explained by weak governance, insecurity and poverty (RP, 2008). The way in which nomadic Fulani are now well armed during their trans-human process, their viciousness in attacking farmers, homesteads and crops, and their settlement after farmers and residents have fled, demonstrate a new dimension of intergroup relations in contestation for land based resources. This requires new thinking

and public policy direction (Okeke and Orji, 2014).

Religious extremism

The attacks also highlight the issue of religious bias. The Fulani are predominantly Muslim. Their attacks on predominantly Christian communities in Southern Kaduna, Plateau State, Nasarawa, Taraba and Benue have raised very fundamental concerns. The attacks on residents of Riyom, in Plateau State and Agatu in Benue State-areas that are overwhelmingly inhabited by Christians, raise questions about the religious orientation of the attackers. Besides, armed herdsmen settle down with their cattle after these attacks and continue to harass residents as they attempt to return to their now destroyed ancestral homes. These developments are evidenced in Guma and Gwer West, in Benue State and pockets of areas in Plateau and Southern Kaduna (Adamu and Ben, 2015).

Consequences of Fulani-Herdsmen attacks on Farmers in Nigeria

According to Women Environmental Programme (WEP) (2012), the impact of this attacks has been observed to include:

- i. Displacement of the farmers from their places of origin. They have thus become Internally Displaced Persons (IDPs) within the Local Government and have found refuge in other districts, towns and settlements including Agaigbe, Naka, Atukpu, Tse-Iorbogo and other missionary centers outside the conflict areas including Mission Station Ajigba of the NKST Church other Christian centers like the Catholic Church premises in Agaigbe and the voluntary organization in the Local Government Areas. In a similar view the Fulanis have dared not go near the boundaries of Gwer-west Local Government Area. They were also displaced from where they had found pasture (WEP; 2012).
- ii. Poverty: Because the people displaced are peasant farmers they now depend on others to give them land to plant crops on a smaller scale than what they have cultivated before. This is leading to low agricultural yield mainly to support their existence at a subsistence level. Their economic well-being is thus tempered with because of this conflict. Their cash crops production has reduced; their subsistence level also has dropped.
- iii. Reduced standard and levels of education has been noticed. Their unhealthy looks were also visually observed. This last conflict has led their children to be out of school for about one year, as their parents cannot afford the school fees. The low capital base leads them to poor health.

iv. Environmental degradation has been found to be high particularly in areas where the Internally Displaced Persons (IDPs) are staying. Refuse disposal heaps, human wastes and associated household wastes create environmental degradation as drainages are found to be blocked due to poor sanitary conditions and above all potable water is found to be lacking during the dry season.

Reported cases of Fulani-Herdsmen attacks on Farmers in Nigeria

Reported cases of Fulani Herdsmen attacks can be dated as far back as year 1999 with the cases incessantly increasing. Some of the reported cases as seen in Omitola (2014), are represented in Table 1 below.

Table 1: Showing the reported cases of Fulani-Herdsmen attacks on Farmers in Nigeria

Date	Place	Nature	Causality
July 1999	Taraba, Karim Lamido	Herdsmen invaded villages in Karim Lamido	
August 2000	Plateau State, Wase pische Mgontabo, Ganlary, Zanbang, Dadinkowa and Walnem	Tarok, Langtnag versus, Hausa, Fulani	
October 2000	Oyo state, Oyo North	Yoruba farmers versus Fulani (Bororo) herdsmen. Herdsmen were accused of allowing their cattle to destroy farmlands	
October, 2001	Plateau state, Tarok Taroks & Fulani Herdsmen	Fulani headsmen allowed their cattle to destroy local farms	
August 2002	Plateau state, Wase, Hausa Fulani versus Tarok people Land and water resources	Unknown	
2002	Maza	Hausa-Fulani and Local farmers Fulani headsmen allowed their cattle to destroy local farms	
March 1, 2003	Adamawa state, Sony local government Area, Adamawa State	Yungar people versus Fulani Herdsman Dispute arose over grazing land for cattle	40
December 2009	Nassarawa state Udenigida	Fulani herdsmen with Jukun and Ebira mercenaries attacked the communities	70 persons killed
March 2010	Beye and Batern villages	Hausa-Fulani & the Local farmers Fulani herdsmen allowed their cattle to destroy local farms	13 people killed
April 2010	Plateau state	Suspected Fulani Herdsmen attacked a Beron village	
May 2010	Plateau state	Attack of 3 Fulani herdsmen by people suspected to be Beron youths at Tusung village in Barkin Local Government	3 people killed
July 2010	Plateau state	Muslim Fulani herdsmen launched an attack on a Christian village, Mazah	8 people killed and several houses burnt
February 2011	Benue state	About 200-300 Fulani men sacked 3 districts in Gowen Local Government	Scores were killed
June 2011	Benue state	Clash between Fulani herdsmen and Tiv farmers in Guma Local Government Area	2 soldiers and 18 others killed more than 3000 people were displaced
March 2012	Benue state	Fulani herdsmen armed with AK 47, Mark 4 and other assaults weapons attacked Tiv farming communities Tse Abatse and Tse Yoo	
March, 2012	Benue & Cross River states	Clashes between Fulani herdsmen and farmers	3000 fulani herdsmen displaced from their settlement in Katsina-Alla (Benue) and fled to Utanga in Obaniku local government area (Cross-River).

Date	Place	Nature	Causality
October, 2012	Benue state	Fulani herdsmen attacked a village	30 people killed
August 2, 2013	Plateau state	Allegation of herdsmen attacked on Tarok people of Wase local government area	
October, 2013	Ogun state Ketu (Nigeria/Benin border town)	Fulani Herdsmen attacked and killed one Yoruba farmer	1 person killed
7 th October 2013	Benue state Agalie Local Government, Eguma settlement	Fulani herdsmen attacked Egum settlement. Attack connected to grazing/farming activities in the area	6 people's property worth millions of Naira destroyed
10th Oct, 2013	Plateau state Barkin Ladi Local Government Area, Kukek community	Gunmen suspected to be Fulani herdsmen attacked a family and some cows were stolen in the process	21 people including 9 members of a family and 12 herdsmen killed
October, 2013	Kaduna state Atakar and Zandang	Gun men suspected to be herdsmen attacked the community in Kaira local government	100 people killed
February 4, 2014	Kirim, Zagar and Zandyan villages in Southern Kaduna State	Gun men suspected to be Fulani mercenaries attacked the various villages	

Theoretical framework

Framing theory

Media framing involves selection, emphasis and exclusion. This is done by selecting certain aspects of events, emphasising and elaborating such aspects, while excluding others to achieve certain aims. For instance, in reporting a crisis situation, a particular medium may decide to isolate certain aspects of the crisis, say the cause of the crisis, the gladiators in the crisis, the victim of the crisis or the future implication of the crisis; and emphasise any of these aspect by consistently elaborating it in order to create a particular impression in the minds of the audience. Media frames refer to patterns of representation and interpretation of symbols and things that organise a discourse and these enable reporters to sort and package the information effectively for their audience (Vraneski and Richter, 2002).

Some scholars have attempted to link framing with agenda-setting and priming as the three media effect models (Scheufele and Tewksbury 2007; de Vreese 2005). Agenda-setting, according to Scheufele and Tewksbury, is hinged on a notion that there is a strong correlation between the emphasis that mass media place on certain issues (e.g. based on relative placement or amount of coverage) and the importance attributed to these issues by mass audience. Similarly, priming occurs when news contents suggest to news audience that they ought to use specific issues as benchmark for making political evaluations. Based on common theoretical foundations; some researchers have argued that priming is a temporal extension of agenda-setting (Iyengar and Kinder, 1987 cited by Scheufele and Tewksbury, 2007).

Scheufele and Tewksbury (2007) are of the opinion that framing differs significantly from agenda-setting

and priming in that framing is based on the assumption that how an issue is characterised in news report can have an influence on how it is understood by audiences. He further states that framing can be constructed at both macro and micro levels. At macro level construct, framing refers to modes of presentation that journalists and other communicators use to present information in a way that resonates with existing underlying schemas among their audience; while framing describes, at micro construct level, how people use information and presentation features regarding issues as they form impressions. Corroborating this view, de Vreese (2005: 53) says: "while agenda-setting theory deals with the salience of issues, framing is concerned with the presentation of issues".

Methodology

Research Design

Content analysis method was adopted for the study. Content analysis is suitable because the study deals with newspaper records. This view is supported by Borden and Abbott (2008: 238) who counseled: "use content analysis when you want to analyze a written or spoken record for the occurrence of specific categories or events..."

Period of study

The study covered the period of October 2017 to March 2018. This was the period the issue under investigation occurred most frequently and in large magniyude.

Study Population

All editions of The Punch and Daily Trust within the period under review formed the study population.

This amounted to 182 editions per newspaper and 364 editions for both.

Sample size

For the *Daily Trust*, 108 editions carried the reports in the period under review while 127 editions of *The Punch* carried the reports making a total of 235 editions.

Sampling technique

The sampling technique for this study was purposive sampling technique because only the editions which carried Fulani herdsmen- farmers clash were selected.

Units of analysis

For this study, the units of analysis include News stories, Features and comments, Pictorials, Letter to the Editor, and Editorials on Fulani herdsmen-farmers clash. News stories: News items are timely reportage of events that are usually short, objective and balanced that deals with Fulani herdsmen-farmers clash.

Editorials: Editorials are used by newspaper houses to set agenda or to present the organization's views on certain issues that are in the public domain or which they want to create awareness about. Editorials here has to do with opinions of the newspapers on the Fulani herdsmen-farmers clash as presented on their editorial pages.

Features/comments: Features are usually lengthy, detailed as well as subjective as the writer includes his own views in the write-up. Sometimes they are classified as opinionated essays or commentary. Features include adequate information which would allow the readers to get a better understanding of the issues of focus in a write-up.

Letter to the editor: Most newspapers have a column for Letter to the Editor as a feedback mechanism. Letters to the editors in this study are those written to the newspapers by readers in relation to the Fulani herdsmen-farmers clash.

Pictorials: Presentation of the images of people or places, cartoons, caricatures, which were used to authenticate stories on the Fulani herdsmen-farmers clash.

Categories of analysis

In this study, the categories of analysis include:

- a) **Frame type:** Political, Ethnic, Militant/separatist and religious frame.
 - i. **Political frame:** Showing that the media or the originators of the frames viewed the Fulani herdsmen-farmers clashes from a political lens.
 - ii. **Ethnic frame:** Reflects content that portrays the issues in the Fulani herdsmen-farmers clashes as ethnic agitations.
 - iii. **Militant /Separatist frame:** This framing condition sees the agitators in the Fulani herdsmen-farmers clashes as militants or separatist.
 - iv. **Religious frame:** Reflects content that portrays the issues in the Fulani herdsmen-farmers clashes as religious agitations.
- b) **Dominant frames:** The dominant frames show the way the users view the Fulani herdsmen-farmers' clashes.
- c) **Frame Sources**
 - i. **Government and NGO's:** Frames generated from government officials, including civil servants, public office holders, military sources, etc and non-governmental organizations such as CAN, Meyetti Allah Cattle Breeders Association etc.
 - ii. **Own/Special Correspondents:** Frames that were generated from the correspondents or reporters of the newspaper outfits selected for this study.
 - iii. **Foreign News Agencies/Media:** Frames that were derived from foreign news agencies, such as Reuters, BBC, CNN, among others.
 - iv. **Local News Agencies/Media:** These are frames generated from local media agencies, such as the News Agency of Nigeria (NAN).
 - v. **Benue and Fulani Communities:** These are frames that are produced by the indigenes of the region, ranging from the youths, community leaders and others.

Data Analysis

Data was presented and analysed using table of frequency counts as shown in Tables 2 and 3 below.

Table 2: Coding sheet for the analysis of Daily Trust's framing of Fulani herders/farmers clash in Benue region

Categories of Analysis	Units of Analysis	Oct 2017 16 Editions	Nov 2017 18 Editions	Dec 2017 15 Editions	Jan 2018 22 Editions	Feb 2018 19 Editions	Mar 2018 18 Editions	Total 108 Editions
Frequency	News stories	17	23	12	61	23	22	158
	Features and omments	8	8	4	12	7	11	50
	Pictorials	4	20	3	30	5	6	48
	Editorials	3	1	1	3	2	2	12
	Letter-to the- Editor	6	1	-	17	3	5	32
Frame Type & Dominant Frames	Political frame	6	4	1	17	3	5	36
	Ethnic frame	10	9	5	8	2	2	36
	Militant/Separatist frame	12	10	12	28	10	6	78
	Religious frame	6	2	4	10	2	3	27
Frame Sources	Government and NGO's	12	20	13	38	8	9	100
	Own/Special correspondent	6	9	5	18	5	7	68
	Foreign News Agency/Media	2	3	1	8	3	2	19
	Local News Agency/Media	2	1	1	--	--	--	3
	Benue & Fulani communities	7	21	10	13	5	4	60

Of the 108 editions of *Daily Trust* that carried the reports on Fulani herders/farmers clash, 158 of such reports were news, 50 were features/ and comments, 40 were pictorial, 32 were letters-to-the editor while 12 of the reports were editorials. This shows that news items dominated the reports. Concerning the types of frames used, 78 items were framed from the militant/separatist angle, 36 each were framed from the political and ethnic angles respectively while 27

items had religious frames. Furthermore, 100 reports were sourced from government/non-governmental organisations, 68 were source by the newspaper itself through its reporters/correspondents, and 60 reports were sourced from the Benue and Fulani communities while 19 and 3 reports were sourced from foreign news agencies and local news agencies respectively. This implies that most of the reports were sourced from government/non-governmental organisations.

Table 3: Coding sheet for the analysis of The Punch's framing of Fulani herders/farmers clash in Benue region

Categories of Analysis	Units of Analysis	Oct 2017 15 Editions	Nov 2017 20 Editions	Dec 2017 21 Editions	Jan 2018 32 Editions	Feb 2018 20 Editions	Mar 2018 19 Editions	Total 127 Editions
Frequency	News stories	21	28	18	67	26	26	186
	Features and comments	10	11	5	14	9	13	62
	Pictorials	5	21	4	29	7	8	53
	Editorials	2	0	0	1	2	1	6
	Letter-to the- Editor	8	3	2	19	5	7	44
Frame Type & Dominant Frames	Political frame	5	3	1	14	2	4	30
	Ethnic frame	10	8	10	20	8	4	60
	Militant/Separatist frame	5	3	1	14	2	4	30
	Religious frame	7	3	5	9	4	5	33
Frame Sources	Government and NGO's	2	7	4	15	4	5	37
	Own/Special correspondent	15	21	18	41	11	12	124
	Foreign News Agency/Media	5	2	4	12	6	5	32
	Local News Agency/Media	4	2	3	1	2	1	12
	Benue & Fulani communities	8	20	12	14	5	6	66

Of the 127 editions of *The Punch* that carried the reports on Fulani herders/farmers clash, 186 items were news, 62 were features/ and comments, 53 were pictorials 44 were letters-to-the editor while 6 items were editorials. This shows that news items, just as in the *Daily Trust*, dominated the reports. As per the types of frames used, 60 items were framed from the ethnic angle, 30 each were framed from the militant/separatist and political angles while 33 items had religious frames.

Furthermore, 124 reports were sourced by the newspaper itself through its reporters/correspondents, 37 were sourced from government/non-governmental organisations, and 66 reports were sourced from the Benue and Fulani communities while 32 and 12 reports were sourced from foreign news agencies and local news agencies respectively. This implies that most of the reports were sourced the newspaper itself through its reporters/correspondents.

Discussion of findings

From the analysis above, it is observed that *The Punch* has the highest number of reports (127) compared to the *Daily Trust's* 108 for the period under review. Findings show that both newspapers reported the issue under investigation mostly in straight news followed by features/comments and pictorials as well as letters to the editor while editorials, understandably, occurred least.

The dominant frames used by the newspapers were militant/separatist (*Daily Trust*) and ethnic (*The Punch*). This implies that while *The Punch* raised the issue to a political discourse, *Daily Trust* saw it from the angle of militancy and separatist point of view. This implies that *The Punch* was more political in treating the issue while *Daily Trust* saw it as separatist issue.

Findings also reveal a varied source of frames. While *The Punch* relied mostly on its reporters/correspondents as sources of its reports, *Daily Trust* relied more on government sources. Both newspapers also relied on the locals from the Benue and Fulani communities as eye witnesses to complement their direct observation (*The Punch*). And government sources (*Daily Trust*).

Conclusion

The two newspapers covered the Fulani herders/farmers clash in the Benue region largely in the form of news. They however differ in the type of frame that dominated their coverage as well as their sources of frame: while *The Punch* raised the issue to a political discourse, *Daily Trust* saw it from the militancy and separatist point of view. Both newspapers relied on

the locals from the Benue and Fulani communities as their sources but *Daily Trust* relied more on government as its primary source while *The Punch* relied more on direct observation by its reporters/correspondents on the field.

Recommendations

Based on the findings in this study, the researcher recommends as follow:

- i. Newspapers should, in addition to straight news, do in-depth report about crisis situations in form of features and analysis.
- ii. Newspapers should de-emphasize politics, ethnicity and religion while reporting crisis as these tend to escalate the crisis or aggravate the situation.
- iii. Newspapers should depend more on their reporters (as in the case of *The Punch*) and eye witnesses rather than government sources as government sources tend to manage information rather than reveal the whole truth.

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Green City Interventions for Socio-Ecological Resilience of Urban Areas to Covid-19 in Nigeria

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Abstract

The outbreak of the novel COVID-19 global pandemic has come with unprecedented human and economic losses. The Nigerian economy has thereupon witnessed a meltdown which may yet aggravate existing social, economic and political challenges. There are enormous reservoirs for learning and innovation that are often revealed in moments of crises like the opportunities presented by the COVID-19 global pandemic. Urban areas in developing countries like Nigeria are disproportionately vulnerable to the socio-economic impacts of the pandemic and lack the wherewithal to comprehensively ameliorate the choking offshoots of the pandemic, if local adaptive capacity mechanisms are not explored. Nature-based planning and physical development perspectives like the green paradigm and resilient narratives present a viable mechanism not just to curtail the spread and impact of the pandemic but to enhance the socio-ecological resilience of urban areas and their residents in Nigeria to bounce back and bounce forward. Socio-ecological resilience reinforces the capacity to adapt or transform in the face of unexpected change like the COVID-19 pandemic, in ways that continue to support human wellbeing. More importantly, it is envisioned that the application of built environment constructs and interventions like the green city and socio-ecological resilience will have longer term effects culminating in the construction of healthy cities with epidemic/alike crisis prevention and mitigation attributes in the future. Green city interventions if assiduously employed will provide an adaptable platform to galvanize the socio-ecological resilience of urban areas in Nigeria to the Covid-19 pandemic and the bounce back mechanisms implementable in the post Covid-19 era.

Keywords: *Green City, Nature-based, Socio-ecological resilience, adaptive capacity, COVID-19*

Introduction

The outbreak of the novel COVID-19 pandemic has resulted in tremendous loss of lives, livelihoods and economies across the world. In order to curtail and prevent the spread and severity of the pandemic, a range of complex, spatially heterogeneous, control solutions and strategies have been proposed and adopted. All these strategies are yet to nip the spread of the virus in the bud and the economic meltdown following the prescribed lockdowns and protocols have only added to the socio-economic travails faced by urban areas and residents especially in developing countries like Nigeria. In as much as there have been great strides in the medical and pharmaceutical disciplines to curtail and prevent the COVID-19 pandemic, it is pertinent to begin to explore environment-based planning and physical development perspectives like the green paradigm and resilient narratives. More importantly, it is also envisaged that the application of these built environment constructs and interventions will aid the construction of healthy cities with epidemic/alike crisis prevention function in the future.

Green cities can be considered the contemporary name for which areas develop in a manner that is socially responsible, and environmentally and economically sustainable (Hegazy et al., 2017; Mersal, 2017; Borck and Pflüger, 2018). Although there is no uniform definition of the green city, several central themes help shape and define a green city. Such themes include energy efficiency reduced reliance on nonrenewable energy sources, sustainable low-carbon transportation systems, green infrastructure, resilient infrastructure, water cycle management, integrated planning, and waste reduction, recycling and management (Lindfield and Steinberg, 2012; Ramesh and Nijagunappa, 2014; May and Marvin, 2017).

Green cities have clean air, clean water, pleasant streets and parks (Hegazy et al., 2017). According to Kirmanto et al. (2012), green cities have the culture of green behaviours and they always have low ecological impact. There are many key yardsticks for measuring the greenness of a city including air and water quality, efficient recycling and management of waste, building energy efficiency, acres of land

devoted to green space, use of renewable energy sources and easy access to products and services that make green lifestyle choices which include organic products, eating, drinking and buying local, among others (Kennet, 2010; Foster et al., 2011).

Green cities minimize environmental impact and maximize opportunities to improve and support the natural environment (Foster et al., 2011). Urban areas that espouse the principles of green and greenery are typically more resilient to natural disasters and to major infectious diseases outbreak like the COVID-19 pandemic (Borck and Pflüger, 2018). This is reinforced on the principle that green cities reduce reliance on nonrenewable energy sources; actively encourage waste reduction and recycling; efficient water cycle management; and deliver improved quality of life outcomes for residents. Green city is a vital intervention mechanism for resilience particularly that of social-ecological systems (Farley and Voinov, 2016).

Resilience provides insights into complex social-ecological systems and their sustainability, especially with respect to direct impacts of shocks, disasters and epidemics (Robards et al., 2011; Folke et al., 2016). Human life depends upon the environment to provide the life support and sustenance required for livelihood. The complex interconnectedness of humans and their environment is embodied in what are called social-ecological systems. Socio-ecological resilience understands urban systems as constantly changing in nonlinear ways, it is a highly relevant approach for dealing with present and future uncertainties especially in cities and urban agglomerations (Wilkinson, 2012).

Resilience has positive societal connotations and environmental implications (Robards et al., 2011; Kerner and Thomas, 2014). As urban areas continue to grow and grapple with uncertainties and challenges such as climate change and global warming, and more recently global pandemics of unprecedented proportions, the resilience of urban areas must not be viewed from just the environmental/ecological resilience but critically to encompass the resilience of the social, economic and political systems (Westerman et al., 2012). This perspective of resilience is referred to as socio-ecological resilience in the wider resilience discourse.

