

NATIONAL STRATEGIC ECONOMIC DEVELOPMENT CONFERENCE

CONFERENCE THEME

Economic Recession and The Future of Nigeria Economy: Issues, Challenges and Prospects

CONFERENCE OBJECTIVE

The National Conference will provide the academia, policymakers, private sectors leaders, non-profit actors and Nigerians in the Diaspora up-to-date briefings on governance and regulatory frameworks that are shaping Nigeria's country outlook, macroeconomics dynamics, industry performances, investment opportunities and emerging challenges for effective governance in the years ahead.

CONFERENCE DATE

Wednesday 24th - Thursday 25th May, 2017

CONFERENCE VENUE

University of Abuja Main Campus Gwagwalada, Nigeria

TIME: 10:00 am

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NATIONAL STRATEGIC ECONOMIC DEVELOPMENT CONFERENCE

CONFERENCE THEME

Economic Recession and The Future of Nigeria Economy: Issues, Challenges and Prospects

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Professor Nathaniel Ozigbo

*Department of Business Administration
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Minister of Budget and National Planning

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*Department of Political Science
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Day One: Tuesday 23rd May, 2017	
Arrival of Guests/Conferees/Delegates	
Day Two: Wednesday 24th May, 2017 Opening Session/ Plenary	
9:00 - 10:00am	Conference Registration
10:00 - 10:15am	Opening Prayer/ Welcome Remark
10:15 - 10:30am	Institutional Brief/ Chairman's Opening Remark
10:30 - 12:00noon	Lead Speaker / Keynote Address
12:00 - 1:00pm	Launch Break / Group Photograph
2:00pm - 4:00pm	Plenary Session
4:00pm - 5:00pm	Policy Review Session
Day Three: Thursday 25th May, 2017 Plenary Sessions/Policy Briefing/Communiqué	
7:00am - 8:00am	Breakfast
8:00am - 10:00am	Conference Briefing
10:00am - 1:00pm	Plenary Session
1:00pm - 2:00pm	Launch Break
2:00pm - 4:00pm	Plenary Session
4:00pm - 5:00pm	Communiqué/ Closing Ceremony
Day Four: Friday 26th May, 2017 Departure of Guest/Conferees/Delegates	

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Nigerians should Brace Up for Tougher Times Ahead

Senator Udoma Udo-Udoma

The Minister of Budget and National Planning



Since the sudden crash of crude oil price which is the main source of revenue for the Nigerian government, the country has continued to witness several economic challenges namely inflation, job losses, paucity of funds, high cost of living, forex scarcity, unemployment among others. Economists and financial experts are sharply divided on whether the country's economy has gone into recession or facing temporary challenges. Government has consistently maintained that the economy is experiencing unprecedented challenges presently and the only way out is diversification. Many argue that the present government's economic policy, which has remained a subject of inconsistency and controversy has not fast-tracked the revival of the ailing economy. Secured business environment, economic diversification, with key focus on industrialization and agriculture will fast tract social wellbeing and sustained development in Nigeria.

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policyresearch.sd@gmail.com
3. The Conference Professional Peer Review Editorial Panel (CPPREP) will meet 2 weeks after the league conference to review papers. This usually takes one week, after which the papers are forwarded to Google Scholar International Standard Peer Review Research Council for professional and disciplinary blind peer review and plagiarism check. Usually this takes about 3 weeks.
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Conference
Abstracts



Public Relations Strategic Communication and Poverty Eradication in Kano State: an Overview of Urban and Semi Urban Areas of Kano State


Maryam Umar Mukhtar PhD

*Department of Mass Communication,
Bayero University Kano*

Abstract

Public Relation has been identified as being indispensable for the effective operation of any organization. Many organizations in Nigeria engage in Public relation on regular basis to maintain mutual understanding between organization and its public. The study examines Public relation strategic communication and Poverty eradication in urban and semi urban areas in Kano state. Structural and/or Marxian Theory of Poverty was adopted. Survey research method was adopted for the study. Findings reveal that high level of corruption among Nigerians, both in government and outside government contribute to high level of poverty. That: lack of information in both Urban and Semi Urban Areas on the major courses of poverty is also responsible for poverty. In conclusion, the following recommendations were made: "Use of traditional communications, effective research among others. Research carried out from time to time is of great importance to poverty eradication because it is through research that public relation managers can truly cover the interest, wants, needs and demand of the relevant publics. Poverty is very prevalent in rural communities, therefore traditional communication media should be employed for poverty eradication in the rural areas which includes town criers, kings, and Social groupings. Government should employ public relation professionals who are chartered members of the Nigerian institute of public relation to manage information concerning poverty and poverty related programmes.

Keywords: *Public relations, Strategic communication, and Poverty eradication*



The Effect of Job Security on Employee Retention in Banks within Bauchi Metropolis

Maryam Tijjani Abbah

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Federal Polytechnic Bauchi, Bauchi*

Abstract

The study examines the effect of job security on employee retention in banks within Bauchi metropolis. Banks in Nigeria are faced with myriad of problems related to job security and employee retention. One of such problems include total lack of job security which leads to lose of jobs by employees. Descriptive-casual survey method was adopted. Data were collected from the administration of questionnaire and were analyzed using multiple regression analysis. The findings shows that job security has a positive relationship with employee retention. This means that, the more employees are assured of their jobs being secured, the more likely the employees are willing to stay, hence employee retention. As part of the conclusion, the research result revealed that the p-value of job security is greater than the 0.05 level of significance. This implies that job security has no significant effect on employee retention. The research recommends that successful banking operation is predicated on employee's that are motivated, energetic and focused. A dissatisfied employee cannot work effectively to achieve the organizational goals. Therefore, banks should value their employees as assets and not liabilities. They should provide good training facilities for effective performance. Again, they should discourage outsourcing in their system. This is because the contract or outsourced staff provide cheap labour which will affect the level of trust and trust when undermined could create room for dishonest practices and fraud which inevitably leads to bank collapse.

Keywords: *Employee, Employee motivation, Employee retention and Job security.*



The Effect of Financial Leverage on the Performance of Quoted Manufacturing Companies in Nigeria

¹Umar Yahaya & ²Anas Ibrahim Kubalu

¹Department of Business Administration & Entrepreneurship, Bayero University Kano

²Department of Economics! Bayero University Kano

Abstract

The debt-to-equity ratio of a firm determines how cash flows will be shared between equity holders and debt holders. Financial managers face difficulty in determining the optimal leverage. The main objective of this study is to determine the effect of financial leverage on the performance of quoted Manufacturing firms in Nigeria. The sample data was extracted from 92 manufacturing companies registered by the Nigerian stock exchange (NSE) from the period 2007 to 2016. Return on Equity (ROE), Return on Asset (ROA) and Return on Investment (ROI) represent performance of dependent variables. While Debt/Equity ratio represent financial leverage as independent variable. Simple Lease Square regression method was used as a tool of data analysis and findings of the paper reveal that, Debt equity ratio has insignificant effect on the performance of quoted Manufacturing firms in Nigeria, it also shows a positive effect relationship between financial leverage and Debt equity ratio. The coefficient of determination shows 81% of the total variation in the dependent variable (Leverage) can be explained by the explanatory variables (Debt equity ratio). Therefore it is recommended that, management of quoted manufacturing firms should work very hard to improve financial leverage of their quoted Manufacturing firms in order to increase Debt equity ratio such as return on assets, returns on equity and return on investment and earnings from their business transaction. The Management of Nigerian quoted manufacturing firms must caution against the apparent benefits of greater leverage simply as a device for controlling managerial opportunistic behavior.

Keywords: *Debt equity ratio, Leverage, Return on equity, Return on asset, Return on investment*

Students' Perception of Counseling Education in Strengthening the Activities of State Economic, Empowerment and Development Strategy for Poverty Eradication in Ogun State


Balogun, Mahroof-deen Abiodun

*Department of Psychology, Guidance and Counseling,
Federal College of Education, Abeokuta, Ogun State*

Abstract

The paper examines teachers' perception of counseling education in strengthening state Economic Empowerment and Development Strategy in Ogun State. The population of the study consists of 2899 students from Federal College of Education, Osiele, and Abeokuta Ogun State, Nigeria. The simple random sampling technique was used to select 365 students for the study. The response to the questionnaire items were used to answer research questions and test the formulated hypothesis. The result of the study indicate that counseling education is yet to be recognized as a potential subject that can strengthening SEEDS for poverty eradication in Ogun State. Also, more than half of the sampled population tends to have positive ratings of the adequacy of knowledge of counseling education as instrument for strengthening SEEDS for poverty eradication in Ogun State. It was also discovered that, there it a significant difference between students' perception and the assessment of counseling education as instrument for strengthening SEEDS for poverty eradication in Ogun State. Based on the findings, it is recommended that, the stakeholder in counseling education should create awareness on the teaching of counseling education through seminar, conferences and workshop.

Keywords: *Education, Counseling, Eradication, Strengthening, Poverty*



Equal Educational Opportunity of the Visually Impaired Students of Tertiary Institution in Nigeria

Balogun Mahroof-deen Abiodun

*Department of Psychology, Guidance and Counselling,
School of Education, Federal College of Education, Abeokuta, Ogun State*

Abstract

The paper investigated the enrolment of the visually impaired students of Federal college of Education (special) Oyo, Nigeria. The researchers adopted both survey and expo-facto techniques for this study. A total number of 100 subjects comprised 25 academic staff, 25 administrative staff, 20 visually impaired students and 30 sighted students were randomly selected from the department of special visual impairment of the school for the study. Data were collected questionnaire. Simple percentage statistical tool were used to analysis the data. The study revealed that there was a positive attitude of the visually impaired students to schooling. It was also revealed that dropout rate was prevalent in any set of the students. In addition, the results showed that certain resources such as Braille, machines and larger type works were available and accessible to the visually impaired students, while resources such talking computer, talking calculators were not sufficient for the students. The study concluded that there is still more to be done in the area of provision of quantitative education for the special students. The study therefore recommends that those involved in education of the visually impaired students should start considering the use of modern technological equipment.