To survive and thrive in volatile times, cities and their people must mitigate crises and seize opportunities to shape and reshape the future they desire, they must be, in a word, resilient (Moberg and Simonsen, 2015). Numerous initiatives and approaches have been adopted to bolster the resilience of urban areas to environmental, economic, and other crises such as the millennium development

goals now replaced with the sustainable development goals but in the face of the COVID-19 global pandemic, there arises the need to widen the net of approaches to capture locally adaptable mechanisms like going green. The green city paradigm presents an unprecedented opportunity for enhancing the socio-ecological resilience of urban areas in the face of the covid-19 imposed challenges.

The Covid-19 pandemic has created new dimensions and awareness to architecture, urban design and town planning because of the severity of the human and economic losses following its emergence. Historically, the design and planning of urban areas has systematically blossomed and unfolded in response to widespread health and sanitation concerns as well as epidemics, pandemics and disasters on city-wide, country-wide or regional scales. Global health and environmental challenges oftentimes help to shape the planning of urban areas. The Covid-19 pandemic like other plagues and pandemics that have come before it has heightened the need for improved planning of urban physical development bringing to the fore the necessity to enhance the socio-ecological resilience of urban areas..

In Nigeria, urbanization has been on an upward trend since the beginning of the 20th century and has not shown any sign of abating (Federal Ministry of Environment, 2016). In the first two decades of the 21st century, the rate of urbanization has even intensified. In spite of a number of identified undisputable benefits of urbanization, there are serious health hazards and associated health risks that comes with the concentration of humans and accompanying activities in dense built-up urban areas. The Covid-19 pandemic has intensified these existing challenges and created new ones. A number of urban areas in Nigeria are suffering from the pressures of urbanization ranging from few public open spaces, parks and urban gardens, communal sports and recreation facilities, planned street-wide vegetation, urban landscaping and many other measures which are green interventions that can promote resilience.

This reinforces the need to enhance the socio-ecological resilience of urban areas to be able to cope and bounce forward in the face of the Covid-19 pandemic and some other unforeseen health challenges that may surface thereafter. Green city interventions may provide an adaptable platform to galvanize the socio-ecological resilience of urban areas in Nigeria to the Covid-19 pandemic and the bounce back mechanisms implementable in the post Covid-19 era.

Conceptual Issues and Related Literature

Almost since the beginning of the historical epochs of humans on earth, those who have been saddled with the responsibility to plan human settlements have sought means of incorporating nature into the habitable fabric of towns and the preservation of the surrounding natural landscape (UCD, 2008). The motivation for this has included aesthetics, health, recreation and amenity. However, motivations relating to nature conservation have also been considered for a surprisingly long time. For instance, the Utopian, Patrick Geddes stated emphatically that incorporating nature into the city is critical to life itself and not just to satisfy the requirements of aesthetics or amenity:

“The case for the conservation of nature and for the increase of our accesses to her must be stated more seriously and strongly than is customary. Not merely begged for on all grounds of amenity, of recreation, and repose, sound though they are, but insisted upon. On what grounds? In terms of the maintenance and development of life” (Geddes, 1915).

These perspectives provided the platform for the emergence of nature-based concepts such as green cities, green networks, green infrastructure, ecosystem-based concepts, ecological sustainability and several other similar concepts.

The green city concept evolved from the primary purpose of creating greenbelts, green wedges, greenways and green networks to provide baseline environmental assets for the achievement of sustainable urban development goals and promoting an ecofriendly environment that balances social, economic, and environmental dimensions, within the pedestal of environment-friendly and responsive urban governance (Birch and Wachter, 2008; Kirmanto et al., 2012; EBRD, 2016).

By its concise definition, “green city is carbon neutral and fully sustainable” (Birch and Wachter, 2008: 3; Shen and Song, 2010). Green city has all the potentials to contribute to improving the air quality of urban areas and in a massive scale of application, it can sustainably create natural air filters across large expanse of built-up areas (May and Mavin, 2017). It may also be described as an optimal use of scarce natural resources to ensure the sustainable life of urban population with certain characteristic as follows: green open space, use of renewable resources, conservation of water and sustenance of critical energy and natural ecosystem-dependent life support cycles. By adopting the green city concept, urban areas are challenged and reinforced to convert environmental problems like the COVID-19 pandemic into new opportunities through the

exploration of appropriate solutions and intervention mechanisms. The unprecedented challenges of the COVID-19 pandemic can therefore be transformed into limitless opportunities for innovation and growth.

As for De Roo (2010), green city concept places green space at the centre of development and regeneration, on a par with “red, blue, and grey” on the master plan. It uses evidence-based arguments to highlight the importance of green elements and positions them as fundamental solutions and responds toward many of the challenges of contemporary life. De Roo (2010) also identifies four elements of green city: green planning, green economy, green open spaces, and green network. In principle, it focuses on creating equilibrium between natural and built environment for a better quality of life enjoyed by all people.

Daniels (2008) evokes two principal arguments for the implementation of greener cities. First, the need to create a clean environment as prerequisite of a good quality of life considered as essential joys for residents. Second, the need to be more competitive socially, politically and economically on the global arena. With the implementation of the green city concept, the green elements become the main economic asset to support vibrant cities.

From a socio-ecological perspective, Frederick Law Olmsted averred that the green city is not purely a technical issue; it is also political (Kirmanto et al., 2012). The concept seeks to promote an ecofriendly environment that balances the social, economic, and environmental dimensions of development in order to create an efficient platform to bounce back and bounce forward in line with the resilience perspective. The green city may as well be viewed as a critical intervention mechanism in urban areas in the face of the health and economic implications the harsh reality of the COVID-19 pandemic has placed on urban dwellers. In a summary of perspectives, the green city can be interpreted as a metaphor for the achievement of sustainable urban development goals and an adaptive intervention strategy for socio-ecological resilience.

Resilience is the capacity of a system, like an urban area, to deal with change and continue to develop (Carpenter et al., 2012). It is about the capacity to use shocks and disturbances like the COVID-19 pandemic to spur renewal and innovative thinking. Resilience thinking embraces learning, diversity and above all the belief that humans and nature are strongly coupled to the point that they should be conceived as one social ecological system (Carpenter et al., 2012; Moberg and Simonsen, 2015). The evolution of a social ecological system depends on the

development of multiple biophysical and socio-economic drivers that are fundamentally conditioned by human action (Walker and Salt, 2012). Humans play a significant role in the adaptability, transformability and resilience of social-ecological system, be it in the determination of their desirable configurations, the shaping of systems of governance or the legitimation of the trade-offs between socioeconomic and biophysical (natural/green) phenomena and processes (Ballesteros and Ballesteros, 2019).

Socio-ecological resilience is the capacity to adapt or transform in the face of change in social-ecological systems, particularly unexpected change like the COVID-19 pandemic, in ways that continue to support human wellbeing (Folke et al., 2016). Socio-ecological resilience frames urban challenges in particular ways that recognizes social and ecological systems as inextricably linked. The linked socio-ecological systems is consistently viewed as a complex adaptive systems, and the pursuit of adaptive capacity is a priority for urban governance with a view to either “bounce back” or “bounce forward” following the terminologies adopted by Davoudi (2012). Socio-ecological resilience provides tools for communication, urban governance and policy to analyse, synthesize and direct interventions to ameliorate observed urban challenges (Wilkinson, 2012, Folke et al., 2016).

Green Intervention Areas for Socio-Ecological Resilience

The various definitions and some of the concepts proposed for green cities address issues relate to the three pillars of sustainability theory and a variety of other issues such as health, greenery, resilience and equity (Brilhante and Klaas, 2018). Environment related issues are by far the most often represented in green city definitions, concepts and methods. Environment related perspectives also provide the conceptual and theoretical anchor for green narratives as intervention mechanisms in socio-ecological systems (Lindfield and Steinberg, 2012).

Urban green areas and the ecosystem services they provide continue to decline at the same time as the pressures of urbanization increase (Wilkinson, 2012). As a palliative provision, socio-ecological resilience and an ecosystem services approach pivoted on green

interventions provide better ways to address the multifarious challenges facing urban areas in the emerging era following the COVID-19 global pandemic.

Eight attributes of the Green City concept illustrated in Figure 1 below were identified by Kirmanto et al. (2012). They are green planning and design, green open spaces, green waste, green transportation, green water, green energy, green building, and green community. Each of these attributes is unique but complementary. A combination of all these attributes culminates in a green city and can be used to appraise how green a city is. These attributes can also be classified as the green city index.



Figure 1: Green City Attributes

Source: Kirmanto et al. (2012)

The intervention of the green city concept intertwines with socio-ecological resilience in several perspectives. The six thematic strategic action areas of the green city approach proposed by Asian Development Bank (2015) are all relevant to any attempt at enhancing socio-ecological resilience. The snapshot of the six strategic green action areas, key considerations and significance to socio-ecological resilience are highlighted in Table 1 below.

Table 1: Green action areas, key considerations and impacts on socio-ecological resilience

Key Considerations	Impacts on Socio-ecological Resilience
<i>Low Carbon Transport</i>	
<ul style="list-style-type: none"> • Integrated urban transport planning • Transit oriented development • Multimodal transport • Low- carbon public transport • Intelligent transport system (ITS) • City greening and green infrastructure 	<ul style="list-style-type: none"> • Livable cities • Reduced emissions • Reduced carbon footprints • Increased quality of life • Increased productivity • Reduced reliance on automobiles
<i>Green Industry Complex</i>	
<ul style="list-style-type: none"> • Government and institutional capacity • Involvement of producers, community groups, the industry sector • Spatial planning • Monitoring and evaluation frameworks • Training/development and community awareness 	<ul style="list-style-type: none"> • Reduced waste output • Improved operative efficiency • Improved environmental conditions • Potential additional revenue streams • Increased awareness of waste management acts • Improved urban environmental conditions
<i>Energy Efficient Buildings</i>	
<ul style="list-style-type: none"> • Building design standards • Rating systems/Renewable energy • Planning and building enforcement capacity • Sustainable building materials • Financial incentives 	<ul style="list-style-type: none"> • Reduced energy and water consumption • Healthy buildings/Reduced operating costs • Reduced emissions • Less waste generation • Increased marketing potential
<i>City Greening</i>	
<ul style="list-style-type: none"> • Urban farming • Heat island • Passive cooling and Green roofs • Living walls/Habitat banking or offset • Ecosystem service • Landscape level planning 	<ul style="list-style-type: none"> • Improved urban environment • Improved air and water quality • Cooler urban centers/Improved visual amenity • Alternative public spaces/Increased biodiversity • Increased connection with natural environment • Reduced disaster risk
<i>Green, Resilient Infrastructure</i>	
<ul style="list-style-type: none"> • Multifunctional spaces and engineering solutions • Natural processes system based approach • Short, medium and long-term time horizons • Integrated urban planning/Future expansion needs • Use of technology/Building materials • Eco system services 	<ul style="list-style-type: none"> • Improved service delivery • Multifunctional spaces • Adaptable and resilient urban spaces • Adaptation of climate change • Improved visual amenity • Increased biodiversity
<i>Intelligent Systems and Smart Cities</i>	
<ul style="list-style-type: none"> • Financial /Institutional/Technological capacity • Operation and management • Public safety monitoring • Early warning system(disaster risk management) • Urban service reporting 	<ul style="list-style-type: none"> • Responsive infrastructure/Responsive government • Efficient provision of services • Resilient infrastructure • Improved disaster risk reduction • Improved transparency(government)

Source: Asian Development Bank (2015)

Green city standards have been incorporating city elements that are beneficial to occupant health through community linkages, such as walkable streets; connections to public amenities and open space; access to recreational facilities; and alternatives to driving, such as walking and cycling, all of which encourage physical activity and social

interaction. Green city standards that promote community gardens and other outdoor improvements will not only help to raise nutritional and social benefits for participating residents, but also, in some instances, increase local food production and economic benefits. Continued collaboration between environment professionals and policy makers can

actively ensure that green and healthy interventions are holistically implemented to gain the greatest economic and health benefits.

The green city paradigm is pivotal to achieving long term socio-ecological resilience in the face of the multifarious urban challenges posited by the ravenous COVID-19 pandemic. In a green city, about 10 percent to 20 percent of the city's space should be public green areas. These open spaces act as "green lungs" that filter air pollution and improve air quality (Saraev, 2012). Parks, gardens, street greenery, and trees can effectively act as carbon sequesters, water cycle regulation, and air purifiers. Green open spaces are an important urban asset and have an important role in maintaining the health of urban social and ecological systems. Green urban communities are healthy, friendly and inclusive neighbourhoods.

In a nutshell, to facilitate greener urban communities, emphasis must be directed towards: (i) preserving and restoring open space, natural beauty, and critical environmental areas; (ii) creating parks, community gardens, and other public green spaces; (iii) directing development toward existing communities; (iv) creating compact, mixed-use development; (v) building neighbourhood streets and trails that encourage walking and biking; (vi) cultivating communities with a strong sense of place; (vii) encouraging community and stakeholder collaboration in development decisions; and (viii) promoting green building practices (EPA, 2014).

Economic Viability of the Green City Approach

The human economy is a physical system whose purpose, some argue, is to balance what is biophysically possible with what is socially, ethically, and morally desirable (Farley and Voinov, 2016). It is rather impossible to create something from nothing, presently, the only source of raw materials available for economic production is our finite planetary resources provided by nature and ecosystems. Economies and societies are fundamentally integrated with nature and the life-supporting ecosystems that sustain human livelihood. The natural landscape encompassing vegetation and ecosystems as envisioned within the green city approach are the integral life support mechanisms that must be promoted not only for the tangible services they provide but for the numerous often intangible benefits that are perhaps economically unquantifiable.

It is often an intricate task to quantify the financial benefits of green cities. This is because green cities have long term life cycle economic benefits and some other subjective and psychological values related to aesthetics, health, wellbeing and environmental

sustainability (Saraev, 2012). In some cases, the initial take-off cost of green interventions may seem higher than conventional approaches. With simple plans, technological innovations and futuristic planning green interventions offer far cheaper alternatives to conventional methods of enhancing socio-ecological resilience.

Green cities may imply intangible benefits such as improved health and productivity of residents, durable buildings with lower operating and maintenance costs, and a generally healthier community. Realizing these benefits depends on sound design and intentional execution of green development plans. Technical assistance and training for public agencies is also critical so that staff can undertake review and approval duties and provide effective guidance to development teams grappling with new green practices.

Although green cities are frequently promoted because they lessen the impacts of urban physical development on the environment through attenuated natural resources and energy consumption, improved air quality, lessened ecological footprint, lower greenhouse gas emissions, and more integration of natural elements (Bradshaw et al., 2005). In terms of affordability, green city is invariably less expensive to achieve and in some cases can be operationalized significantly below the cost of conventional design and developments. From a long-term perspective, the improved efficiency of a green city reduces the operating costs associated with city management upon items such as power, water and waste management. Green practices can improve the durability and performance of urban physical development without significant degradation, thereby reducing maintenance requirements and avoiding future replacements thus cutting overall lifecycle costs.

Implementing environmental strategies pivoted upon green practices can pay economic dividends (Farley and Voinov, 2016). It can drive efficiency and allow cities to reduce waste and cut costs. Cities offer a distinctive setting in which to innovate, develop and scale-up new ideas and processes. These promote the growth of clusters of expertise in knowledge-intensive green production sectors. Cities have emerged as laboratories for the green economy where learning and experience induce further innovation and falling costs in new technologies. In addition, scale economy benefits of urbanization mean that cities can capitalize on green investments, such as integrated public transit, sewers and water systems, congestion pricing, smart grids, smart buildings and decentralized energy networks (World Bank, 2012). Because cities are complex heterogeneous entities,

the green city approach offers an opportunity to improve efficiency, make greater use of renewable resources and improve the environment for innovation, with significant economic as well as environmental returns. As such, the economic viability of green city is enormous and it also has the inherent capability to spur new developments.

In Nigeria existing and proposed responses to shocks, stress, and disturbances are usually hard technical interventions without recourse to the cost and environment friendly nature-based solutions like the green city approach. For urban areas in developing countries like Nigeria, the green city approach affords an economically viable alternative with direct impact on social, health, political and financial capital.

Emerging responses to the COVID-19 pandemic in Nigeria have seen the establishment of makeshift isolation and treatment centres. This is an intermediate response which is not suitable in the long term. Purposely designed emergency health care and isolation centres have to be conceptualized in the long run. These centres must espouse the principles of the green city approach by relying more on natural ventilation, vegetation and natural landscapes, therapeutic gardens and leisure trails that encourage physical activity and outdoor experiences. It has been discovered that the COVID-19 is easily transmissible in indoor environments while its rate of transmission in outdoor unenclosed environments is invariably marginal. This highlights the social and economic imperative to adapt to COVID-19 utilizing nature-based or nature-inspired approaches, strategies and mechanisms.

Green Growth and Socio-Ecological Resilience in Nigeria

The African Green City Report conducted in 2011 expressly stated that the governments of some African countries in collaboration with environmental agencies often embark on tree planting exercises in urban areas to enhance the greenery and air quality of cities such as Durban and Johannesburg (South Africa), Lagos (Nigeria), Maputo (Mozambique), Nairobi (Kenya) and Cairo (Egypt) (Langer and McNamara, 2011). This is an indication of the adoption of green city concept in African cities but it still requires replication in countless other urban areas.

With the Nigerian government bedeviled by so many urgent challenges ranging from health and security to unemployment and inequality, it is apt to ask if the government has the time or resources to devote to the daunting project of improving the urban environment through green development in spite of its identified suitability for ameliorating some of the

underlying environmental conditions that aggravate the transmission and severity of the COVID-19 pandemic. It has been empirically substantiated that action on environmental sustainability which are nature based like green interventions must go hand-in-hand with solutions to the social, political and economic problems (Ekong, 2017). This brings to the fore, the significance of enhancing socio-ecological resilience of urban residents, the urban areas in which they reside and inherent underlying economic, social, and ecological systems.

The multifarious challenges faced by urban areas in Nigeria alongside political and socio-economic demands combine with the pressures to deliver basic infrastructural facilities and services required by the private sector and urban residents, limits and may invariably keep limiting the ability to raise resources to finance the mounting needs and to plan ahead especially in the light of the more recent economic and financial meltdown posed by the COVID-19 pandemic. In this context, urban areas in Nigeria and the governance paraphernalia are probably only peripherally concerned, if at all, with green developments, interventions and mechanisms (Dipeolu and Elemide, 2015).

Green developments, green growths, green interventions and other green strategies based on concepts like the green infrastructure and green city needs to be embedded into the academic curricula of disciplines in the built environment in Nigeria from undergraduate to post-graduate and professional training. For sustainable implementation of the green city approach, regulations, standards and codes need to emphasize the importance of green interventions in urban development. From the policy perspective, there arises the need for the setting of green goals, green building requirements and codes. Some urban areas may utilize their planning authority to overhaul the local development context in order to harmonize green development standards. A thorough review of existing codes and regulations will produce a wide spectrum of policy options for code reform strategically in support of green developments. In order to successfully evolve green strategies that can be adopted in city planning and management, the green paradigm has to be legalized and institutionalized utilizing appropriate green infused legislation.

Realizing the benefits of green cities depends on sound design and intentional execution of green development plans which can only be inculcated through educational training, research and development. With the world grappling with the challenges of the COVID-19 pandemic, the green city concepts provides a multi-sectoral approach to

mitigating the challenges of the twenty-first century city. Understanding and prioritizing the green city concept as an important aspect of urban policy making and physical development is expedient to position Nigerian cities for the innovations and challenges of the COVID-19 pandemic and future encumbrances.

Key Findings and Conclusion

There are enormous reservoirs for learning and innovation that are often revealed in moments of crises like the opportunities presented by the COVID-19 global pandemic. As a matter of fact, some of the renowned and most constructive innovations often emerge from disaster-ravaged communities be it caused by natural or human-induced forces. The challenges that have evolved in the aftermath of the widespread economic, health, political and physical constraints of the COVID-19 on urban areas across the world is spurring developmental strides that seek to improve living conditions, sanitation and the planning of communities. Urban areas in developing countries like Nigeria are disproportionately vulnerable to the socio-economic impacts of the pandemic and lack the wherewithal to comprehensively ameliorate the choking offshoots of the pandemic, if local adaptive mechanisms are not put in place to enhance socio-ecological resilience.

Resilience thinking at this time is about generating augmented knowledge to strengthen the capacity of urban areas to deal with the stresses caused by the COVID-19 pandemic and other dimensions of global change which may manifest in the nearest future. Resilience inspires finding ways to deal with unexpected events and crises and identifying sustainable ways to support human livelihood. The green city approach pivoted on key green infrastructure strategies provides a cost-effective resilience-building mechanism which does not require the huge technical or economic outlay required for the implementation of hard engineered grey infrastructure interventions.

There are a number of key yardsticks for measuring the greenness of a city. These include air and water quality, efficient recycling and management of resources, building energy efficiency, acres of land devoted to green and open communal spaces, existing green networks and biosphere reserves such as botanical parks, forest and game reserves, and national parks. The greener a city, the healthier, safer, sustainable and resilient the city is. Green cities have better air quality, less pollution, increased contact with nature, aesthetically pleasing natural environment, reduced environmental stress, attenuated land degradation, and an overall healthier

community. Implementing green strategies can pay huge economic dividends raising the viability of urban social ecological systems.

Urban areas offer a unique environment in which to innovate, develop and scale-up new green ideas and processes while the COVID-19 pandemic has opened new frontiers and opportunities to promote socio-ecological resilience and spur the drive towards greener cities. Going forward, urban areas in Nigeria should not be left out of discovering innovative adaptive models for enhancing resilience to the shocks and disturbances of the COVID-19 pandemic. With stricter restrictions on physical human interactions following the outbreak of the COVID-19 pandemic, many cities across the world have begun to widely apply the green city concept to forestall and enhance the resilience of urban areas and their residents as witnessed in a number of cities in the United Kingdom.

Green cities are more resilient to all forms of shocks, stresses, and disturbances ranging from climate change, natural disasters to the virile health damaging and fatal COVID-19 pandemic. Apart from the numerous environmental benefits which the green city concept offers, it further provides opportunities for socioeconomic development and the drive towards inclusive cities. It is a multifaceted approach wherein interventions can be made on different fronts. The green city approach requires technical competence widely available in Nigeria and can be domiciled alongside existing traditional landscaping and greening ideals. Urban areas and the social ecological systems inherent often fail in unpredictable ways but resilient systems built upon the green paradigm continue to function despite the challenges. This provides a key area of intervention for Nigerian cities in the face of the challenges unleashed by the COVID-19 pandemic.

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The Determinants and Impact of Foreign Direct Investment (FDI) on Economic Growth: The Nigerian Experience (1970 – 2018)

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Abstract

This study examines the determinants of foreign direct investments (FDIs) in Nigeria, the impact of FDI on economic growth, and the endogenous nature of the two core variables: foreign direct investment and economic growth. The study utilizes annual time series dataset for the period 1970 to 2018. In assessing the interrelationships among the variables, a comprehensive and dynamic econometric model of two simultaneous equations is adopted. The Generalized Method of Moments (GMM) estimation technique is applied to measure the relationship. The estimated result shows a positive feedback from economic growth to FDI and from FDI to economic growth in Nigeria thereby confirming the existence of two-way relationship between economic growth and FDI. Additionally, the test result indicates that government consumption expenditure, gross fixed capital formation, financial sector development, exchange rates, exports, infrastructural development and trade openness affects either positively or negatively and are statistically significant to the growth rates of GDP and FDI in the period under review. However, GDP per capita was found to be statistically insignificant. From these findings, it should be clearly stated that results obtained by GMM estimation technique are more significant when compared with the results obtained by OLS and 3SLS approaches. The significance of these findings are that policies that attract more FDI flows to the economy, that promote higher degree of openness and increased private sector involvement should be encouraged so that the domestic economy can secure greater spillovers from FDI flows and attain higher rate of economic growth.

Keywords: Foreign Direct Investments, Economic Growth, Infrastructural Development, Financial Sector, Trade Openness.

Introduction

A prominent outcome of globalization and liberalization of world economies is rise in foreign direct investment (FDI) flows to developing countries. FDI has triggered off technology spillover/transfer, introduced new production processes, accumulation of capital stock, human capital formation, international trade integration and entrepreneurial development (Delali, 2003; OECD, 2008).

FDI is the transfer of physical capital and intangible assets such as technology, knowledge and innovations from foreign companies to the host economy. Technically, FDI is defined as long term capital investment in productive activities outside a home country. This may take the form of establishing a completely new facility where none existed before or it may consist of investment where an investor purchase existing operations through privatization arrangements, or by way of mergers and acquisitions. However, these benefits are realizable if a country has

the right policy framework.

FDI has three components: (a) New equity from the parent company to its branches in the host country; (b) Reinvested profits of the foreign company branch in the host country; (c) Short-term loans and long term loans from the parent company to its subsidiary in the host country.

Economic growth on the other hand, is represented by the rate of changes in the Gross Domestic Product (GDP). GDP is the total market value of all final goods and services produced by residents of a country in a given year. GDP can be nominal or real. Nominal GDP measures total output of goods and services valued in terms of the prices prevailing in the market in a year, while real GDP measured the total output of goods and services in terms of prices that prevailed in a selected base year.

Like most developing countries, Nigeria is also experiencing the twin problems of savings-investment and foreign-exchange gaps. To policy-

makers, these gaps can be closed up when a country begins to experience accelerated increase in economic growth and per capita income as aided by substantial inflows of FDI to all sectors of the national economy, among other things. However for Nigeria, these gaps are rather widening instead of closing up as experienced by other developing countries such as Malaysia, Indonesia, Singapore, India and China. This evidently implies that though Nigeria has had a fair share of foreign investment but this has not flowed into the real sector which would have enhanced increased output and results in desirable growth patterns.

Thus, the impact of FDI on the overall growth of the Nigerian economy has lots of question marks. Why is Nigeria's economic growth not enhanced by FDI flows despite substantial body of literature supporting the thesis that FDI enhanced economic growth? What is the "magical ward" accounting for the inflows of FDI to the Asia Tigers? Why are the privatization policies of Nigerian government not attractive to foreign investment despite the fact that privatization processes have generated a large chunk of FDI in transition economies? What are the factors hindering FDI inflows into Nigeria? Answering these questions would help in formulating appropriate policies that would create enabling environment for FDI's inflows and promotes growth of the domestic economy.

To achieve this therefore, Chowdhury and Mavrotas (2005) call for individual country study which would help in ascertaining the causal links between FDI and economic growth. This study therefore fills the knowledge gaps by examining the effect of FDI on economic growth, within the context of the Nigerian economy.

Conceptual Review

Trends of FDI Inflows to Nigeria

Generally, the driving factors of FDI inflows to developing countries and Nigeria in particular are basically abundance of natural resources, large market or favourable business environment, among others. Structurally, the extractive oil and gas sector of the economy dominate FDI inflow into Nigeria. FDI inflows stood at \$205 million in 1970. By 1975, it has risen to \$470 million; by 1989 it has reached \$1 billion mark (\$1.884 billion). In the period between 1970 and 1990, Nigeria became the principal destination of FDI inflows to Africa recording more than 30 percent and by 2007 accounting for more than 70 percent of all the flows to ECOWAS countries. As the largest economy in Africa, FDI inflow increased to \$1.874 billion in 2002 and for the periods 2003 to 2013, it further rose from \$2.005 billion to \$5.563

billion (UNCTAD 2019). From 2007 to 2013, investments into Nigeria have been rapidly diversifying as there has been significant growth of FDI in telecommunications, consumer products, construction and business services as a result of government privatization and commercialization policy, whereby public enterprises are put up for sale to the investing public, though the oil sector still attracts the greater percentage of the inflows. As at the end of 2009, Nigeria's absolute FDI stock stands at \$8.6 billion, being second to South Africa in the continent.

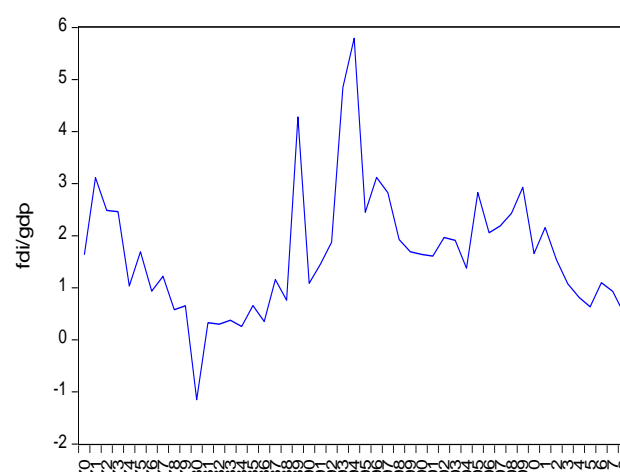


Figure 1: FDI as a percentage of GDP in Nigeria

Thereafter, FDI inflows to the country have witnessed upward and downward trends. According to UNCTAD (2019), the economy attracted FDI in the sum of US\$4.694 billion in 2014. This further decrease in 2015 to US\$3.1 billion but marginally increases to US\$4.449 billion in 2016. It plummeted to US\$3.5 billion and US\$1.997 billion in 2017 and 2018 respectively. However, it increased to \$3.299 billion in 2019. This gloomy picture was as a result of the global drop in oil price.

The inflow of FDI as the percentage of GDP increased from 0.93 percent in 1986 to 5.05 percent in 2009 but later declined to 1.64 percent in 2010 and 1.07 percent in 2013 (UNCTAD, 2015). The details of FDI inflow to GDP in Nigeria for the period 1970 to 2018 are shown in Figure 1. FDI flows forms a small proportion of the nation's gross domestic product (GDP), making up 1.63% in 1970, -1.15% in 1980, and 8.28% in 1994 (the highest), 1.64% and 1.07% in 2010 and 2013 respectively (UNCTAD, 2015). On the whole, it formed about 3.26% of the GDP over the whole period of analysis.

The continuous drop of FDI inflows can also be attributed to the following factors: unabated corruption in government, threats to physical security (Niger-Delta militancy, Boko-Haram Insurgency),

poor infrastructure (roads, energy and water supply) and instability in the foreign exchange market.

Inclusive of the afore-mentioned factors are hostile business climate and absence of adequate incentives to attract investors into key sectors of the economy such as Ease of Doing Business index and Global Competitiveness index. According to trading economies (UNCTAD, 2018), the ease of doing business was 120.00 in 2008 and reaching the highest mark of 170.00 in 2014. Between 2008 and 2018, it averaged 145.00. This demonstrates a difficult and unfriendly business terrain for foreign investors.

Theoretical Review on Determinants of FDI

Theoretically and according to De Mello (1997), FDI is expected to directly affect growth through capital accumulation, and the incorporation of new inputs and foreign technologies in the production function of the host country. The earlier concept of FDI can be traced to Ohlin, (1933) who build on the Ricardo's classical theory of comparative advantage. Heckscher-Ohlin attempted to explain how and why FDI is attracted to some economies and not to others. The theory is built on the development of the concept of international movements of capital for international trade due to differences in resource endowments among countries.

The Heckscher-Ohlin theory states that “a country would produce for local consumption and export products that utilize their abundant and cheap factor(s) of production and import products that utilize the country's scarce factor(s)”. By this exposition, investors search for countries where there are abundant resources to invest their capital.

Most empirical studies on determinants of FDI is anchored on Dunning (1981) comprehensive eclectic paradigm or ownership-location-internalization (OLI) framework. To Asiamah et.al (2018) the eclectic paradigm works under three conditions and these conditions determines whether a firm or industry will be a source or a host of foreign direct investment.

Ownership advantage is the benefit that a firm receives due to its possession of some specific asset, such as a strong trade mark, technical expertise or managerial ability. Location advantage is the reward for setting an economic activity in a place because of the natural or acquired features of the location while Internalization advantage is the benefit that arises for undertaking an investment activity within rather than leaving it to an inefficient market.

According to Kurtishi-Kastrati (2013), the ownership advantage “determines the “why” decision, internalization advantages determine the “how” decision and the location advantage determines the “where” decision”. Foreign direct

investment is driven by the prospect of higher profit in developing markets, with the possibility of financing investments at lower rates of interest in the host country (Kalotay, 2006).

Four kinds foreign direct investment are derivable from eclectic theory of Dunning. These are resource-seeking FDI, efficiency-seeking FDI, strategic-asset seeking FDI and market-seeking FDI. The resource-seeking FDI seek to secure natural resources of host country, e.g. raw materials, lower unit labor cost of unskilled labor force and the pool of skilled labor, physical infrastructure (ports, roads, power, and telecommunication), and the level of technology while the efficiency-seeking FDI is motivated by creating a source of competitiveness for firms and it goes where the costs of production are lower. The strategic asset seeking FDI seeks at advancing firms' global or regional strategy on how to operate in the international market. The market-seeking FDI seek to penetrate the local markets of host countries

Theoretical Review on FDI and Economic Growth

Several economic theories have attempted to evaluate the role of FDI from positive, negative and null effect point of view. Exogenous and endogenous growth models form the base for most empirical works on the economic growth – FDI relationship. The exogenous growth model, also known as the neoclassical growth model was developed by Solow (1956) and Swan (1956) while the new growth theory, also known as the endogenous growth model was pioneered by Romer (1986, 1990), Lucas (1988), Barro (1990), and Rebelo (1991), Grossman and Helpman (1991) and Aghion and Howitt (1992).

The neoclassical growth theory advocates for the accumulation of physical capital (investment) as an important driver of economic growth in the short run, while technological advancement is the key determinant of economic growth in the long run. Out of these two theories, the empirical literature focuses on studying the growth of factor inputs than the growth in total factor productivity (TFP).

Solow model employed the Cobb-Douglas production function that depends on the inputs of capital (K) and labour (L):

$$Y = F(K, L) \dots\dots\dots(1)$$

where Y is national production.

The endogenous growth model is an important extension of the neoclassical growth model with the inclusion of human capital stock as one of the key factors driving economic growth to complement physical capital accumulation (Mankiw, Romer and Weil, 1992). In terms of endogenous growth theorists, their major contribution is based on the inclusion of productivity factors such as learning-by-doing and

useful technological knowledge (research and development) as important drivers of economic growth (Romer 1986, 1990; Lucas 1988; Grossman and Helpman 1991; Aghion and Howitt 1992).

Empirical Review

On Determinants of FDI

Empirical works on the relationships between FDI and economic growth and the determinants of flows are many and varied. They covered studies in the advanced, emerging and developing economies of the world. Particular attention is paid to such research works that focused on Nigeria.

Nwachukwu (2019) study examines the variables that determine foreign direct investment in Nigeria using the oil and gas sector as focal point of study. The study employs survey research design with a well structured questionnaire administered to the management and lower cadre staff of the multinational oil and gas companies in Nigeria. The study employs chi-square to test the formulated hypothesis. The empirical evidence showed that infrastructural development and human capital formation have significant impact on foreign direct investment inflows to the oil and gas sector.

Muazu, et.al (2019) examines the determinants of FDI inflows into forty six (46) countries in sub-Saharan Africa, with special focus on ICT and financial sector development over the period, 1980-2016. Employing the generalized method of moments (GMM) method on panel dataset, the study shows that well-developed ICT infrastructure robustly determines FDI inflows but the impact of financial sector development on FDI is determined by the proxy of finance.

Asiamah, et.al (2018) provides an empirical assessment on the determinants of FDI in Ghana for the period, 1990 to 2015. The study employs Johansen's cointegration and vector autoregressive (VAR) techniques for data analysis. Their findings show negative effects of interest rate, exchange rate and inflation on FDI in the short run and long run while electricity production, telephone usage and gross domestic product have positive impact on FDI in the case of Ghana.

Saini and Singhania (2017) study investigates the determinants of FDI in both developed and developing countries based on panel data analysis using static and dynamic modeling for eleven developed and nine developing countries in the period covering 2004–2013. Result shows that commercial interest rates, exchange rate, external indebtedness, per capita income, degree of openness, domestic inflation and real GDP growth are significant factors determining foreign direct investments inflows.

Reenu and Sharma (2015) identify the economic determinants of FDI inflows in the post liberalization period in India for the period of 1991 to 2010. Simple ordinary least square (OLS) regression was used for analysis. They found that interest rate, market size, inflation and trade openness, are significant determinants of foreign capital inflows.

Alavinasab (2013) conducted a study on the determinants of foreign direct investment in Iran for the period, 1991-2009 using the simple least squares technique. The findings indicates that infrastructure, import as a percentage of GDP, real GDP growth and returns on investment have positive and significant relationship with foreign direct investment while government consumption expenditure is not a significant factor determining foreign direct investment inflows to Iran though it as a positive sign.

Oladipo (2013) study investigates the macroeconomic determinants of FDI in Nigeria. Annual time series data over the period, 1985 to 2010 were estimated on selected variables using the generalized method of moments (GMM) as the estimation technique. The GMM estimates revealed that exchange rate, interest rate, money supply and trade openness are positive and significant determinants of FDI in Nigeria. However, government recurrent expenditure and previous foreign direct investment are significant variables but with negative signs.

Khachoo and Khan (2012) examine major determinants of FDI in a sample of thirty-two developing countries for the period of 1982 – 2008. The case study found that there is positive and significant relationship between, infrastructure total reserves, level of GDP and foreign direct investment while labour cost has negative but significant effect on FDI. Trade openness is not a determining factor to FDI inflows into developing countries, they concluded.

From the above-mentioned studies, it can be concluded that there is no specific model for explaining FDI determinants.

Literature Review on the Relationship between FDI and Economic Growth

The relationship between foreign direct investment (FDI) and economic growth has long been a subject of great interest in the field of international economics and finance and has resulted in a huge amount of empirical literature focusing on both developed and developing countries. Empirically, neoclassical and endogenous growth models have been widely used to test those theoretical benefits of FDI. However, the results are varying.

Türkcan et.al (2008) tests the endogenous

relationship between FDI and economic growth using a panel dataset for twenty three (23) OECD countries over the period, 1975-2004. This study treated foreign direct investment and economic growth endogenous variables. The study uses two simultaneous equation and generalized methods of moments (GMM) system technique. The result indicates the existence of endogenous relationship between economic growth and foreign direct investment. In addition, the growth rate of exports and human capital are significant determinants of both FDI growth and economic growth. These results lead them to conclude that economic growth and FDI growth have bi-directional relationship.

Dinh Trang, et.al (2019) investigates the impact of foreign direct investment (FDI) on economic growth for developing countries in the lower-middle-income group over the period, 2000–2014. Several estimation techniques are employed such as the Johansen cointegration test panel-based unit root test, vector error correction model (VECM) and fully modified ordinary least square (FMOLS) among others to ensure robustness of their findings.

Their findings revealed that foreign direct investment stimulate GDP growth in the long run but has a negative impact in the short run for the countries of study and in the period reviewed. In addition, money supply has a positive effect on growth in the short run while total credit for private sector has a negative effect. They concluded that long-run economic growth is driven by money supply, human capital, total domestic investment and domestic credit to the private sector.

Sultanuzzman et al. (2018) investigated the long-run and short-run relationship between foreign direct investment inflows, economic growth and exports in Sri Lanka for the period, 1980–2016. The study employs autoregressive distributed lag (ARDL) bounds testing approach to reveal the relationship among these variables. The study concluded that foreign direct investments (FDI) inflows have a positive and significant relationship with economic growth in both the long-run and short run. However, exports have a negative but significant relationship with economic growth in the long-run.

Opoku et.al (2018) further re-examine the impact of FDI on economic growth for Africa using panel data for thirty eight (38) African countries for the period 1960 to 2014. Findings from the system framework of generalized method of moments (GMM) revealed that, as FDI positively and unconditionally lead to economic growth; its growth enhancing impact is unreal when the conditional sectoral impacts are considered. On the transmission channels, it was noted that the positive impact of FDI

is only significant for the agricultural and service sectors but negative and insignificant for the manufacturing sector.

Okumoko et.al (2018) conducted a study of FDI impact on economic growth in Nigeria using annual time series data from 1981 to 2016. The study adopted VAR econometric technique and pair-wise granger causality test for analysis. Akanegbu & Chizea (2017) specifically test the hypothesis on whether FDI has positive and significant impact on output growth in the Nigerian economy. The study employed unit root and granger-causality tests and the results of the estimation revealed that there exists a positive relationship between FDI and economic growth in Nigeria. Causality was found to move from GDP to FDI and not the other way.

Aguda & Oladoja (2017) study investigates the effect of foreign direct investment (FDI) on economic growth in Nigeria. It employed a simple OLS to test the effect of FDI on economic growth for a period of 15 years (2001-2015). The result of the regression showed that FDI largely promotes economic growth. A positive relationship was also found between economic growth (GDP) and exchange rate. Uwubanmwun & Ogiemudia (2016) examines the effects of FDI on economic growth in Nigeria. Employing vector auto-regression (VAR) for the period 1979-2013, the empirical investigation reveals that FDI has a significant positive effect on growth as well as the development of the Nigerian economy only in the short run in the period under review. The study confirmed by the causality test that FDI granger caused economic growth and not the other way.

Umoh et.al (2011) research set out to empirically investigate the relationship between foreign direct investment and economic growth in Nigeria between 1970 and 2008. Single and three least square (3SLS) estimation techniques are employed to examine if feed-back relationship exist between economic growth and FDI in the case of Nigeria. Their findings revealed that FDI and economic growth are jointly determined and there exist positive feedback from FDI to economic growth and from economic growth to FDI. Ayanwale (2007) conducted investigation into the relationship between non-extractive FDI and economic growth on one hand and the determinants of FDI on the other hand in the period 1970–2002 for Nigeria. An augmented growth model was estimated via the ordinary least squares and the 2SLS method. Their findings suggest that the determinants of FDI in Nigeria are market size, infrastructure development and stable macroeconomic policy. Trade openness and available human capital, however, are not FDI inducing. FDI in Nigeria contributes positively to economic growth. Although the overall effect of FDI

on economic growth may not be significant, the components of FDI do have positive impact. The FDI in the communication sector has the highest potential to grow the economy and is in multiples of that of the oil sector.

Gui-Diby (2014) used data of fifty (50) African countries for the period 1980-2009 to examine FDI-growth nexus. Results from the estimation GMM technique showed differential impact of FDI over the sample countries and period. For example, while FDI inflows negatively and significantly affects economic growth in the period 1980-1994, it heightens and encourage economic growth in the period 1995-2009.

Agbloyor *et al* (2014) find a negative impact of FDI inflows on economic growth in the case of fourteen (14) African countries using GMM instrumental variable technique. These authors explain this result by the sector of investment of FDI, the crowding-out effect of FDI on domestic investment and the absence of a strong financial market. However, with stronger domestic financial markets, these countries are able to convert the negative effect of FDI to positive.

Khan & Khattak (2008) also examine the role of FDI in the process of economic growth of Pakistan for the period ranging from 1975 to 2005. Two stage least square (2SLS) and GMM estimation techniques were applied to estimate the relationship. The study found that economic growth is positively affected by FDI inflows and vice versa. Inflation and infrastructure are found statistically insignificant while trade openness is positive and statistically significant. The results from GMM approach are more significant than the 2SLS estimation technique.

Conversely, Agosin and Machado (2005), using generalized method of moment (GMM) for 12 countries with data from 1971–2000 investigated the impact of FDI on economic growth and found that the result was negative. Another negative result is Adams (2009) for 42 LDCs countries 1990–2003 using OLS regression and Jilenga *et al.* (2016) for Tanzania. Jilenga data spanned 1971–2011 and they applied ARDL model and bounds test approaches. Other papers include Feeny *et al.* (2014), Acaravci and Ozturk (2012), Jyun (2008) and Schnider (2005). Their results are either mixed or ambiguous.

To conclude, the previous studies on the FDI-growth relation have largely proved that FDI exerts positive effects on the host country's economic growth. Only in few cases are the result negative or of null effects. To further explore how those effects happened, several influencing factors were investigated. It was found that adequate levels of human capital, well-developed financial markets and trade openness have positive role in the FDI-growth relation; while the dependency on foreign investment

and technical gap negatively contribute to the relation.

When estimating the impact of FDI on economic growth, a problem arise, the possibility of endogeneity of the variables. To deal with this issue, two approaches are commonly adopted. The first is two-way (bilateral) causality testing while the second approach is the estimation of a simultaneous equations system.

Tsai (1994) employed a simultaneous system of equations to test two-way relationship between FDI and economic growth for 62 countries for the period 1975–1978 and for 51 countries for the period 1983–1986. His work supports the view that two-way linkages exist between FDI and growth. Berthelemy and De'murger (2000) used a simultaneous equation model involving 24 Chinese provinces for the period 1985–1996. They found that FDI inflows play an important role in promoting provincial economic growth.

Borensztein *et al.* (1998) apply instrument variable techniques to test the effect of FDI on economic growth using data on FDI flows from industrial countries to developing countries over two decades, and show that the instrumental variable (IV) estimation yields qualitatively similar results to those obtained by SUR regression.

This study is distinguished from previous ones as reviewed above in a number of ways. First, the study adopts a more comprehensive framework that accounts for the simultaneity in the determination of the two variables. Accounting for the simultaneity of the variables prevents this study from experiencing the same shortcomings of previous studies that deal with each variable separately.

Secondly, this study considers the interdependent nature of FDI and economic growth of these two variables. Given the possible interdependency of these two variables, there is the need to ascertain the nature of the two variables in the case of Nigeria. Unfortunately, many existing studies have neglected this aspect.

Likewise, the study covers a very long period that enables valid conclusions to be drawn from the various policy dimensions and the data on the subject matter in Nigeria. Modern econometric tools that avoid the shortfalls of the previous studies are also employed in the study.

Methodological Review

Empirically, neoclassical and endogenous growth models have been widely used to test the theoretical benefits of FDI. But the results are varying. The reasons for the variance include sample selection, the selected time period and the estimation methodology.

Furthermore, most of empirical review for Nigeria adopted VAR methodology as against GMM methodology adopted by foreign and transition economies writers.

Annual data, cross sectional data and panel data were employed in most of the study reviewed with different time spans (longer time span and limited sample size). Moreso, most of the reviewed works categorized countries according to their level of development resulting in dividing countries into developed and developing, emerging and transition economies.

Data were sourced from international agencies such UNCTAD world investment reports, World Development Indicators of World Bank, Central Banks of different countries with all these data denominated in different currencies.

Selected estimation techniques e.g. Autoregressive Distributed Lag (ARDL) bounds testing approach, OLS, granger causality, Johansen cointegration test, Vector Error Correction Model (VECM), the panel-based unit root test, Fully Modified OLS (FMOLS), Pool Mean Group (PMG) and panel granger causality models, correlation and multiple regression analysis techniques, Pearson Correlation, least squares dummy variables (LSDV) regression, the two-stage least squares (2SLS), three stage least square (3SLS) and GMM methods were employed to ensure the robustness of findings. Because of the interdependence of the two variables, this study adopts the GMM estimation technique.

Methodology

To assess the impact of FDI on economic growth, the analytical framework used is the growth model developed by Borensztein et al., (1998), Türkcan et.al (2008), and Umoh et al., (2011). This analytical framework is based on endogenous growth framework. In this framework FDI contributes to economic growth directly through technological knowledge spillovers and other factors of production, and indirectly through development in human capital and infrastructure.

On the determinants of foreign direct investment, this study follows Asiedu (2002) and Anyanwu (2011). The model took a lead from augmented neoclassical production function framework, which has been used extensively to analyze the determinants of FDI in developing countries particularly in African nations.

The illustrative framework suggests that FDI contributes positively to the growth rate of receiving economy, and that positive growth rate stimulates positively FDI inflows. That means there is bi-directional causality relationship between the two variables. Hence, the need to consider the

determination of FDI and growth rate together as it is not possible to construct one-equation regression models.

Theoretical Framework

Concerning economic growth, reference is made to the Solow model and the endogenous growth theory, which provide a theoretical basis for understanding the role of technological change and factors of production such as labor and physical capital in the expansion of economies (Solow, 1956; Romer, 1986; Mankiw, Romer, & Weil, 1992). Although Solow (1956) and Romer (1986) stress the role of technological change as an economic growth driver, but differs on the position of technological change. For Solow model, it is exogenous and for Romer, it is endogenous.

Barro and Sala-i-Martin (2005) examine the linkage between FDI and economic growth by using a Cobb-Douglas production function that shows constant returns to physical and human capital. This framework works under the following assumptions as itemized by Türkcan et.al (2008):

- i. An open economy where capital moves freely between countries;
- ii. Domestic and foreign capital are perfect substitutes for factor of production;
- iii. Domestic and foreign capital pay the same rate of return, r , the world interest rate;
- iv. Capital per person k^* that exists in a domestic country at a particular time have two possible ownerships: domestic residents and foreigners
- v. k is capital per person that belongs to domestic residents;
- vi. The model is single-good economy and labor is immobile.

Hence, $k^* - k$ represents *total* foreign investments in the domestic country. For illustrative purpose, it is assume that $k^* - k > 0$, without loss of generality. In another interpretation, $k^* - k > \rho \alpha$ represents net claims by foreigners on the domestic economy. The function of openness in the model is the free movement of capital. The budget constraint for the representative household is:

$$\dot{k} = w + (r - n) \cdot k - c \dots\dots\dots(1)$$

where k is capital per person owned by domestic residents, w is the real wage rate, r is the world's real rate of interest, n is the population growth rate, c is the consumption, and a dot on top of a variable indicates a time derivative of the variable.

Suppose that utility function of the representative consumer is defined as:

$$U(c) = \int_0^{\infty} e^{-\rho t} u(c) L dt \dots\dots\dots(2)$$

where $U(c)$ is the overall utility, ρ is the subjective rate of discount, $u(c)$ is the momentary utility function, L is the labor which grows at rate n .

The momentary utility function is defined as:

$$u(c) = \frac{c^{1-\theta} - 1}{1-\theta},$$

where $n(c)$ is the elasticity of marginal utility.

The representative household's optimization problem implies constructing an optimal control problem, which yields:

$$\frac{\dot{c}}{c} = \frac{1}{\theta}(r - \rho) \quad \dots\dots\dots(3)$$

Suppose that the production technology is represented by:

$$Y = F(K^*, N) \quad \dots\dots\dots(4)$$

where Y output, K^* is total physical stock available in the domestic economy, and N is labor stock.

The optimization conditions for the representative firm entail equality between the marginal products and the factor prices:

$$f'(k^*) = r \quad \dots\dots\dots(5a)$$

$$f(k^*) - k^* f'(k^*) = w \quad \dots\dots\dots(5b)$$

Substituting for w from equation (5b) into equation (1) and using equation (5a), the change in assets per capita can be determined as:

$$\dot{k} = f(k^*) - r(k^* - k) - nk - c \quad \dots\dots\dots(6)$$

Equation (6) would become the standard equation of motion of Ramsey if the economy were closed, $k^* - k > 0$. The difference between equation (6) and the macroeconomic budget constraint of Ramsey model is that the domestic economy is incurring rental cost for the total foreign capital that came in until time t .

By definition, it must be true that:

$$k^* - k = \int_0^t FDI dt,$$

where FDI is the physical capital inflow from abroad at time t . Taking the time derivative of this identity, $k^* - k = FDI$.

Hence, equation (6) may alternatively be expressed as:

$$\dot{k}^* = f(k^*) - r(k^* - k) - nk - c + FDI \quad \dots\dots\dots(7)$$

Given that $y = f(k^*)$, the growth rate of output g is

$$g_y = \frac{\dot{y}}{y} = \frac{f'(k^*)k^* \dot{k}^*}{f(k^*)k^*}.$$

Hence, the growth rate of domestic economy is positively supported by FDI, that is,

$$g_y = \frac{f'(k^*)k^*}{f(k^*)k^*} \left[\frac{f(k^*)}{k^*} - r \frac{(k^* - k)}{k^*} - r - n \frac{k}{k^*} - \frac{c}{k^*} + \frac{FDI}{k^*} \right] \dots\dots\dots(8)$$

Hence, $gy = h(FDI, Z)$, with $h_{FDI}(\cdot) > 0$ and Z represents vector of all variables that determine growth rate.

$$FDI = f(gy, M) \dots\dots\dots(8)$$

where M represents vector of variables next to the growth rate of domestic economy that contributes to the determination of FDI.

Models of the Study

Given the reciprocal effects between FDI and growth, this study specified a simultaneous equations model. In fact, FDI inflows may influence the growth rate, but in return, the last macroeconomic variable may also have an attractive effect on FDI. This procedure allows taking into account the interdependence between FDI and growth, and therefore avoiding the problems of selection bias and inconsistent estimates.

In this study a generalized method of moment (GMM) is adopted with two framed and fitted equations. The growth model examines the impact of FDI inflows on economic growth while the FDI model shows the factors influencing the foreign direct investment in Nigeria. Other control variables were incorporated to these two models for robustness and better results.

For the purpose of the modelling, the variables are represented as below:

Variable	Indicator	Definition
GDPGR	RGDP Growth rate	Growth Rate of Real GDP
FDIGR	FDIGR	Real foreign direct investment growth rate
LOG (GCFC)	gcfc/gdp	gross fixed capital formation (% of gdp)
LOG (FD)	Financial sector development (M2GDP)	Ratio of money supply to GDP (fd)
LOG (EXPGR)	Expgrdp	Export as percentage of gdp
LOG (DOP)	Degree of openness	Total trade (% of gdp)
LOG (INFRAS)	Infrastructure	Electricity consumption (kwh per capita)
LOG (GCE)	gce/gdp	Government consumption expenditure (% of GDP)
LOG (EXR)	Exchange rate	Official Exchange rate
LOG (INF)	Inflation	Inflation Rate
LOG (HC)	Human capital	Primary and secondary school (% of gross)

Economic growth equation model

For the economic growth equation, GDP is specified as a function of FDI and other control variables. The functional form of the model constructed is specified below as:

$$GDPGR = f(FDIGR, GCE, GCFC, EXPGR, GDPPCGR)$$

(+) (+) (+) (+) (+)

The econometric form of the growth model is:

$$gdpg_r = c_1 + c_2 fdigr + c_3 \log(gce) + c_4 \log(gcfc) + c_5 \log(expgdp) + c_6 \log(gdppcgr) + u_{1t} \dots \dots \dots (9)$$

A priori expectations:

$$c_1 > 0, c_2 > 0, c_3 > 0, c_4 > 0, c_5 > 0, c_6 > 0,$$

where $c_1, c_2, c_3 \dots c_6$ are interpreted as the various elasticities.

In equation 9, the dependent variable of interest is $gdpg_r$, which is the growth rate of real gross domestic product. Other independent/control variables are growth rate of real foreign direct investment ($fdigr$), logarithm of government consumption expenditure (gce), logarithm of gross fixed capital formation ($gcfc$), logarithm of exports ($expgdp$), and one year lag of gross domestic product per capita growth rate ($gdppcgr$ -1). u_{1t} is the error term.

FDI determinants equation model

There are many variables that are essential in explaining FDI inflows in developing countries (Dunning, 1981). However, the identified variables for the model were chosen because of their importance in attracting FDI to Nigeria and availability of data. For the determinants of FDI, it is specified as a function of market demand factors, captured here by the GDP growth rate, and other control variables.

Thus, the functional form of the model is specified below as follows:

$$FDIGR = f(GDPGR, DOP, FD, GCFC, EXR, INFRAS)$$

(+) (+) (+) (+) (-) (+)

The econometric form of the FDI model is:

$$fdigr = c_7 + c_8 gdpg_r + c_9 \log(dop) + c_{10} \log(fd) + c_{11} \log(gcfc) + c_{12} \log(exr) + c_{13} \log(infr) + u_{2t} \dots \dots \dots (10)$$

A priori expectations:

$$c_7 > 0, c_8 > 0, c_9 > 0, c_{10} > 0, c_{11} > 0, c_{12} < 0, c_{13} > 0,$$

where $c_7, c_8, c_9 \dots c_{13}$ are interpreted as the various elasticities.

Equation (10) includes most of the frequently mentioned quantifiable demand side determinants of FDI. The variable $GDPGR$ stands for the market size and the growth hypotheses. The market size stresses the necessity of large market size for efficient utilization of resources and the exploitation of economies of scale and scope. As the market size grows to some critical value, the hypothesis asserts that FDI will start and increase thereafter with the expansion of the market size (Torrissi, 1985). The growth hypothesis postulates a positive relationship between $FDIGR$, $GDPGR$, and other control variables.

Data and Data Sources

The study uses annual data from 1970 to 2018 for Nigeria. Most of the data for this study are secondary data obtained from World Development Indicators

(World Bank), African Development Indicators and the Central Bank of Nigeria (CBN Statistical Bulletins). The model specification is consistent with the existing theories of international production where the demand for inward FDI depends on a variety of characteristics of the recipient country.

Estimation Method/Technique

As mentioned above and in many empirical studies on the relationship between FDI and economic growth, a one-way linkage between FDI and economic growth is not enough and meaningful. This occurs if economic growth is determined by FDI and FDI is in turn determined by economic growth. In short, there may well be a two-way linkage between FDI and economic growth. As a result, it is better to use a simultaneous equation model to investigate the two-way linkage. Using ordinary least squares (OLS) methods are biased and even inconsistent (Green, 2000; Gujarati, 2003).

Therefore, there are some statistical techniques that solve the simultaneity problem using time series data such as two stage least squares (2SLS), three stage least squares (3SLS), and the generalized methods of moment (GMM) to test the causal relationship between FDI and economic growth. The reasons for the adoption of GMM are: (1) though parameter estimates are similar in magnitude and sign, the GMM estimation results were generally found to be statistically more robust, (2) the GMM method provides consistent and efficient estimates in the presence of arbitrary heteroskedasticity (Greene, 1997) and (3) GMM exploit the time-series variation in the data, accounting for unobserved country-specific effects and control for endogeneity of all the explanatory variables (Carkovic & Levine, 2002).

Presentation and Interpretation of Results

Unit Root Tests

Since the data are all in time series, non-stationarity test was conducted. This is to determine whether or not the series are stationary (no unit root). Table 5.1 presents the unit root tests for the dependent and independent variables in the two equations. The stationarity test is conducted using Augmented Dickey Fuller (ADF) and Philips-Perron (PP) models. The essence of using the two testing procedures is for confirmatory purposes.

The table indicates that not all the variables in the model are stationary at the levels except for: real GDP growth rate ($GDPGR$), real GDP per capita growth rate and real foreign direct investment growth rate ($FDIGR$). However, taking the first differences of all the other variables, they became stationary. Interestingly, the two tests statistics (ADF) and (PP)

returned results that lead to similar conclusions.

Table 5.1: Unit Root Test on Growth-FDI model in Nigeria

Augmented Dickey Fuller Test					
Variable	Trend shows?	Used with ADF	Level	1 st difference	Order of integration
FDIGR	Yes	Constant and time trend	-3.350878(1)**	-	I(0)
GDPGR	No	Constant	-5.417677(0)***	-	I(0)
GDPPCGR	No	Constant	-5.563922(0)***	-	I(0)
DOP	No	Constant	-2.197345(0)	-7.323177(0)***	I(1)
EXCH	No	Constant	-0.137502(0)	-5.415371(0)***	I(1)
GCE	No	Constant	-0.604712(0)	-8.303058(0)***	I(1)
GCFC	No	Constant	-0.852976(0)	-4.477143(0)***	I(1)
EXPGDP	No	Constant	-2.951358(0)	-8.200103(0)***	I(1)
FD	Yes	Constant and linear trend	-2.801784(1)	-4.892433(0)	I(1)
INFRAS	Yes	Constant and linear trend	-3.044770(0)	-6.689837(1)***	(1)
Phillips Perron Test					
Variable	Trend shows?	Used with PP	Level	1 st difference	Order of integration
FDIGR	No	Constant	-7.429507(3)***	-	I(1)
GDPGR	No	Constant	-5.433736(4)***	-	I(0)
GDPPCGR	No	Constant	-5.572911(4)***	-	I(1)
DOP	No	Constant	-2.438387(3)	-7.291236(2)***	I(1)
EXCH	No	Constant	-0.251864(3)	-5.416766(2)***	I(1)
GCE	No	Constant	-0.378431(3)	-8.261167(3)***	I(1)
GCFC	No	Constant	-1.318537(4)	-4.460870(3)***	I(1)
EXPGDP	No	Constant	-2.981038(2)	-8.196556(1)***	I(1)
FD	No	Constant	-2.578461(2)	-4.700188(5)***	I(1)
INFRAS	No	Constant	-2.291561(3)	-9.256993(3)***	I(1)

Note: ***, ** and * indicates significance at the 1%, 5%, 10% levels respectively. The values in bracket for the ADF and PP test indicates the optimal lag length selected by the SIC and Newey-West Bandwidth respectively.

Source: Output software E-Views (7.2)

Cointegration Tests

The Johansen (1988) and Johansen-Juselius (1990, 1992) cointegration techniques was used to determine the number of cointegrating vectors in the two equations. Table 5.2 presents the Unrestricted Cointegration Rank Test (using Trace Statistic and Maximum Eigenvalue criterion). This pre-estimation test was conducted on the basis that a trend and a constant term exist in the model. The decision rule for cointegration is that: when the Trace Statistics is greater than the critical value of 5%, the null hypothesis is rejected and the conclusion is that there

exist cointegrations among the variables.

In Tables 5.2 the trace test indicates that there are 4 cointegrating equations while the maximum Eigenvalue test indicates that there are 3 cointegration equations in the model. The high number of cointegrating vectors supports the claim of stability of the system of equations. The results of cointegration test reveal that all the variables employed in the two equations have long run equilibrium. The results reported in table 5.2 suggest that the null hypothesis of no cointegrating vectors can be rejected at the 5% level of significance.

Table 5.2: Johansen Cointegration Test for Growth-FDI Model Unrestricted Cointegration Rank Test (TRACE)

Ho	Trace Statistic	Critical Value At 5 %	Ho	Maximu M-Eigen Statistic	Critical Value At 5 %
r=0*	348.2411	239.2354	r=0*	93.44510	64.50472
r<1*	254.7960	197.3709	r<1*	62.40241	58.43354
r<2*	192.3936	159.5297	r<2*	53.76709	52.36261
r<3*	138.6265	125.6154	r<3	44.94799	46.23142
r<4	93.63852	95.75366	r<4	34.85433	40.07757
r<5	58.78419	69.81889	r<5	22.47367	33.87687
r<6	36.31052	47.85613	r<6	16.92167	27.58434
r<7	19.38885	29.79707	r<7	13.05447	21.13162
r<8	6.334381	15.49471	r<8	5.850080	14.26460
r<9	0.484302	3.841466	r<9	0.484302	3.841466

Note: *r* represents the number of cointegrating vectors. Trace test indicates 4 cointegrating equations at the 0.05 level while max-eigenvalue test indicates 3 cointegrating equations. *denotes rejection of the hypothesis at the 0.05 level

Source: Output software E-views (7.2)

Discussion of Findings

This section gives the detailed results and discussion of the study. The results presented are based on a 49-year dataset from 1970-2018. Equations 1 and 2 are presented based on the system of GMM. The broad objective of the study is to examine the relationship between FDI and growth in Nigeria with a view to uncovering if there is any reciprocal relationship between the two variables of interest.

The GMM estimation technique though often used for cross sectional and panel data studies; can also be employed for time series data and specific country study. This estimation technique is based on the notion that error terms in the equations are uncorrelated with a set of instrumental variables.

The GMM estimator selects parameter estimates so that the correlations between the instruments and disturbances are as close to zero. By choosing the

weighting matrix, GMM can be made robust to heteroskedasticity and/or autocorrelation of unknown form (E-views, 7.2 User guide).

Equations (1) and (2) above present the results for the model as specified in equations 9 and 10. Both equations used all variables of interest as instruments. The results are estimated through E-views 7.2 computer package. The endogenous variables for the two models are economic growth and FDI inflows.

In the first equations, which was estimated by GMM technique, all variables except gross fixed capital formation (gfcf) and gross domestic product per capita growth rate (gdppcgr), are having the correct signs and are significant at 1%, 5% or 10% significance levels. The coefficients, C(1) to C(6) represents the parameter estimates for the growth equation while C(7) to C(13) are the estimated coefficients for the FDI determinants equation.

Analysis of Simultaneous Equation Models based on GMM Estimates

GMM Results

GDP-FDI Equation

gdpg	= 0.775 + 0.056fdigr + 1.085log(gce) - 0.559log(gcfc) + 3.076log(expgdp) - 1.019gdppcgr(-1)					
S.E	(0.394)	(0.009)	(0.529)	(0.124)	(0.362)	(0.745)
t	(1.965)	(6.451)	(2.051)	(-4.513)	(8.475)	(-1.367)
S.S	(*)	(***)	(*)	(***)	(***) (1)
R ²		0.92				
Adjusted R ²		0.84				
F statistic		98.90				
D-W		1.68				
J statistic		0.102				

Note: * significant at 1 percent level; ** at 5 percent level; and *** at 10 percent level. The t-statistics figure (in parenthesis) is shown beside the coefficient values.

Source: Output software E-Views (7.2)

It is observed in the growth equation that five out of six of the estimated coefficients of C(1) - C(6) are statistically significant except C(6). C(2) represent the parameter estimate of FDI on the growth rate of GDP. A one unit increase in the FDI inflows to Nigeria will approximately lead to a 0.06 units increase in the growth rate of GDP. The portion of FDI in the growth rate of GDP is statistically significant at 1 percent level and is positively correlated with economic growth.

Also, the coefficient C(3) which is in logarithm form, shows that there is a positive relationship between the final government consumption expenditure (GCE) and growth rate of GDP. A one percent increase in GCE is estimated to lead to 1.08 units rise in the growth rate of GDP. The coefficient is positive and statistically significant at 10 percent

significance level.

C(4) is the coefficient of gross fixed capital formation (GCFC). The relationship is such that a one percent increase in gcfc will on the average lead to 0.557 units decrease in the growth rate of GDP. The gross fixed capital formation share is associated with economic growth in a significant but negative manner. It is statistically significant at 1 percent level.

C(5), the coefficient of export as percentage of GDP (EXPGDP). A one percent change in EXP will produce 3.076 units increase in economic growth. The coefficient is statistically significant at 1 percent level of significance and is positively signed.

The coefficient C(6) reflects the impact of gross domestic product per capita growth rate (GDPPCGR) on economic growth which signify that a one percent rise in GDPPCGR produces 1.019 units decrease in

economic growth in Nigeria. This variable is statistically insignificant with respect to the growth

rate of GDP and also has a negative sign.

Analysis of Simultaneous Equation Models based on GMM Estimates

FDI Determinants Equation

fdigr =	- 1.156	+ 0.666gdpgr	+ 0.467log(dop)	+ 1.756log(fd)	- 0.399log(gcfc)	- 5.997log(exch)	+ 1.834log(infras)	
S.E	(0.126)	(0.122)	(0.229)	(0.372)	(0.149)	(0.694)	(0.272)	
t	(-9.149)	(5.475)	(2.036)	(4.720)	(-2.672)	(-8.641)	(6.730)	
S.S	(***)	(****)	(*)	(***)	(**)	(***)	(***) (2)
R ²		0.98						
AdjustedR ²		0.90						
F statistic		411.60						
D-W		2.24						
J statistic		0.102						

Note: * significant at 1 percent level; ** at 5 percent level; and *** at 10 percent level. The t-statistics figure (in parenthesis) is shown beside the coefficient values.

Source: Output software E-Views (7.2)

In the FDI equation above (equation 2), C(7) to C(13) explains the status of the parameter estimates. All variables are statistically significant, though some not rightly signed. C(8) reveals that a one unit change in growth rate of GDP, other things being equal lead to a rise in 0.67 units increase in the growth rate of FDI while a one percent change in trade openness (DOP) produce 0.47 increase in the growth rate of FDI. The estimated coefficient of the growth rate of GDP (C(8)) is statistically significant at one percent level of significance and is positively correlated to the real growth rate of foreign direct investment while that of trade openness (DOP) is also positively signed but at 10 percent level of significance.

C(10) represent financial sector development (FD) vis-à-vis inflows of foreign investment to Nigeria. A one percent increase in money supply will produce in 1.757 units rise in growth rate of FDI. It is positively signed and statistically significant at one percent significance level.

In the FDI determinants equation, C(11) and C(12) are estimated coefficients of gross fixed capital formation (GCFC) and exchange rate respectively. Both are statistically significant at 5 and 1 percent levels. A one percent change in GCFC and EXCH will reduce the growth rate of FDI by 0.399 and 5.997 units respectively, when other factors affecting FDI are held constant. Both are negatively sloped.

Finally, C(13) represent the coefficient of infrastructure development (INFRAS). A one percent change in INFRAS will increase the growth rate of FDI by 1.833. This variable is positively correlated with the growth rate of FDI and statistically significant at 1 percent.

The goodness of fit as measured by the Adjusted R² is high at 0.84 and 0.90 for the Growth-FDI and FDI determinants equations respectively. This means that

growth rate of GDP and FDI with other control variables combined together explain eighty four percent and ninety percent change in economic growth and FDI inflows to Nigeria respectively. The remaining 16 percent and 10 percent for the two models are other factors or variables affecting economic growth and FDI determinants in Nigeria but were not captured in the model but captured by the stochastic error term. These immeasurable, stochastic error variables could be institutional and legal, demographic, geographic, political instability, degree of corruption, business risk, infrastructural development etc. This may in future give room for further research works where these variables are captured in dummy variables forms.

The F-statistic test which is used to determine the overall significance of regression models, reveals that there exist linear relationships between economic growth- FDI on one hand and FDI-growth on the other hand in addition with other control variables at 5% levels ($F_{cal} - 98.90 > F_{table} - 2.07$) in growth-FDI model and ($F_{cal} - 411.60 > F_{table} - 2.07$) for FDI determinants equation. This implies that FDIGR, FD, GCE, GCFC, and EXPGDP; and GDPGR, DOP, FD, GCFC, EXCH and INFRAS jointly explain changes in economic growth and foreign direct investment inflows respectively.

A close look at the statistical criterion under GMM estimation technique reveals absence of serial auto correlation in the residuals of the two equations. The Durbin-Watson statistic estimates for the two equations are 1.69 and 2.35 for growth-FDI and FDI determinants respectively.

Summary of Findings

Based on theoretical frameworks of economic growth and FDI, this study examines the endogenous

relationship between FDI-GDP and GDP-FDI nexus in Nigeria with annual time series data over the period 1970-2018.

This study was prompted by the fact that most research works on the relationship of FDI and economic growth in Africa and Nigeria in particular fail to treat the simultaneity biases in the relationship of these two variables. These previous studies treated either the impact of FDI on economic growth or the determinants of FDI under single equation analysis and error correction models.

This study is a grand departure as it treats both issues simultaneously to bring out the endogenous aspect of the relationship. GMM estimation technique was adopted to resolve the riddle of endogeneity and answer all formulated research questions, hypotheses and meet stated objectives.

For summary of findings, the focus of this section will be on the outcome of the GMM estimation technique which supports the objectives of the study, thereby leaving out the other two techniques. The results for GMM in section five support some of the a-priori specifications.

For the FDI-Growth equation (1), foreign direct investment growth rate, final government consumption expenditure and exports conformed to the a-priori expectations with right signs and are statistically significant, implying that individually and jointly, these explanatory variables explained variance in the dependent variable (GDPGR, the growth rate of GDP).

The only variable that is statistically significant but not having the right sign is gross fixed capital formation, having a negative sign and contrary to the a-priori specification. The other variable, gross domestic product per capita growth rate (GDPPCGR, a proxy for income), is not having the right sign and is statistically insignificant, implying that GDPPCGR is not growth enhancing in the case of Nigeria in the period under review. This can be explained by the rising levels of poverty and unemployment in Nigeria.

Government consumption expenditure as a ratio of GDP (GCE) showed a positive sign in equation one, implying that fiscal policies of government has positive impact on the growth rate of GDP in Nigeria. An increase in tax revenue, to a greater extent is expected to promote a rise in capital formation. The implication of the positive sign is that government consumption has some kind of crowding in effect on private consumption and investment behaviors locally and globally. But this opinion is not supported by the negative sign exhibited by gross fixed capital formation.

The estimated coefficients for GCFC, a proxy for domestic investment, exerts negative influence on

economic growth but is statistically significant at one percent level suggesting that GCFC do not enhance economic growth.

The coefficient of exports is consistent with a-priori expectations and is statistically significant at the 1% level. Exports promote economic growth in Nigeria with the evidence of positive sign. The endogenous growth theory pioneered by Romer (1986) and Lucas (1988) has provided persuasive evidence for the proposition that an increase in exports as a proportion of GDP has a positive effect on economic growth. Grossman and Helpman (1991) and Barro and Sala-i-Martin (2004) argued that a more open trade regime leads to a greater ability to absorb technological progress and export goods that stimulates economic growth.

In the second equation (FDI determinants), five out of the six explanatory variables - growth rate of GDP, trade openness (DOP), financial sector development (FD), exchange rate (EXCH) and infrastructure (INFRAS) - are statistically significant and having the right signs.

The coefficients of GDP growth rate, trade openness and financial sector development are positive and statistically significant, suggesting that FDI inflows are determined by the market size, internationalization of the economy and financial sector development of the host country. This is perfectly in line with FDI theory.

The core variables in both equations are the growth rates of FDI and GDP. Both have positive signs and significant values, implying that there is a positive and reciprocal relationship between FDI inflows and economic growth. This suggests that a rise in GDP always send positive signals to prospective foreign investors to invest in Nigeria. It also shows an increasingly larger market size for investment in Nigeria (Aguda and Oladoja, 2017; Emmanuel 2016).

These results are in conformity with traditional theories of exogenous and endogenous growth models and the eclectic (OLI) theory of foreign direct investment (Dunning, 1981). This kind of relationship also follows specifications of market-seeking theory of FDI.

Trade openness (DOP) conforms to the theoretical expectations. Implying that trade openness exerts a positive influence on FDI. This is because the coefficient has the expected sign in the period under review. This is supporting to earlier empirical studies (Anyanwu, 2011; Oladipo, 2013; Ndem, Okoronkwo and Nwamuo 2014).

Hence, it can be deduced from the results that trade policies in Nigeria are FDI friendly. This is also a clear indication that the government's privatization

and commercialization drive is on course, and attractive to foreign investors.

Financial sector development is a parameter for financial deepening and the variable in both equations are positive and statistically significant, thereby supporting the a-priori expectation. This confirms the evidence that a well-developed domestic financial sector development encourages FDI inflows given its functions as efficient resources allocation mechanism. Financial liberalization facilitates economic activities by reducing transaction costs and relaxing constraints on the availability of financial funds, especially for private and foreign investors. The result is robust statistically, implying that the money and capital markets are developing rapidly signifying that if proper frameworks are put in place, financial sector development will further promote and propel economic growth and FDI inflows respectively (Dinh Trang et.al., 2019; Olagbaju and Akinlo, 2018). Hermes and Lensink (2003) have argued that the development of the financial system of a host country is an important precondition for FDI to have a positive effect on economic growth. They further argue that a well-developed financial system positively contributes to the process of technological diffusion associated with FDI.

Turning to GCFC, a mirror of gross domestic investment in Nigeria, the estimated coefficient is negative but significant at 5% suggesting that GCFC has negative impact on FDI signifying that FDI and domestic investment in Nigeria are substitutes. This also implies that savings are not properly channel to investment but on spent conspicuous consumption which add no value(s) to investment in Nigeria. The results indicate that foreign direct investment has negative impact on domestic private capital formation. This finding is consistent with the hypothesis by Blomstrom and Kokko (1998).

In Nigeria, FDI inflows crowd out domestic investment. In other words, increase in domestic investment reduces FDI in Nigeria and vice versa. This is the outcome of the estimated result for gross fixed capital formation (GCFC). That FDI crowding out domestic investment is not surprising because the technology of foreign firms enables them to be productive at highly competitive rates thereby driving high cost inefficient domestic firms out of business. For example, MTEL has already gone out of business because it has not been able to measure up to the expectations of mobile telecommunication in the Nigerian market.

The result runs contrary to the a-priori specification and exogenous growth model. The negative sign is not consistent with many previous studies like Umoh (2011) that show the positive impact

of the GCFC on FDI.

The logarithm of exchange rates (EXCH) has the expected negative sign for FDI inflows and is statistically significant at 1 percent level of significance. This implies that there is a direct negative relationship between exchange rate FDI inflows. The depreciation of the real exchange rate in Nigeria tends to raise FDI. Changes in exchange rate accelerate the growth of FDI, as a depreciating domestic currency would encourage foreign investors to repatriate capital back home.

Infrastructure development is a sine qua non to FDI inflows. The variable was hypothesized to have a positive relationship to FDI inflows. Electric power generation need to be improved to encourage economic development and FDI inflows. Undeveloped infrastructure hinders development and increases the cost of doing business (Asiamah, 2019). Also, previous studies such as Asiedu (2005) indicate positive and significant relationship between infrastructure and FDI.

Conclusion

The reciprocal and significant relationship between FDI inflows and economic growth in Nigeria found in this study was in accordance with the hypothesis formulated and to a large extent part of the literature. However, the result of the relationship from economic growth to FDI is not as strong as that of FDI to economic growth. The reason may not be far-fetched. There are many factors that serve as engine of growth in which of course FDI inflows is just a segment. All other control variables equally have significant impact on economic growth and development.

In the growth equation, most variables show the expected signs. The statistical significant of the coefficients of GDPGR and FDIGR confirms a bi-directional relationship between economic growth and foreign direct investment in the case of Nigeria; thus justifying the specification of a simultaneous equations model.

By this result, FDI is playing a crucial role in enhancing economic growth and development of the country going by the fact that the extractive industry in Nigeria has witnessed massive FDI inflows and the economy is reaping from the revenue accruable from the sector which is close to 90 percent of government revenue in the recent past but now falling as a result of the instability in the world oil market.

Policy Recommendations

Findings of this study have far reaching implications for policy making in Nigeria. Specifically, the policy implications are as follows.

- i. There is need for government and the private sector to increase the capital stock of the country by way of building durable and world class infrastructure. This would attract larger FDI to the country and also enhance economic growth.
- ii. The Nigerian government needs to come up with friendly investment and economic policies that will attract diverse types of FDI into all sectors and generate multiplier effects on the general economy.
- iii. There is need for government to enhance the investment climate and strengthens Nigeria's position as a major investment hub at the regional and global levels through expanding and diversifying the production base, prompt registration and licensing of investment projects, activating the trade movement and providing some incentives for foreign investments; such as power generation to reduce production costs and tax incentives.
- iv. There is need for reduction in government size. This is better achieved through privatization and down-sizing of most government owned enterprises in the country. This will promote competition and greater efficiency.
- v. There is need for equitable distribution of FDI inflows among states in Nigeria. The government should also provide additional incentives to foreign investors to invest in states where the level of FDI inflows is quite low.
- vi. There is need for the federal government to attract foreign companies to the export – oriented services which could increase the demand of unskilled workers and low skilled services and also increases the wage level in these services.
- vii. Government must pay attention to the ECOWAS sub-region as the new economic power – house of business transaction and try to boost the trade within this region through bilateral and multilateral agreements.

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Marketing Strategy and Performance of Selected Travel Agencies in Ibadan, Nigeria

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Abstract

In light of the increasing rate and pace of competition the need for effective marketing mix becomes increasingly important. In lieu, the study specifically addressed the effects of process strategy, people strategy and physical evidence strategy on performance of selected Travel Agencies in Ibadan, Oyo State. Survey research design was adopted. The population was 109 employees of five top Travel Agencies in Ibadan, Oyo State. Sample size of 86 employees was arrived using Taro Yamane formulae. The study found process, people and physical evidence strategies have significant effects on performance of selected Travel Agencies in Oyo State. The study concludes that marketing mix is an integral part of marketing operations in organizations. The study recommended among others that travel agencies should focus of developing a standardized set of activities that allows for seamless transactions with the customers. Travel agencies should create a customer friendly environment that provides customers with a sense of comfort. Travel agencies should invest in promoting their brand via various platforms and come up with irresistible bonus plans that attract non-customers.

Keywords: Marketing Strategies, Process strategy, People strategy, Physical evidence strategy

Introduction

Globalization has brought about significant changes to business interface all over the world. Technological advancement has made it easier for customers to access a wide range of product and service options. A major consequence of this development is the frequently changing taste and preference of customers, which keeps organizations on their toes in a bid to continuously match the market needs. This has inadvertently led to increasing competition¹ between organizations and fostered a lot of disruptive innovation initiative. The quest for superior performance has pushed firms to be radical about the way they approach the market². In the last decade, the fight for improved firm performance has been on the rise in and between large firms, multinationals and SMEs, all developing strategies to attract and retain their customers. The transport industry especially travel agencies are not exempted. The volatile, challenging and dynamic business environment is compelling many travel agencies to identify as well as adopt best marketing management strategies⁶ in order to stay competitive³.

The transportation industry within the global business space is also currently undergoing significant change due to unprecedented events in the last decades⁴. The travel and tourism industry represents one of the top three industries around the world. In 2013, the travel and tourism's total input to the global economy rose to US\$7 trillion, which

equates about 9.5% of world GDP, not only outperforming the wider economy but also developing faster than other major sectors. There has been a noticeable surge in number of travel agencies especially in Nigeria. The travel industry in Nigeria directly contributed ₦505 billion to the nation's GDP, ₦334 billion indirectly through the output by its support and supply chain and ₦203 billion induced effects on the consumers^{5,6}.

⁷identified that marketing strategy is one of the cores of a business strategy. Marketing strategy is closely related to the company strategy⁸. Well established and accomplished firms are renowned not only for their well thought out marketing strategies or the competitive path they have chosen to follow, but also by their ability to implement marketing strategy decision options. Marketing strategies are required to productively guide the deployment of available resources via the company's marketing capabilities in pursuit of desired goals⁶. The marketing strategy is a footprint underlying how firm allocates its scarce resources, networks to and with its environment and achieves firms' objectives in a bid to secure economic value and stay ahead of competitive rivalry⁸.

Statement of Problem

Marketing strategy has been an important aspect for most organizations' strategic objective. For many years, the topic has been a major discourse in

marketing literature⁹. However, not much is known about the transport industry especially travel agencies. Much of the empirical studies on marketing strategy and performance are from the industrial sector of Nigeria such as the manufacturing industry^{6,10,11}. The studies that focus on service have concentrated more on the banking industry^{12,13,14}, educational sector¹⁵ and health sector^{16,17}. Despite the vast amount of literature available on marketing strategy, conceptual and empirical issues still remain debatable due to several issues.

The business environment for decades have undergone several changes, and currently the business dynamics of the world has witnessed unprecedented changes in the modus operandi of the global market. Travel agencies for example have witnessed a lot of performance challenges in recent decades. New challenges facing these agencies range from the rise of online travel agencies, availability of tourism online, decreasing customer loyalty translating to decline in performance¹⁷. These challenges among others have made many travel agencies to downsize considerably or shutdown operations. About two decades ago, a travel agency may have about 10-20 workers who canvassed for clients, booked customers' flights and sensitize would be travellers¹². Bigger travel agencies had more than the average number of workers and travel agencies spread across the major cities in numbers with full bloom in Lagos, Port Harcourt, Kano, Ibadan and Abuja. But today, the industry is experiencing a downturn. Many of those markets have been lost and performance has significantly decreased. In 2014, travel agencies recorded 4,057,645 bookings, which decreased to 3,789,210 in 2015, representing a downturn of seven percent. In 2011, it upped a little by still lower than 2014, by rising to 3,995,196, recording increase to 5% compared to the previous year. In 2017, the figures slumped further to 3,781,256 with 5% loss and went further down in 2018 to 3,598,526 with a loss of 5% of the market^{9,18}.

Beyond external issues negatively affecting performance of travel agencies, internal dynamics such as marketing related issues have also posed a challenge¹⁰. It is thus necessary to look specifically into service related marketing mix in order to assess how they impact on performance of firms in the service industry such as travel agencies.

Research Hypotheses

H₀₁: Process strategy does not have a significant influence on performance of travel agencies in Ibadan.

H₀₂: There is no significant effect of people strategy on performance of travel agencies in Ibadan.

H₀₃: Physical evidence strategy does not significantly affect performance of travel agencies in Ibadan.

Literature Review

Marketing Strategies

The definitions of marketing strategies in literature are varied and such definitions reflect different perspectives. Marketing strategy is the set of cohesive decisions and actions a company undertakes to identify and meet the needs of customers in a bid to achieve marketing goals¹⁹. Marketing strategies is one of the foremost classes related to decisions and assessments of a firm's marketing²⁰, because the marketing strategy combines elements *sine qua non* to plan and execute the entire marketing campaign.²⁰

Process Strategy

Process is the implementation of actions and functions. In the context of marketing of services, process of service covers how effectively and efficiently services are delivered to the ultimate consumers at hand²¹. This is an integral part of service blueprint requiring much emphasis on setting up a process for service delivery²². Service marketing mix ought to have a process that is quick, reliable and easy to monitor to ensure superior quality service to hold strong position in the market. Service strategy is a process that helps in the design, development and implementation of the service management as the capability of an organization as well as strategic assets²³.

People Strategy

Organizations are run by a system and individuals run the system. The success of an organization is contingent on the effectiveness of the system put in place and the effectiveness of the system is dependent largely on the people running it²⁴. This stresses the assertion that one of the most important asset of an organization whether large or small is the workforce in other words, the employees. Many scholars agree that employees are the most valuable assets in an organization^{25,26,27,28,29,30}. The human resource is basically the people working in an organization. As opposed to material resources and other forms of organizational resources, the HR controls and coordinates other resources³¹.

Physical Evidence Strategy

As opposed to a physical product, services cannot be displayed like goods. This is mainly due to the intangible characteristics of service; customers often rely on visible and tangible cues or physical evidence to evaluate the service before its purchase and to assess their satisfaction with the service during and

after consumption. Another issue with service offering is standardization. How can a firm ensure they maintain same standard for all customers. Physical evidence is that which can be easily connected or identified with the product. This element of the expanded marketing strategy addresses the "tangible" components of the service experience and the firm's image. It relates to the appearance and physical setting that establishes and project quality. Therefore, firms strive to create a suitable environment to project the facts to potential and existing customers. For the businesses in the service industry such as the travel agency, physical evidence is considered a strategic tool³².

Theoretical Underpinning

The Dynamic Capability Model (DCM) is very useful in explaining and understanding the relationship between marketing strategies and firm performance. For this study, marketing strategies (process, people, promotion and physical evidence strategy) are considered dynamic capabilities a firm can utilise to gain competitive advantage.

The Dynamic Capabilities view strengthens the RBV. The theory was propounded by Teece. Dynamic capabilities underpin organizational routines and managerial skills which defines the firms' ability to integrate, build and reconfigure internal and external competences to address rapidly changing environments³³. DCM emphasises on how combinations of resources and competences can be developed, deployed and protected³⁴. The factors that shape the core of a firm's dynamic capabilities are underlined in the firms' processes where capabilities are embedded, the positions the firms have gained and the adopted or inherited growth paths of the firm. This perspective assumes that the marketing factors that shape the competitive edge of a firm are marketing efficiency emanating from the marketing firm process and the capability of market assets that has been produced including customer satisfaction and brand equity, that is, market positions³⁵.

Empirical Review

³⁵accessed marketing strategy of service industry using Axis bank as a case study. The study took into account product, price, promotion, physical evidence, processes, people and place as strategies of marketing. The study concluded that based on theory, Axis bank was performing well be actively and effectively adopting marketing strategy mix to improve their customer base in the industry. ³⁶studied the marketing mix elements using the Steel industry export of Iran. The study was a case study on Iran's' steel product export in the trading industry marketing

views. The study showed that price as a marketing strategy superseded all other marketing strategy elements in terms of effectiveness in determining export. ³⁷researched into the effect marketing mix of service and quality of service had on customer loyalty of PT Bank Perkreditan Rakyat Pekanbaru. The findings of the study indicated that marketing mix and service quality partially and simultaneously exerted significant influence on customer loyalty of Bank Perkreditan Rakyat Pekanbaru city, Indonesia.

³⁸inspected the effect of 7ps service marketing strategy on satisfaction of patients Wolaita Sodo University teaching and referral hospital. The hospitals' performance was measured using patient satisfaction. The marketing strategies examined included service of health, price, promotion, physical evidence, people, process, place/distribution. The study reported that all 7ps were significant predictors of hospital performance.

³⁹assessed the effectiveness of the 7ps of marketing on marketing performance using marketing attractiveness and resources as determining factors. The study focused on the tourism industry, specifically tourism firms in Timo Leste. The study was descriptive quantitative study using Amos analysis tools. The findings revealed partial and simultaneous effects of market attractiveness and resources on the 7ps of marketing strategy, with resources providing the most dominant influence. ⁴⁰also analyzed how firms apply the 7P's of the service marketing mix to attract customers, achieve competitive advantage, and their impact on the marketing performance of Janata Bank Limited. The results show that most of the variables had at least minimal relationship with bank marketing performance. ⁴¹investigated the 7Ps service marketing mix as they affect satisfaction of retail bank customers in Northeast Nigeria. The findings showed that process, product and physical evidence had significant relationship with customer satisfaction while promotion, price, place and people were statistically not significantly related. The study also showed that process strategy was the most influential driver and predictor of customer satisfaction while price was the least influential.

⁴²studied the effect of service marketing mixes on the perception of customers in Eastern Bank Limited, Bangladesh. The findings related that price, promotion, people and physical evidence were found to be statistically significant with customer perception. However, product, place and process were found to have no significant impact on customer perception. ³⁴examined the effect of marketing strategies on banks performance in the Nigeria consolidated industry using fifteen of the twenty

consolidated banks in Nigeria. The findings in this study showed that overall, the marketing variables adopted were significant, and however there was no much effect when they marketing variables were matched against bank performance individually.

Methodology

The study used survey research design. The population of study comprise staff of seventy-five selected employees of Travel Agencies in Ibadan, Oyo state, Nigeria. Five top travel agencies (Cool Global Interlinks Limited, Wakanow, Ufitfly, Biscordint, Kempot Travels and Leisure Limited) in Ibadan based on Google customer ratings⁸ constituted the population for the study with 109 population.

The data collected was coded and analysed using the Statistical Package for Social Sciences (SPSS) version 20. The instrument of structured questionnaire was adopted and data were analysed using descriptive (mean, mode, standard deviation) and inferential (linear regression) statistics. Pilot was done in Ogun State using 10 respondents. Instrument was validated and statistical reliability, internal consistency test was carried out using Cronbach's Alpha 0.895 was arrived. The model for analysis is;

$$Y = f(X)$$

$$Y = \beta_0 + \beta_1 x_1 + \mu \dots \dots \dots \text{equation 1}$$

$$Y = \beta_0 + \beta_2 x_2 + \mu \dots \dots \dots \text{equation 2}$$

$$Y = \beta_0 + \beta_3 x_3 + \mu \dots \dots \dots \text{equation 3}$$

Where,

Y = Employee performance

X = Marketing Strategy (x_1 = Process Strategy; x_2 = People strategy; x_3 = Physical evidence).

$\beta_0, \beta_1, \beta_2$ and β_3 coefficients of determination

μ = the error terms

Data Analysis and Discussion of Findings

A total of seventy-five (75) copies of the questionnaire were distributed and all the questionnaires were correctly filled and returned. Result of the descriptive data indicated that majority of the respondents were male 44 (59.0%) while female were 31 (41%). This new findings agreed with ⁴⁶ study that found male to be dominant in business ownership. Also, majority of the respondents (65.6%) were married and 75.4% of the respondents were age range 31-50, a likely reason why majority of them were married. The study's result also showed that more than 65% of the respondents have either primary or secondary school certificate. However, the regression analysis was done in three parts, the result is as follows:

Table 1: Summary of the Regression Analysis on the Effect of People, Process and Physical Evidence Strategies on Firm Performance

Model	R	R ²	Adj R ²	Beta	t	Sig
¹ (Constant)	.752 ^a	.565	.424			.000
Process Strategy				.481	17.239	
² (Constant)	.466 ^b	.217	.215			.000
People Strategy				.077	7.387	
³ (Constant)	.591 ^c	.349	.347			.000
Physical Evidence Strategy				.232	10.562	

a. Predictors (Constant), Process Strategy

b. Predictors (Constant), People Strategy

c. Predictors (Constant), Physical Evidence Strategy

d. Dependent Variable: Firm Performance

Source: Researcher's Field Survey, 2020

In model 1, a simple regression analysis was conducted to examine the effect of process strategy on performance of travel agencies in Ibadan, Nigeria. The model shows that process strategy effect on firm performance produced a correlation coefficient (R) = 0.752 and a coefficient of determination (R²) = 0.545. The correlation coefficient showed that there is a strong positive relationship between the independent and dependent variable. The coefficient of determination (R²) of 0.545 showed that process strategy explained 54% of the variation in firm performance. This implies that 46% of firm performance is explained by other variables not included in this model. The Beta coefficient of determination indicate that a unit change in process strategy will lead to an increase in firm performance

by 0.481. Furthermore, with a p-value of 0.000, this indicates that the overall regression model is significant, hence process strategy is significant in predicting firm performance. Therefore, the null hypothesis one (H01) which states that process strategy have no significant effect on performance of travel agencies in Ibadan is hereby rejected. Hence, process strategy has a statistically significant effect on performance of travel agencies in Ibadan, Nigeria.

In model 2, a simple regression analysis was conducted to examine the effect of people strategy on performance of travel agencies in Ibadan, Nigeria. The model shows that process strategy effect on firm performance produced a correlation coefficient (R) = 0.466 and a coefficient of determination (R²) = 0.217. The correlation coefficient showed that there is a mild

positive relationship between the independent and dependent variable. The coefficient of determination (R^2) of 0.217 showed that people strategy explained 21% of the variation in firm performance. This implies that 79% of firm performance is explained by other variables not included in this model. The Beta coefficient of determination indicate that a unit change in process strategy will lead to an increase in firm performance by 0.077. Furthermore, with a p-value of 0.000, this indicates that the overall regression model is significant, hence people strategy is significant in predicting firm performance. Therefore, the null hypothesis two (H_{02}) which states that people strategy has no significant effect on performance of travel agencies in Ibadan is hereby rejected. Hence, people strategy has a statistically significant effect on performance of travel agencies in Ibadan, Nigeria.

In model 3, a simple regression analysis was conducted to examine the effect of physical evidence strategy on performance of travel agencies in Ibadan, Nigeria. The model shows that physical evidence strategy effect on firm performance produced a correlation coefficient (R) = 0.591 and a coefficient of determination (R^2) = 0.349. The correlation coefficient showed that there is a mild positive relationship between the independent and dependent variable. The coefficient of determination (R^2) of 0.349 showed that physical evidence strategy explained 34% of the variation in firm performance. This implies that 66% of firm performance is explained by other variables not included in this model. The Beta coefficient of determination indicate that a unit change in process strategy will lead to an increase in firm performance by 0.232. Furthermore, with a p-value of 0.000, this indicates that the overall regression model is significant, hence physical evidence strategy is significant in predicting firm performance. Therefore, the null hypothesis three (H_{03}) which states that physical evidence strategy has no significant effect on performance of travel agencies in Ibadan is hereby rejected. Hence, physical evidence strategy has a statistically significant effect on performance of travel agencies in Ibadan, Nigeria.

By implication, present findings show that process, people and physical evidence strategy have significant effect on performance of travel agencies in Ibadan. This result confirms previous empirical findings. Study findings is in line with the study by ⁴³ which showed that process strategy among other marketing mix strategies was a source of competitive advantage. In addition, ⁴⁴reported that among the 3Ps of service marketing, process strategy significantly impacted on customer acquisition. ⁴⁵showed that process, product and physical evidence had

significant relationship with customer satisfaction while promotion, price, place and people were statistically, not significantly related. But further revealed that process strategy was the most influential driver and predictor of customer satisfaction. Also, ³²supported the finding that people strategy was important for the survival of banks especially in the face of intense competition within the industry. Other studies that provide empirical support for the findings are ^{37,38,39}.

Conclusion and Recommendations

The study examined the effect of marketing strategies (process, people and physical evidence) on performance of selected Travel Agencies in Ibadan, Oyo State. The Study found all marketing Strategies analysed have significant effect on performance of selected Travel Agencies in Ibadan, Oyo State. The study concludes that marketing mix is an integral part of marketing operations in organizations. Hence, the study recommends that travel agencies should focus on developing a standardized set of activities that allows for seamless transactions with the customers. Travel agencies should create a customer friendly environment that provides customers with a sense of comfort. This study reveals an up to date trend exploration of the relationship between marketing strategies and performance especially as it affects travel agencies. The study findings also contribute significantly to the knowledge of researchers and academia on the marketing strategy and firm performance nexus whilst serving as a codicil to existing literature on marketing strategy-firm performance. Nonetheless, the study examined only three marketing strategy variables (process, people and physical evidence), future study should expand the scope to include more marketing strategy variables.

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Training, Development and Business Innovativeness of Selected Cooperative Societies in Shagamu Local Government Area of Ogun State, Nigeria

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Abstract

Cooperative societies are designed as individual self-help and empowerment vehicles for micro-credit delivery. Cooperative societies from their antecedents have not only contributed to the development of small-scale business but are in themselves small-scale businesses. Cooperatives have always promoted small business development through entrepreneurial development, funding, provision of entrepreneurship, promotion of establishment of small-scale industries, and promotion of small scale Agribusiness. But in spite of these efforts, cooperative sector is still faced with several challenges, including lack of adequate funds, illiteracy among its members, lack of training /educational opportunities which make it difficult for cooperatives to contribute maximally to the nation's economic activities. It is therefore based on this backdrop that the study examined the effect of training and development on SMEs innovativeness. Survey research design was adopted for the study. The population of the study was 1,331 members of five-selected Cooperative Multipurpose Society in Shagamu Local Government area of Ogun State. The sample size was 387, determined using Cochran's sample size formula, while mix sampling methods was used. Data was collected with the aid of a structured and validated questionnaire. Response rate was 89.9%. Cronbach alpha coefficients for the constructs ranged from 0.762 to 0.848. The data were analysed using descriptive and inferential statistics. Findings revealed that training and development had a significant effect on business innovativeness of the selected cooperative societies in Shagamu, Ogun State, Nigeria. $\beta = .722$, $t = 23.318$, $R = .782$, $F(1/346) = 543.751$, $p = 0.000 < 0.05$. The study concluded that training and development had a significant positive effect on business innovativeness of the selected cooperative societies in Shagamu, Ogun State, Nigeria. The study recommends that government and her agencies, higher learning institutions and financial service providers should incorporate simplified short course training programmes that would encourage potential and existing SMEs of the need to take risk in the face of uncertainty in other enhance their business innovativeness.

Keywords: Training, development, SMEs, Innovativeness, cooperative societies

Introduction

Today, in an era when people feel powerless to change their lives, co-operatives represent a strong, vibrant and viable economic alternative (Develtere, Pollet, & Wanyama, 2015). Co-operatives are formed to meet members' mutual needs. They are based on a powerful idea that together a group of people can achieve goals that none of them could individually achieve (Bello, 2014). For several years, co-operatives have remained an effective way for people to exert control over their economic livelihood. They provide a unique tool for achieving one or more economic goals in an increasingly competitive economy (Bello, 2014). In the current environment where market access is poor and market information is inadequate, not being involved in collective organizations, the individual small and medium enterprise is left in a weak position. This effect is not only felt by individual small and medium enterprise but also the

whole economy (Adelakun, 2015).

In the tradition of their founders, co-operative members believe in the ethical values of honesty, openness, social responsibility and caring for others (Mwakilema, 2016). They adhere to a code of practice enshrined in the universal co-operative principles of open and voluntary membership, democratic member control, member economic participation, autonomy, independence, education, training, information, co-operation among co-operatives and concern for the community (Philippe, 2013). Co-operatives are found in practically all countries of the world, covering almost all the major sectors including agriculture, forestry, fishery, finance, construction, mining, housing, transport, manufacturing and electricity especially generation and supply (Mwakilema, 2016).

In Nigeria, co-operatives are not truly autonomous and member-driven, but instead are dominated and sometimes controlled by governments. They are used

as instruments of government policies rather than vehicles for serving their members' needs. As a result of government control, special favours are extended to the co-operative movement such as monopoly powers over the handling of export crops including coffee, cotton, cocoa, tobacco and some of the major food crops such as maize (Adelakun, 2015). They also enjoy subsidies and tax exemption which in turn jeopardize their core value of collective self-help. The effect of excessive government control and political interference in co-operatives has had a devastating effect on members' morale and their faith in co-operatives (Adelakun, 2015). While strong and viable autonomous co-operatives that have thrived successfully play an important role in promoting economic and social development through serving the interests of their members and communities, the state-protected co-operative monopolies in a competitive market have dramatically reduced their market share. This has, consequently, often led to their disintegration (Adelakun, 2015).

Training and development, undoubtedly, holds the key to further and future development of the cooperative sector. The Nigerian cooperative movement are not maximally benefiting from education and training facilities available in the country. The economic and management of cooperatives is being taught in universities, polytechnic and several cooperative colleges at both Federal and State levels but most primary societies lack the resources to take advantage of these (Adelakun, 2015). Worse still, the government and the apex Cooperatives to avail themselves of these opportunities offered in the various institutions seldom sponsor the societies' leaders and administrators. Educating, training and retraining of cooperative members in general and officers in particular is always a challenge to cooperatives especially in developing countries as Nigeria. A cooperative without a strong component of education is in danger of losing its essential character, that is, the human and personal characteristics which distinguish it as a cooperative (Agbasi, 2015). Cooperatives particularly local rural cooperatives developed in isolation of each other. In addition, inability of some state cooperative federations and other apex bodies to galvanize the producers and services cooperatives into efficient and effective business entities has retarded the development of the Movement. As a result, the stronger societies were not willing to help the weak, and the latter were left to the mercy of the private sector to seek finance at exorbitant interest rates and harsh terms of repayment (Agbasi, 2015). According to Aremu and Adeyemi (2013), small business in Nigeria due to their low financial

capability and inadequate training capacity are unable to acquire current trend technologies, which has been noted to increase business innovativeness and profit.

Literature Review and Theoretical Framework

This section provides a detailed review of the variables used in this study, theories and the empirical findings of past studies.

Cooperative Societies

Cooperative society according to Misra and Puri (2018) is a form of business organization where persons voluntarily associate together on the basis of equity for the promotion of economic interest of themselves. The term co-operative is derived from the Latin word co-operatic, where the word co" means "with" and opera means "to work" thus cooperative means working together. So those who want to work together with some common economic objective can form a society, which is termed as co-operative society (Dogarawa, 2015). A cooperative may also be defined as a business owned and controlled equally by the people who use its services or who work at it. Cooperative enterprises are the focus of study in the field of cooperative economics (Aremu, 2012). Adesina (2015) stated that cooperative society is an organization where people voluntarily associate together on the basis of equality having equal participation in management to promote common economic interests, using equal voice, making approximately equal or proportional contributions to capital and deriving proportional services and benefits from it and run for those who use its services.

Sizya (2011) opined that cooperatives provide an opportunity for pooling financial resources of people of limited financial means together in order to achieve commonly identified development needs of their members. Cooperative societies constitute an avenue through which cheap credit is channelled to the rural areas and especially when it is supported by international donors and governments (Huppi & Feder, 2014). Cooperative societies are a major part by which developmental activities are carried out in rural communities via individual member's participation (Oke, 2013). Financial cooperatives are described by Larocque (2015) as an avenue for those without access to commercial banking services to gain access to financial services that may include savings deposit, productive credit, consumer credit and loan. Sizya (2011) argued that cooperatives have been the leader in development interventions that aim to alleviate the poverty level of the poor in the rural areas. The rural people take solace in the little financial service that is provided by cooperatives. Sizya (2011) stated further that cooperatives are the most significant forms of participation in financial markets available in rural

Nigeria. Cooperatives are thus owned and controlled by the members who voluntarily come together based on share value to meet members' needs. Cooperative is an association of individuals who voluntarily form a cooperative society (Lohlein & Wehrheim, 2013) who are united in their quest for the economic benefits of the members. Cooperative can be an intervention based on social intermediation in which poor people can mobilise their savings, link them with credit and finally become self-employed (Singh, 2014).

Training and Development

Staff training and development come under the purview of personal function in most organization, whether public or private. The importance of staff training and development in any organization is clear if we recognize the fact that the structure that sustains it depends on the individuals that operates the structure. Staff training and development can occur simultaneously or complementary, but the two do not necessarily have direct relations to each other. Training on the Job and some form of in-service training are examples of training being designed or intended to develop the knowledge or expertise, greater confidence and a higher degree of performance. The principal intention of training according to Akpan (2014) is to equip people with the knowledge required to qualify them for a particular position of employment or to improve their skills and efficient in the position they already hold. Staff development, on the hand, implies growth and the acquisition of wide experience for future strategies advantage of the organization.

Mitchell (2015) also noted the popular convention to think of training as dealing primarily with operative personnel and development, with managers and executives. He went on to treat each of the concepts separately. However, he admits that "even though while there are differences between the two processes, there is also considerable overlap" Ngu (2010) opined that it is safer to argue in favour of this "Considerable overlap" because there is very little to be say of their differences. To Ngu, "both Training and development are purposefully geared towards improvement on skills and performance. Both involve moulding or removing of workers characteristics towards this end. The differences between the two processes may be in content and method. So what is training? Training is a systematic process of changing the behaviour, knowledge and/or motivation of present employees to improve the March between employee characteristics and employment requirement (Milkovich, 2015).

Training at one extreme consists of a few hours of induction by the supervisor, who gives the new

employee a skeletal outline of company policies and on the other extreme, it consists of several years of formal courses designed to develop qualified specialist (Strauss, 2014) Ngu (2010) defines training and development as "The process of behavioural modification or moulding of workers in order to integrate organizational needs with their characteristics. Manpower training is viewed as a means of equipping employees with the necessary skills and knowledge to enable them perform their job better and as a way of solving employee problem of self-improvement, advancement and better placement. Training involves formal and informal methods and both could be on or off the job training. The efficient of any organization depends directly on how well its members are trained. Newly hired employees usually need some training before they take up their work: Older employees require training to keep alert to demands on their present Jobs and to prepare for transfer, and promotion. Training also motivates employees to work harder. Employees who understand their Jobs are likely to have morals, they are able to see a closer relationship between their effort and performance.

Innovativeness

Innovativeness is the intentional generation, promotion and realization of new ideas within a work role, workgroup or organization by an employee in order to benefit role performance, the group or the organization (West & Farr, 1990). Although closely related to employee creativity, innovativeness implies more than being creative. Organizational innovativeness ranges from incremental improvements to developing radically novel ideas that affect processes or products across the whole organization (Axtell, 2013). Organizational innovativeness include an employee thinking in alternative ways, searching for improvements, figuring out new ways to accomplish tasks, looking for new technologies, applying new work methods, and investigating and securing resources to make new ideas happen (Akpan, 2011).

Innovativeness has emerged as a firm's key nonfinancial goal and as an important measure of organizational performance (Bernhard, Daniel, Heinz-Theo and Tim, 2010). According to Dalia (2011), Innovation has long been recognized as an important driver of economic growth. Most empirical research and surveys of firms show that innovation leads to new products and services that are higher in quality and lower in price. Measuring innovation is an important issue, as business growth and profitability in the knowledge age depend on innovation. Continual acceleration in innovation will sustain

revenue growth, which will then fuel more innovation. Therefore, sustainable growth requires sustainable innovation, which requires that innovation be institutionalized and its output made predictable. Sound policy analysis and decision-making also requires credible, timely and relevant measurements as well.

Human Capital Theory

The human capital theory was pioneered by Theodore Schultz (1961), Gary Becker (1962, 1994) and Jacob Mincer (1993). The postulators opined that human capital is a collection of traits – all the knowledge, talents, skills, abilities, experience, intelligence, training, judgment, and wisdom possessed individually and collectively by individuals in a population, community, company, industry and nation. These resources are the total capacity of the people that represents a form of wealth or asset which can be directed to achieve the goals and aspirations of a nation, an industry, a firm or a community (Becker, 1962; Mincer, 1993). In addition, the stock of knowledge, skills and abilities embedded in an individual that result from natural endowment and subsequent investment in education, training and development (Becker, 1964).

Moreover, human capital is the abilities and know-how of men and women that have been acquired at some cost and that can command a price in the labour market because they are useful in the productive process (Parnes, 1984). Similarly, the skills that people acquire are a form of capital, human capital; this capital is acquired through deliberate investments in education; more so, the skills are the capacities that contribute to economic production, and the earnings in the labour market are the means by which a person's productivity is rewarded (Little, 2002). It is an aggregate economic view of the human being acting within economies, which is an effort to capture the social, biological, cultural and psychological complexity as they interact in explicit and/or economic transactions (Becker, 1962; Mincer, 1993).

More so, the human capital theorists view the human resources (people) element as capital or wealth only if they are productive, efficient and effective (Schultz, 1961 & Becker, 1962). It is this efficiency, creativity, talents, intelligence, knowledge, skills, abilities and productivity in them that make them capital (Schultz, 1961). In addition, many theories explicitly connect investment in human capital development to education and the role of human capital in economic development, productivity growth and innovation has frequently been cited as a justification for government subsidies for education and job skills training (Simkovic, 2013).

Despite the popularity of the human capital theory, the theory have been heavily criticised by writers such as Ashton and Green (1996); Bowles, Gintis and Osborne (2001); Little (2002); Little & Singh (1992); Little (1992); Psacharopoulos (1994, 1996); Wolf (2002) and Woodhall (2001). According to them, human capital is a redefined concept without sufficient explanatory power. In addition, Bowles and Gintis (1975) argued that the theory is misleading both as a framework for empirical research and as a guide to policy making. First, they view production as social as well as technical process; second, they viewed production as joint dimension, constituting a transformation of raw material into finished product and of workers with given skills and type of consciousness into workers with altered skills and consciousness; Third, labour is not a commodity but a resource whose effort must be channelled and used in order to make profit; Lastly, the structure of wage rate is not exogenous to the firm but of the instrument used to maximize profit (Bowles & Gintis, 1975).

Similarly, Winkler (1987) criticised the theory using the concept of screening theory. According to him, "Screening is the process by which the productive abilities of individuals are ascertained. Education serves as one mechanism which sorts individuals by their abilities and labels those abilities with educational credentials" (Winkler, 1987, 287). But can we say these credentials reflect the productivity-enhancing education effects, or, rather, represent some innate productive ability of the individual (Psacharopoulos, 1994). Another criticism is methodological. This critique emanated from concerns about the techniques, data reliability and an exaggerated reporting of the result of rates of return analysis (Psacharopoulos, 1994, 1996).

Moreover, indirect benefits, that is, the effects on family health, fertility and child mortality deserve more attention than direct benefits of investment in education to both the individual and society (Woodhall, 2001; Lewin, Little & Colclough, 1983 a, b). Ashton and Green (1996) suggested that the link between skill formation and economic performance is far from automatic and that it should be seen in social and political context. National, international and local politics surrounding education and training - all can affect the strength and nature of the relationship between skills and economic performance. Besides, given the ways in which persons are recruited and promoted to jobs, and the link between educational levels and earnings implicit in many institutionalised salary scales, nonetheless, it hardly surprising that education and earnings are correlated, and in ways that do not necessarily reflect the individual's performance on the current job (Little, 1984 & Wolf,

2002). Lastly, not only is progress in measurement of the returns to education being made but also that more comprehensive measures of both non-monetary and monetary benefits are being developed.

Supporters of the theory include Crossley (2000); Galunic and Anderson (2000); Kolomiiets and Petrushenko (2017); Nerdrum and Erikson (2001); Seligman, Kress, Winfrey, Feranil and Agarwal (1997). According to Galunic and Anderson (2000) human capital is acquired through schooling and experience on the job, which adds value to the individuals and affects their earnings differences. That is, employees who invest in education to leverage their skill level can justify higher earnings as a result of their investment in different organizations (Nerdrum & Erikson, 2001). Similarly, Crossley (2000) states “while any capability produced by human investment becomes a part of the human agent and hence cannot be sold, it is nevertheless in touch with the marketplace by affecting the wages and salaries the human agent can earn. The resulting increase in earnings is the yield on the investment” p. 36. Further, human capital mechanisms can be viewed as levers through which the values of the firm are internalized in employees, who perhaps exercise a form of self-control in alignment with the interests of the senior management (Kolomiiets and Petrushenko, 2017).

The human capital theory major premise is on collection of traits; knowledge, talents, skills, abilities, experience, intelligence, training, judgment, and wisdom possessed individually and collectively by individuals in a particular environment. The theory argued that without this collection of traits, success cannot be achieved. In contrast, without birth, can a child exist, not to talk of having a collection of traits? In truest, traits are subset of birth and not the other way round. It is when a child is born, that we start talking of traits, behaviour and attitude of the child (Seligman et al., 1997). More so, evidence obtained from the literature (Lohlein and Wehrheim, 2003; Simkhada, 2004; Sharma, 2005) shows that the social capital theory is relevant to this study. This study considers social capital theory and adopts it as theoretical review, useful for our understanding of the role of cooperative societies, training and development, and business innovativeness.

Empirical Review

Training and development

Hassan (2014) embarked on a research to examine the impact of training and development on organizational performance from oil and gas sector of Pakistan. The study objective is to investigate the relationship between the training and development strategies and its impact on organizational performance. To quantify

this relationship, primary data was collected. The regression analysis was done on the employees of oil and gas sector of Pakistan. The finding of the study revealed the situation of training and development in Pakistan and showed that majority of the employees satisfied with the strategic T&D of the firm. The findings helped the management to concentrate towards the T&D as to improve the required skills of the employees, which are important for the organizational performance. For conducting the effective training outcomes the study must be done more frequent.

Waleed, Amir, Rida & Sidra (2013) carried out a study on the effect of training on employee retention. The study is related to the concept of employee retention, which is heavily dependent on job training. Job training is one of the most important factors in retaining employees in the organizations. The major focus is on the key variables: training, types of training and duration of training. Intervening variables are rewards and supervisory support to the employees. This research is conducted on a sample scale of 100 from Telenor, Telecommunication sector. The survey showed the result on job training and employee retention. It was a gender wise collection with the further distribution and comparison with the key variables and intervening variables. According to the findings of research, female and male employees have their interest in participating in training. Rewards and supervisory support is found to be the demand of employees irrespective of female or male.

Innovativeness

Margaret, Patrick, and Denis (2015); investigated on innovativeness: A Conceptual Framework Antecedents; Dimensions; & Outcomes. Drawing from work found in the organisational; tourism services; and consumer innovation literatures over the past 40 years; this paper develops a conceptual framework of innovativeness. It delineates innovativeness as a multidimensional construct; exploring its key antecedents; dimensions; and outcomes. To date; little significant international research activity on innovativeness within the SME; and in particular within the small tourism firm; has emerged from the extant literature. Moreover; the current literature appears to lack clarity in meaning; often confusing „innovativeness“ with „innovation“. Thus; this paper offered a new conceptualization of firm-level innovativeness; distinguishing it from actual innovations themselves. In this paper; innovativeness is conceptualized as a particular form of organisational mind-set and a specific set of capabilities that drive innovation activity.

Ragnhild (2015); studied innovation within 280

small-sized high-growth firms in Norway; with a main focus on the relationship between firm size; customer knowledge and innovative activity. Innovation is a present and future need for Norway. A study of the innovative activity within the high-growth firms is done by applying a Probit and a Tobit Type I model for corner solutions. It is found that firm size as an explanatory variable does not have any statistical significant effect on innovative activity. Another finding in the context of customer knowledge on innovative activity is that cooperating with customers in the innovation process has a statistically significant positive impact on innovation. However; the degree of market acceptance of products made together with customers turns out to have no statistical significant effect on a firm's innovative activity. It is further found that having an R&D department has a statistically significant positive effect on a firm's probability of having innovation; but no statistically significant effect on the firm's amount of innovation. Yahya (2014) conducted a study on innovation practices as a path to business growth performance: a study of small and medium sized firms in the emerging UAE market. The purpose of their study was to contribute to the business and innovation management literature on Firms and their innovative behaviours in the socio-economic context of Dubai. Findings from their study suggested that: first, management orientation, technology orientation, alliance and cooperation, and market orientation tend to have a significant influence on innovation practices, second, government supported developments, financial resources, academic-industry collaborations, market dynamics, and organisational culture tend to have a non-

significant influence on innovative practices, and, finally, innovation practices tend to have a significant influence on business growth performance.

Methodology

Descriptive survey research design was used for the study and the sample size of the study consisted of three hundred and eighty seven (387) respondents in Shagamu, Ogun State. Cochran's sample size formula was employed and a structured questionnaire was used to obtain relevant data for the study. Simple regression analysis was employed to test the study's hypothesis at 5% significance level, with the aid of IBM SPSS version 24.0. For the purpose of this study, primary data was employed. The data was collected with the aid of a questionnaire that was properly drafted using the 6-point Likert-Type Scale for questionnaire. A 6-point rating scale was used to measure the response. The scale ranged from 6 (Very High) to 1 (Very Low).

H₀₁: Training and development has no significant influence on innovativeness of the selected cooperative societies in Shagamu, Ogun State, Nigeria.

Model Specification $IN = \beta_0 + \beta_1 TD + \mu$

Where IN= Innovativeness, TD= Training and Development.

Analysis and Findings

The results of the analysis are presented in Table 4.1 showing the effect of training and development on innovativeness of the selected cooperative societies in Shagamu, Ogun State, Nigeria.

Table 4.1: Regression Results for Training and Development and Business Innovativeness

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.782 ^a	.611	.610	3.96169

a. Predictors: (Constant), TRAINING_DEVELOPMENT

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8534.150	1	8534.150	543.751	.000 ^b
	Residual	5430.459	346	15.695		
	Total	13964.609	347			

a. Dependent Variable: INNOVATIVENESS

b. Predictors: (Constant), TRAINING_DEVELOPMENT

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.174	.700		7.391	.000
	TRAINING_DEVELOPMENT	.722	.031	.782	23.318	.000

a. Dependent Variable: INNOVATIVENESS

Source: Field Survey, 2019

Interpretation

Results in Table 4.1 revealed that training and development have positive and significant effect on business innovativeness of the selected Cooperative Societies in Shagamu, Ogun State. [$\beta = .722$, $t = 23.318$, $p = .000$]. In addition, the regression results in Table 4.1 implied that the relationship between training and development and business innovativeness was high and positive [$R = .782$, $F(1/346) = 543.751$, $p < 0.05$]. With $R^2 = .611$, the model implies that about 61.1% variation in business innovativeness is explained by variations in training and development. The model failed to explain 38.9% of the variation, meaning that there are other factors associated with business innovativeness, which were not fitted in the model.

The model equation for training and development and business innovativeness is therefore;

$$\text{BUSINNO} = 5.174 + .722x_1$$

Where BUSINNO is business innovativeness and x_1 is training and development.

The results also show that β was significant ($\beta = .722$, $t = 23.318$, $p < 0.05$) indicating that for one unit increase in training and development on selected Cooperative Societies in Shagamu, Ogun State, business innovativeness increases by 0.423 units. Since $p\text{-value} < 0.05$, the null hypothesis (H_{01}) which states that training and development has no significant effect on business innovativeness is hereby rejected.

Discussion

The result of hypothesis one reveals that training and development significantly affects business innovativeness of selected Cooperative Societies in Shagamu Local Government area of Ogun State; Nigeria. The findings of this study are in line with the finding of Hassan (2014) who examined the impact of training and development on organizational performance from Oil and Gas sector of Pakistan. To quantify this relationship, primary data was collected. The regression analysis was used to analyse gathered data. The finding of the study revealed the situation of training and development in Pakistan and showed that majority of the employees are satisfied with the strategic T&D of the firm.

Further, Waleed, Amir, Rida & Sidra (2013) carried out a study on the effect of training on employee retention. The study is related to the concept of employee retention, which is heavily dependent on job training. Job training is one of the most important factors in retaining employees in the organizations. Major focus is on key variables: Training, types of training and duration of training. Intervening

variables are rewards and supervisory support to the employees. This research is conducted on a sample scale of 100 from Telenor, Telecommunication sector. The survey showed result on job training and employee retention. It was a gender wise collection with the further distribution and comparison with the key variables and intervening variables. According to findings of the study; female and male employees have their interest in participating in training. Rewards and supervisory support is found to be the demand of employees irrespective of female or male.

A study carried out by Edgar Schein (2009) emphasized that certain behavioural patterns, values and attitudes that manage the person's career are developed in early years. These behavioural patterns consist of the combination of needs and instincts, and help the person to choose between a few related careers (Bayram, 2008). These sets of values consisted of needs and instincts manage, balance and complete a person's work experiences. Therefore, it makes it easier for a person to make career choice. This situation is defined as Career Balances or Career Efforts (Aytaç, 2005). According to Schein, if individuals integrate their set of personal values such as skill, management skill, autonomy with the environment and found the right career. Sometimes the individuals may not know which set of values they belong until they make a decision about their career. In this way, the past work experience, hobbies, skills, tendencies and personality of the person becomes valuable in making career choice. Another factor that affects career selection is employees' character. Some people may avoid taking responsibilities and not be determined enough. For this kind of people, it is enough to advance to a particular position. However, some people do not get satisfied easily and always want to advance in their career, make large amounts of money, be in the highest position or have a social comfort.

Conclusion

A cooperative is a unique form of business used by people and businesses for their mutual benefit. Regardless of its purpose or membership, starting a cooperative requires considerable time, energy, commitment, and technical resources. Recognition of a common need is fundamental to the formation and successful operation of a cooperative. Potential members must devote much time and energy to developing their new business (Dogarawa, 2010). A cooperative requires member commitment to finance and use the business and select knowledgeable directors who hire a competent manager. A strategic business plan is important to harmonize all of the elements for the cooperative's success. It is becoming increasingly obvious that SMEs are the key to

Nigeria's prosperity. Past efforts by the government has not yielded the desired objectives. Therefore, there is a need to bring in other institutional arrangements that could help, hence the need to examine the role of cooperative in this regard. Other areas needing attention are capacity building to address the problems associated with management and leadership skills in the societies as well as the need to strengthen the cooperative governance system.

Recommendations

Based on the above findings, the following recommendations are to be considered and if possible implemented by relevant parties. To better tackle cooperative societies in Nigeria, cooperatives should make optimum use of all resources and strive continuously to enhance productivity of resources; ensure highest efficiency while providing services to members; improve management capabilities and competencies through effective organizational designs and structures; mobilize capital and lay greater stress on internal capital formation and accumulation.

Government and her agencies, higher learning institutions and financial service providers should incorporate simplified short course training programmes that would encourage potential and existing SMEs of the need to take risk in the face of uncertainty in other enhance their business innovativeness. For SMEs to develop characteristics such as creativity, self-reliance and ability to adapt and innovate, they must get themselves acquainted with current trend technologies that would enhance their innovativeness which would turn give entrepreneurs the competitive edge in their business operations

SMEs should be encouraged to anticipate and carry out new opportunities, creating new markets in the face of business environmental challenges in other to satisfy their existing customers and attract potential customers. SMEs should be encouraged to study books and attend motivational and academic seminars and programs that would increase their ability to perform specific tasks successfully which would in turn affect their sales turnover positively. Government should contribute significantly to improving cooperative society's performance by facilitating access of cooperatives to support services, particularly support to cooperative human resource development. The Ministry of Trade and Cooperatives should endeavour to beam its searchlight on the administration and operation of cooperative societies in each of the states in Nigeria.

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The Biafran Agitation and the Nigerian Federation: A Situational Analysis of the Muhammadu Buhari Administration

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Abstract

Since the beginning of the Fourth Republic in 1999, the Nigerian Federation has experienced new forms of political and nation building challenges. One of such being the renewed agitation for Biafra which has continued to threaten the indivisible sovereign existence of Nigeria as a united nation bound up with a common destiny. In Nigeria's Fourth Republic under Muhammadu Buhari administration, separatist tendencies have become commonplace for a country that was established with a vision to be, not just the giant of the black nations, but also a unified nation for the highest concentration of the black race in the world regardless of their multi-ethnic and tribal differences. The study seeks to know what went wrong, where and when it went wrong with the aim to examine and understand, beyond political and media rhetoric, the socio-economic and political contradictions within the Nigeria's Fourth Republic and during Muhammadu Buhari administration that resulted to the reawakening agitation for secession in the country. It also considers the possibility of forging a united, indivisible and happy political unit. Methodologically, this study adopts a secondary, qualitative and descriptive method of data collection and analysis. The research method used in this study is based on the analysis and evaluation of past works such as data collected from the Internet, journal articles, newspapers and books. This study shows why and how there have been renewed agitations for secessionism and resource control in the country. It concludes that restructuring the existing political framework or arrangement in Nigeria to allay the fears of the marginalized groups will promote the "One Nigeria" dream of the founding fathers.

Key Words: Biafran Agitation, Nigerian Federation, One Nigeria, Secession, Fourth Republic

Introduction

The political independence from the British rule set Nigeria on an amusement ride of chaos and instability in which regionalism, ethnicism, nepotism, thuggery and political brinkmanship were the order of the day (Ojeleye, 2010). The Nigerian constitutions (previous and current) do not make provision for the use of referendum to solve or answer any national question. Like the Igbo, every other nationality in Nigeria can make claim of forceful annexation into Nigeria. The Nigerian State is an artificial entity that was created by non-Nigerians. No Europeans ever sought the opinion or consent of the people that were literally brought into existence as Nigerians when the country was constituted (Taiwo, 2016). Most developing states are the creation of colonial scramble and gun powder. Similarly, states arrangement in Africa is the formation of outside powers. The above point represents the sentiments among Nigerians that, the nation itself is only a simple topographical articulation (Awolowo, 1966) and that Nigerians mix up yet they do not blend. In such manner, there is a

sense wherein one can contend that the first rise of Nigeria was what could be compared to kidnapping (Awolowo, 1966).

It was also obvious that the administrative military government did not secure the lives of Igbos (especially in the north) during the tempestuous period thereby prompting the civil war. Yet it might not be right to insinuate a Nigeria state scheme and a supported annihilation of the Igbo ethnic group. The declaration of Biafra republic in 1967 was supposedly a direct result of discovery of oil in Niger-Delta, primarily in minorities' locale in the eastern district (a large portion of these minorities are currently in South-South geo political zone, barring Edo and Delta). Gowon choice to create twelve states was viewed as a strategic way to deal with spare, the oil rich Niger-Delta from Ojukwu's influence and that their economy interest would be guaranteed in unified Nigeria.

The leader of the defunct Biafra Republic, Odumegwu Ojukwu, was granted state pardon by the Nigerian government when he returned in 1982, after

13 years of exile in Ivory Coast (Chiluwa, 2018). It was also argued that the Biafran movement has lost popularity in most south-south states in recent years while the actualization of the Biafran state is now like a wild night dream (BBC, December 21, 2012). This notwithstanding, the sentiment and agitation for a Biafran state, especially among the growing younger generations who did not fight in the war keep hunting the unity of Nigeria thus bringing to question the mantra of a one Nigeria (African Argument, 2017). For example, "over fifty years after the war, a beer has been launched in eastern Nigeria and the choice of its name, "Hero", as well as the logo on the bottle of a rising sun similar to the one on the Biafran flag were no accident" (BBC, December 21, 2012). Today "Bring me a Hero" is a known demand in the bars of Enugu where people have not entirely given up on the dream of raising a glass to "independence". In major markets such as Aba and Onitsha markets, one would see designer shoes, bags, clothes, face caps polos carrying the Biafran logos and flags therefore, resurfacing the sentiment for the Biafran agitation and creating a sense of common victimhood and a shared dream for a republic of Biafra.

It is on the above background that this paper employs a qualitative analytical methodology, with data from secondary sources, in questioning the unity of Nigeria in the face of rising agitation for a new state by secessionist groups.

Literature review

A Survey of Civil War Indicators in the Post-Independence Nigeria

Nigeria, most populous country in Africa and one of the most diverse countries of the world (both in ethnicity and religion) with a great proportion of its export earnings being from crude oil, is prone to civil war and political unrest (Collier and Hoeffler, 2002: 1-37, Fearon and Laitin, 2006: 1-26). According to Fearon and Laitin (2006), there are some indicators that will tell if a country would go into a civil war at a particular time, specifically during the earliest period of independence years (usually 1-4 years). Hence, the Nigeria civil war (1967-1970) also called the Nigeria-Biafra war did not come as a shock because the indicators of a civil war had been with the Nigeria state since independence or amalgamation of 1914.

The circumstances that snowballed into a civil war could be pinned in a cobweb of factors ranging from the remote which includes but not limited to the military coup d'état of January 15, the counter coup of July 29, 1966, including other issues such as the regional election crisis in Western Nigeria in 1965; the Tiv riots of 1964; the Federal Elections of 1964; the killing of the Igbos living in Northern Nigeria

from May to September 1966 (Cervenka, 1972; Oyeweso, 1992). Other issues are the structural lopsidedness of the Nigerian federation; and, most importantly, the asymmetrical distribution of power among the various ethnic and geopolitical groups (Ojo, 2009: 146, Adeleke, 2008). Following the end of the Nigeria-Biafran war provoked by the declaration of Biafra republic by Major General Odumegwu Ojukwu, the Nigeria state has been making effort for disarmament, demobilization and reintegration of the Igbo secessionist into the post civil war Nigeria through various means, example of which is, the policy of Reconciliation, Rehabilitation and Reconstruction.

The series of crises that befell the country shortly after independence dramatically ushered in the first military coup of 15 January 1966. The coup which was led by Major Kaduna Nzeogwu, a man of Igbo origin, resulted into the killing of two top Northern political leaders, four senior Northern military men and the premier of western region and consequently declared General Johnson Aguiyi Ironsi of Eastern extraction as the head of Nigeria's first military government (Ojeleye, 2010, Achebe, 2012).

As a result of the ethnic colouration of the casualties of the January coup and the fact that the leader of the coup and Ironsi were both of Igbo origin, accusations were made against the new regime as an attempt to dominate the country by the Igbos (Ojeleye, 2010). Ironsi turned out to be a victim of fate and circumstance as he inherited the benefits of a coup he neither plotted nor executed and failed to address the accusations laid against his regime, as well as to assuage the fears that the coup that brought him into power was sectional (Ojeleye, 2010).

As a reprisal attack, there was a counter coup staged by the Northern Military elites. The reprisal coup of July 1966 led by Murtala Muhammed, the ascension of Yakubu Gowon as the head of state (not being the most senior military officer), alleged massacre of 185 officers of Igbo extraction, the killing of the Easterners in the north were perceived as a northern revenge of the first coup that brought the northern controlled federal government to a halt (Madiebo, 1980). Prior to the riots in northern Nigeria, the Igbo dominated the army (ranked officers), educational institutions and the federal civil services (Madiebo, 1980).

The genocide in northern Nigeria was purported to be a Northern controlled Nigerian state policy to eliminate the Igbos and their dominance in Nigeria affairs (Achebe, 2012). The crises in northern Nigeria prompted over one million Igbos to return to the eastern region which resulted to a refugee problem. In January 1967, there was an attempt to discuss the area

of conflict in what is now known as the Aburi accord. On May 27, 1967, Gowon called for a state of emergency in which he divided the country into twelve states. In response, citing a vindictive acts directed mainly at the Igbo Easterners similar to the pogrom that claimed over thirty thousand lives, the federal government's failure to ensure the safety of easterners in the presence of organized state, and a seemingly directed incrimination of the government in the murders of its own citizens, Odumegwu Ojukwu proclaimed the independence of the Republic of Biafra which started the Nigeria-Biafra war (Achebe, 2012: 92).

It is in the context of the foregoing that we now situate the Biafra on the theories of secession. First, the national self-determination theory avers that different nationalities in a country have the right to seek secession based on their national identities. That is, state boundaries should reflect that of their ethnic nations. Did Biafra reflect this? Even though the Igbo were the dominant ethnic nation in old Eastern Nigeria that was proclaimed Biafra, there were over ten (10) ethnic groups in the old Eastern region like the Ijaw, the Ibibio, and the Ikwere, among others. Like other secessionist groups, the Biafran Republic was premised on national self determination, but the truth was that Biafra failed the national self-determination theory test. The move by Gowon in dividing the country into 12 states just before the start of the civil war was seen as a move to raise the consciousness of the minorities in that region.

Second, the declaration of the Republic of Biafra was under a military junta in which an Igbo General was the first beneficiary. In fact, the first military coup of January 1966 was known and refers to as "an Igbo Coup". The first military coup, which was purported a revolt against the Nigerian elites, later became the greatest undoing of Nigeria against itself. The coup terminated the newly independent Nigeria democratic experience. It triggered a counter coup - and a military rule that lasted for over twenty-nine (29) years and a civil war whose impact has continued to hunt the Nigerian over fifty years after.

The point is that the principle of liberal democracy on which the plebiscitary theory is based on was not in existence during the declaration of Republic of Biafra. The Nigerian State cannot give what it does not have i.e. a repercussion of the truncation of the democratic rule of the First Republic. Besides, the Nigeria civil war has been described as a personal vendetta of Ojukwu against Gowon. Establishing this claim, Raph Uwechue, who was Biafra's envoy to Paris until 1968, and later Nigeria's ambassador to Mali unleashed a severely critical and scornful criticism of Ojukwu as thus: In Biafra two wars were

fought simultaneously (Achebe, 2012). The first was for the survival of the Ibo as a race and the second was for the survival of Ojukwu's leadership while Ojukwu's error, which proved fatal for millions of Ibos, was that he put the latter first (Uwechue, 2004).

Conceptual Clarification

The term secession is used many times in the context of self-determination and dissolution (Mavric, 2012: 17). In spite of the fact that these words are interconnected, they are in no means synonymous. Then what is secession? Secession is the process by which a group seeks to separate itself from the state to which it belongs, and to create a new state on part of the territory of that state. It is not a consensual process and thus needs to be distinguished from the process by which a state confers independence on a particular territory by legislative or other means, a process which may be referred to as devolution or grant of independence. Secession is essentially a unilateral process (Crawford, 1997).

There is a need to stress four significant foci from the above definition. First, secession must be done by a group of individuals and not a person. Since, there is no one-man state, one-man secession does not arise. Secondly, there must be regional connectedness among the group attempting to secede. Another point from the above definition is the reality setting up the voice of exit of a specific group (Mavric, 2012: 17). Lastly, a forceful declaration of independence by a group of people without dialogue and consent or what (Mavric, 2012) refers to as unilateral process. The doctrine of self-determination showed up in the eighteenth century whereupon a new world order emerges. Naturally connected with the principles of majority rule system, self-determination was to address the intervention and treacheries of dynastic rule. In theory, self-determination refers to the exercise by which persons or a group of persons freely express their political will by choosing their own government and, at this stage, reference to nationalism appears by no means necessary (Jacquin, 1999).

The meaning and application of principle of self-determination has evolved in international relations. The American Revolution, French revolution, the dissolution of the, Austro- Hungarian and Ottoman empires, German, decolonization of former Spanish Latin-American empires, Asia and Africa, the two world wars and the emergence of international organizations like League of Nations and United Nations, and the provisions in international law as it relate to the right of minorities have since changed the applicability of self-determination. Thus self-determination has both internal and external dimensions. In other words, National self-

determination is a theory of secession. The battle for independence by patriots in Africa and other colonized domains redefined the idea of self-determination to decolonization from European control and in this way the privilege of self-determination was along these lines limited in its demeanor and secession appeared to be henceforth restricted (Jacquin, 1999). Another concept that is directly related to secession is dissolution.

Dissolution can be occasioned by secession or attempted secession of a section of a political unit (Jacquin, 1999). However, if the procedure includes a general withdrawal of all or the greater part of the regions concerned, and no considerable centre of government segment stays behind, it might be obvious that the forerunner state all in all stopped to exist (Crawford, 2005). At the point when the procedure of secession is completed the recently made state forms another legitimate and political unit, while the state where the part withdrew from, for example the posterior state holds its administration, legitimate and political character minus the seceded part (Mavric, 2012). We can conclude that the three ideas are not totally unrelated, for example, since most secessionists hinged their claim for a new state, whether from colonial control or a part of a sovereign state on national self determination, the secession of various parts (units) that make a government may prompt the state to stop to exist (dissolution). Thus, we can say that national self determination leads to secession and secession leads to dissolution.

Secession is at the focal point of the other two ideas for the accompanying reasons. First, while separatists consistently base their requests on national self-determination, the end which they need to accomplish is an independent state (secession). Then, national self-determination is a means to an end. The connection between the two ideas is transitory. The relationship between secession and dissolution relies upon whether the severance of units from an independent state prompts the aggregate or complete breakdown of the state. For example, the disintegration of former USSR into 15 independent states, the dissolution of Czechoslovakia into two independent republics of Czech and Slovakia and the dissolution of Socialist Federal Republic of Yugoslavia (SFRY) into Slovenia, Croatia, Macedonia, Bosnia and Herzegovina. However, after Eritrea seceded from Ethiopia, the remaining territories still continue as Ethiopia. Same as South Sudan from Sudan, as such secession does not lead to dissolution.

Theoretical Review

The theories of secession could be categorised into

two broad categories. The Primary Right Theories which is the first, view secession as a right of group of people to vote to secede. The two theories under this classification are that of National Self-determination Theory and choice or Plebiscitary Theory. The next is the Derivative Right Theories which view secession as a measure to justify consequence of past mistreatment of the group by the state mass and permanent violation of basic human right unlawful incorporation into the state, violation of intra-state autonomy agreement, and violation of public realization of equality of democratic state (Mavric, 2012: 23).

National Self-Determination Theory

The hypothesis opined that various countries (in a multination state) reserve the privilege to secede. Mill (1991) believes that in multi-national states; there can be no feeling of commonality and sympathy can only be achieved among same nationality. . He contends that among individuals who communicated in various dialects, there can be no common public opinion and thus no working of representative government and because of lack of common feeling, even the armies of multi ethnic state cannot be strong, since the soldier would own obedience and alliance only to the flag but their heart would not be beating for a “foreign” country, because of all these Mill concludes that the boundaries of a state should be in line with the boundaries of a nation (Mill, 1991).

Choice or Plebiscitary Theory

A plebiscitary right of secession grants a right to a majority in any portion of the territory of a state to form its own independent state if it so chooses, even if the majority of the state as a whole opposes their bid for independence (Buchanan, 1998: 15). Beran (1998: 35) contends that all people reserve the privilege to decide their own political relationship – a right which he avers to be both in line with, and required by, liberal democratic theory. Specifically, Beran’s argument for secession is as follows:

First, he believes that the state cannot be the ultimate right holder in realm of liberal democratic theory; second, he believes the state to be an agent of the people; third, the people can revoke the agency relationship they have with the state, the state must gets its privilege from the people, since the state is the agent of the people; and lastly, substantial part of the state may end the relationship with the state and withdraw from the state within the same territory or region (Beran, 1998: 35). The plebiscitary theory clearly believes in the expression by a group to secede from a state through democratic means i.e. secession is a matter of majority rule (Mancini, 2008: 553-584).

The plebiscitary theory seems to look very permissive and the conditions for secession can easily be met by a majority approval in a referendum. Secession according to the theory is made lucrative and can as well lead to fragmentation of states in international system since the only requirement for secession is for majority to affirm the withdrawal of such group.

The Remedial Right Only Theory

The major defenders of the theory are Anthony Birch and Allen Buchanan. Birch (1984) justifies secession for the following reasons: Firstly, in a situations of unwilling annexation of a region. Secondly, if and when government neglected to ensure rights and security of individuals in some district both drastically and permanently. Third, political and economic interests of a locale were not protected. Moreover, either out of inclination or obliviousness, government disregarded agreement made with segments about their basic interest that may effectively wind up to be outvoted by the greater part (Birch 1984). For Buchanan (2004), secession is the last alternative for groups whose fundamental human rights are for all time disregarded, an area that have been wrongfully attached to the state, and groups whose intra-state autonomy agreement have been abused. When there is a sense of injustice, then it becomes morally permissible and justifiable for them to secede (Buchanan 2004). The significant distinction between the scholars' admission on the theory of secession is that the latter is prohibitive about secession and thinks of it as just if all else fails when all other accessible alternatives have neglected to address the injustice acts meted out on a group of people in a specific locale of a sovereign state.

Political Economy Theory

The political economy theory suggests that if the presence of natural resources in a country is concentrated in a region or a nationality, this may breed the quest for secession. According to Collier and Hoeffler (2012), secessionists group mobilize the people for independence on the argument for indigenous control of natural resources underneath their region. To them, the greed for the control of these resources always inform the agitation for a new state which in most cases lead to civil wars, that is, natural resources breed greed, agitation and civil wars (Collier and Hoeffler, 2012).

Assessing the Renewed Agitation for Secession in Muhammadu Buhari Administration during the Nigeria's Fourth Republic

It is significantly stressed by Taiwo (2016) that forty-six (46) years after the Nigerian civil war, the Igbo

nation, particularly a significant number of its leadership, never reconciled with the idea of Nigeria. At interval from that point forward, with various degrees of seriousness, the interest for separation from Nigeria and the introduction of an Igbo-ruled Republic of Biafra has become a lasting element of the Nigeria political scene (Taiwo, 2016). After the assassination of Aguiyi Ironsi in the counter coup of 1966, no Igbo has become Nigerian President, the closest ever since that time was when Alex Ekwueme was Vice President to Sheu Shagari during the second republic of 1979-1983. This is seen as an intentional political marginalization of the people of South-East. The Igbo claim to be the victim of the Nigeria-Biafra war, a war they allude to as pogrom executed by the North (Hausa-Fulani) and supported by the southwest (Achebe, 2012: 228). The fact that the presidency has eluded the Igbo for too long, added to their disaffection towards Nigeria state. Another significant interest is the making of one extra state in the center Igbo south east zone to be at par with the other four zones with six state. The center Hausa-Fulani North-West zone has seven states.

The Biafra agitation has been a reoccurrence and it appears the war does not generally give any answer for Nigerian issues, if four decades after an avoidable war, Nigeria's existence as a unified nation is still not certain. The Movement for the Actualization of Sovereign State of Biafra (MASSOB) led by Ralph Uwazurike was the lead of this agitation. A more youthful generation, fretful with what they see as the agonizingly slow pace at which MASSOB has been moving towards the actualisation of their sovereign republic, sorted out under the aegis of Indigenous People of Biafra continued the agitation for an autonomous state for Igbo (Achebe, 2012).

Nigeria returns to democratic rule in 1999 and MASSOB has carried protest over the years which later turned violent. The death of Umaru Musa Ya'adua in 2010 paved the way for Goodluck Ebele Jonathan from Bayelsa state (Niger-Delta) which was part of the eastern region during the first republic to become the president, the first from that region of the country. He enjoyed the support of the Igbo that earned him victory at 2011 poll. The Igbo consider Jonathan as their son even though he's of the Ijaw. However, Indigenous People of Biafra (IPOB) have increased the severity of violent protest in South East and South-South immediately after President Goodluck Jonathan failed in his reelection bid in 2015, won by All Progressives Congress candidate, General Muhammadu Buhari, who was a former military head of state from the core Northern Nigeria, demanding the independence of Biafra from Nigeria. Expectedly, the government responded by arresting the leader of

(IPOB), Nnamdi Kanu and some of its members for treasonable felony and terrorism. Demonstration in celebration of Biafra day and demand for Kanu's release turned bloody in South East states where over 40 people, including a soldier were reportedly killed and over 50 were arrested (Mamah, et.al, 2016).

While some believe the renewed agitation for Biafra is the manifestation of the long cemented marginalization of the region, others argue that the agitation is merely a political ploy of distraction by the opposition to the ruling All Progressives Congress (APC). The lopsided appointments by President Buhari have also fanned anger of the people of the south east. Commenting, Ohaneze Ndigbo, the pan Igbo social-cultural organisation, says the unbalanced appointments have shown the Buhari presidency deep rooted hatred for the Igbo nation (Ujumadu, 2015). It is believed that the hate speeches targeted to President Buhari during the electioneering campaign and his rejection by the region was responsible for the lopsided appointment that is against the south-east. In addition, the anti-corruption fight of this present administration is perceived to be one sided and regarded as a war against those that opposed the president. The handcuffing of Olisa Metuh, an Igbo and the spokesman of Peoples Democratic Party, the erstwhile governing party, to court for his corruption trial has been interpreted as a move to portray a particular ethnic group as corrupt. Moreover, the present economic policies of banning the importation of some items is being viewed as a plot against Igbo economic interest. Unlike the 1967-1970 attempted secession, lack of high profile government officials publicly supporting the new agitation for Biafra, the reduction of territorial influence of Biafra to the five (5) core Igbo south Eastern states, the unwillingness of the former oil rich minorities to join Biafra, representative democracy that guarantee membership into federal executive council, National Assembly e.t.c are some of the factors restricting and curtailing the present agitations.

This notwithstanding, within the heart of an average man of the Igbo nation is a deep rooted dissatisfaction with the current Nigerian system, especial with regards to the appointment of military chiefs and other top security heads of the country. This is viewed as a calculated attempt to besiege the South East nation in the country through the use of security apparatus to intimidate, harass and silence the region. Today, the Biafra agitation and cursing of the Nigerian nation, labeling the country as "zoo" continues online. The Nigeria state has suffered much blackmail, exaggerations, metaphor and contradiction applied by the group to produce ideological discourses of outrage with a view to

dismembering the country (Chiluwa, 2018). As a result of the renewed agitation for the independence of Biafran state under this administration, an Amnesty International report had accused the Nigerian security forces of a 'highhanded campaign' of torture and killings on the pro-Biafran independence movement (Dixon, 2016). The report also shows that the Nigerian security forces shot and killed not less than 150 Biafran protesters and that the actual number could be more. The deployment of a special military regiment to the south-east states and the execution of the 'egwu-eke 2' (python dance 2) military exercise, which in the statement of the Nigerian army was to eradicate 'criminal' elements from the south east states, were widely condemned by the international community. Media reports and videos on social media relayed worrisome photos of torture and killings of demonstrators by army officers in the so-called Python Dance 2 (Ujumadu and Okoli, 2017). The house of the IPOB's leader was attacked, and there were reports of arrests and killing of some IPOB members during the invasion (Ujumadu, 2017).

Conclusion

From the forgoing, it is evident that sections of the Nigerian state are not emotionally or psychologically bond to the Nigerian state. It is clear that there are very little glimpses of patriotism if there exist any at all. If allowed to have their way, the secessionist group and indeed a large proportion of the Igbo nation would rather opt for a referendum that might legitimize their secession from the Nigerian state. Therefore, this research can conclude that the "one-Nigeria" mantra is far from reality and at best an illusion of the political class.

Recommendation

This paper recommends the following constitutional measures to assuage the fear and sense of marginalization of the sections of the country to achieve a truly one united and indivisible Nigerian State. If the Nigerian State can have the courage to the following recommendations, the secessionist movement could die a natural death.

- There is need for the restructuring of the current political arrangement in Nigeria in order to give more strength and responsibility to the states. This will give the various sections of the country a greater sense of security in a diversified unified state.
- There should be introduction of state police as this would allow the various sections of the country to tackle their unique security challenges

- The Nigerian State should assuage long held sentiment among the majority of Igbo men and women by apologizing to the Igbo nation for the perceived genocide during the civil war and indeed, other minority groups that nurse similar sentiment.
- As a matter deliberate state policy, the Nigerian political class should give a chance of presidency to the South East.
- The perceived lopsided appointment of the federal government should be corrected especially with regards to the heads of security formation, service chiefs and paramilitary DGs.

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Rethinking Security Initiatives in Nigeria: A Book Review

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Book Title: Rethinking Security Initiatives in Nigeria
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Publisher: YINTAB Books
Year: 2020

The recent calls for Restructuring in Nigeria, particularly with emphasis on the security apparatus which has given rise to several demands for state policing as against the federal policing system Nigeria currently practices as a probable panacea to security challenges have met with brick walls. With no viable alternatives from the government, (the idea of establishing cattle colonies in the 36 states of the federation was rejected by most states even when repackaged as RUGA -Rural Grazing Areas), the problem of insecurity has overtime snow-balled from kidnappings for ransom in the eastern and South eastern regions to insurgency acts such as Boko Haram menace in North Eastern Nigeria, and since 2016, increased herders-farmers clashes with reprisal attacks by militant herdsmen on host communities in various parts of the country. Against this backdrop of insecurity in Nigeria, the book *Restructuring Security Initiatives in Nigeria*, is robust contribution to the on-going discussion on insecurity challenges in Nigeria. Indeed every page of the book reverberates the author's passion for his home country Nigeria.

Written in six chapters with two detailed forewords, the first by Professor Adeoye Akinsanya which in a way gives a historical background to the problem of insecurity in Nigeria, and the second by Olu Makinde Akinsola Soname which underlies justification for the establishment of *Amotekun*, a security outfit established by governments of the South Western region of Nigeria, the author draws attention to the poor nature of the Nigerian Police system. He notes that the former acting Inspector General of Police, Mohammed Adamu indeed confirmed that under-staffing as well as under-funding which meant that members of the force were under-equipped to fight crimes were major challenges of the Police in Nigeria (p.10). For him, Nigeria's ratio of one police officer to 662 citizens was a source of concern. According to the author, comparative figures from other countries such as Singapore 1: 137,

Egypt 1:186, South Africa 1:366, Norway 1:188, USA 1:298, Canada 1:188 were well within the United Nations suggested ratio of 1:400 (p.58). He then focuses on Community policing as a probable solution since the various calls for state policing had met with brick wall. In particular, he cited, an instance when Senator Ike Ekwerenmadu as deputy speaker in the eight senate, raised, state policing as a probable solution to the problem of insecurity in Plateau state in reaction to the sacking of 11 communities by suspected herdsmen in June 2018 and how the idea met with various oppositions (p.42).

The book also discusses the seemingly lethargic response of the Federal Government to the militant herdsmen attacks in various parts of the country as well as the President's refusal to play his good offices role by visiting places where pastoralists-farmers clashes led to the loss of lives, such as the January 1, 2018 Benue massacre until three months after the clash. In addition to this the government's refusal to respond to the open letter by Former president, Olusegun Obasanjo, as well as calls from the civil society. In a bid to quell tensions in the country, former President Abdul Salam Abubakar on the platform of the Abdul salami Abubakar Institute for Peace and Sustainable Development Studies invited 70 personalities to Minna for a Roundtable discussion on National issues and Security. The Middle Belt forum rejected the invitation on the grounds that extending same invitation to the *Miyetti Allah*, a Cattle Traders association as well, was demeaning as according to them it was a trade association. The Roundtable was well attended by about 50 persons, and was according to the author a worthwhile event besides the deliberate omission of his paragraph on suggestions for curbing corruption and the inputs on the role of women in resolving the problem of insecurity from the communique.

The author dwells on the decision by the governments of six states which make up the South

Western region of Nigeria to resolve the challenges of insecurity (random cases of kidnappings for ransom, armed robberies and reprisal attacks by militant herdsmen) in the region. These state governments were left with no other option but to resort to community policing which has in the SouthWestern region given birth to the security outfit *Amotekun*.

The launch of *Amotekun* in early 2020, one of the outcomes of meetings organized by the DAWN-Development Agenda for Western Nigeria commission in Ibadan in June 2019 on insecurity in the region. The launch of the security outfit was met with mixed reactions, while on one hand, the office of the Attorney General through the Attorney General of the Federation's Special Assistant on media and Public Relations declared the establishment of the outfit illegal further stating that the outfit ran contrary to the provisions of Nigerian law, on the other hand, the outfit was regarded as a welcome development in other parts of the country. The statement released by the Attorney General of the Federation's office sparked pockets of peaceful protests which held January 21, 2020 in the capitals of the six states. Groups such as Vigilante Group of Nigeria, Yoruba Koya, Man 'O' War, Oodua Union, National Association of Nigerian Students (NANS) were ably represented at the various rallies. There were also reactions from other quarters, two of these cited by the author were from Senior Advocates Femi Falana (SAN) and Ebun Adegboruwa who reacted to the AGF's purported proscription of *Amotekun* from the legal perspective, one of their arguments was that the operation *Amotekun* could be grouped in the same category as the Civilian JTF-Joint Task Force arrangements such as in Yobe and Borno states with armed volunteers and *Hisbah* in Kano and Zamfara states (pp48&49).

On January 23, 2020, various media outlets reported the attempt by the Attorney General, Mr Abubakar Mallami to retract the statement when he insisted that he was misinterpreted on Operation *Amotekun*. During his chat with RadioNigeria, he explained that establishment was not illegal but required legal backing from the State Houses of Assembly of the concerned states. Interestingly, the same day a press statement from the Attorney General of the Federation's Office signed by his Special Assistant on media and Public Relations, Mr. Umar Gwandu, insisted that Operation *Amotekun* was illegal under the Nigerian constitution as the Nigerian constitution did not recognise any regional security arrangements.

In reaction to the statement issued by the Attorney General's Office, the governors of the six states sought a meeting with the President, however they were received by the Vice President on January 23, 2020 because the President was away in the United Kingdom at the time. The Attorney General of the Federation and the Inspector General of Police were also present at the meeting. At the end of the meeting Governor Akerdolu of Ondo state spoke with journalists, he stated that the governments of the six states would embark on a legal framework for backing *Amotekun*, he also emphasised that indeed the Attorney General of the Federation had been misquoted as claiming *Amotekun* was illegal.

This concise volume of 64 pages is indeed a rich and intellectually stimulating piece on Nigeria's internal security with emphasis on security challenges in the south western region. Students of History, political science, International relations, peace and conflict studies, Criminology and security studies will no doubt find this book an interesting addition to their collection.

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