Keywords: *Impaired, Opportunity, Visually, Equal, Institution.*



Determinants of Financial Reporting Quality: Evidence from Listed Agriculture and Natural Resources Firms in Nigeria

Echobu John

Ahmadu Bello University Zaria, Kaduna State- Nigeria

Abstract

This paper investigated the determinants of financial reporting quality in listed Agriculture and Natural Resources firms in Nigeria. Owing to the widespread advocacy to diversify the Nigerian economy, the choice of the Agriculture and Natural Resources sector, being a prospective mainstay of the economy is necessary, so that investors and other stakeholders will understand the financial reporting practices in the sector. The study using a correlation research design examined specific firm attributes and corporate governance determinants of financial reporting in the listed Agriculture and Natural Resources firms in Nigeria, from 2008-2015. The study employed the use regression analysis which showed a positive significant relationship between firm age, audit committee independence and financial reporting quality, proxied by discretionary accruals. Leverage and financial reporting quality however revealed a negative but significant association. It is recommended that managers of firms in the Agriculture and Natural Resources sectors finance their operations from more of non debt instruments, so as to ensure quality accounting numbers. Regulators should review upwards the number of non executive independent directors in the audit committee, and ensure strictly compliance to the letter.

Keywords: *Financial reporting, Firm leverage and Audit committee size.*



An Assessment of the Impact of 'Bank of Industry/State Matching Fund' on the Performance of Small and Medium Scale Enterprises (SMEs) in Gombe State

Sani, Yusuf Yusuf


Department of Political Science,

Faculty of Arts and Social Sciences, Gombe State University, Gombe

Abstract

Many studies identified financial constraints as the major factor affecting the performance of small and medium scale enterprises in Nigeria. While the personal savings used as start-up capital by the SMEs owners are always inadequate to propel their businesses, they also have difficulties in complimenting it with bank loans mostly because of the exorbitant interest rates and stringent procedures demanded by the commercial banks. In a bid to address this challenge, Bank of Industry (BOI) introduced a program known as 'BOI/States Matching Fund Scheme' in 2007 in which it partners with some State Governments who commit to jointly contribute funds for the improvement of industrial activities thereby engendering employment generation, poverty reduction and revenue generation in their respective states and by extension Nigeria. Gombe state government happened to be one of such partners to BOI and in 2011 they created a "Matching Fund (first phase)" of one billion naira through a joint contribution of N500 million each to provide loans at affordable interest rate to 133 SMEs who engaged in value addition activities in fertilizer blending, groundnut oil processing, rice processing, poultry feeds processing, fish feeds processing and tomatoes processing. This research therefore aims to assess the impact of this matching fund on the performance of the SMEs in Gombe state. Through the administration of 57 questionnaires to the sampled 57 beneficiaries, the research discovered that the fund has significantly improve the performance of the benefitting SMEs in the state. Hence the research recommended that the state should strengthen its commitment to the ongoing second phase of the program (a matching fund of 3 billion created in 2014) and also continue partnering with BOI for the subsequent phases.

Keywords: *Bank of industry, Matching fund, Small and medium scale enterprises*



An assessment of Consumer Buying Behaviour: an Issue for “Made in Nigeria Drive”

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Abstract

Nigerians attitude towards made in Nigeria goods is such that even second hand foreign goods are regarded better off than the first class made in Nigeria goods. Today, consumers are becoming hard to please. They are smarter, more price conscious, more demanding, less forgiving and they are approached by many more competitors with equal or better offers. The closure of many manufacturing companies in Nigeria is obviously traceable to low patronage of locally made goods. As a result of this, the study identified some perceptual variable affecting the buyers behaviour such as product quality, product package and price; and how they are influenced by the attitude of consumers. Data were collected from 119 respondents in the states capital of Kaduna, Nasarawa, Plateau and Abuja the Federal Capital Territory of Nigeria. The analysis of the data is conducted through the use of statistical package for the social science (SPSS) version 20.0. Thus, the hypotheses testing showed that there is positive and significant relationship between purchase decision and other variables such as product quality, and product package. It was discovered that, the increase in these variables lead to increase in consumer purchase decision. The relationship between the study price and consumer purchase decision was found to be negative. The decrease in this study price leads to increase in consumer purchaser decision. It is recommended that a well organized campaign should be carried out to convince the public about the quality of locally made goods. Efforts should be made to minimize or ban importation of some foreign goods so as to reduce emphasis on consumers' longing for them, and local manufacturers should improve on the quality of their products by using quality raw materials and modern techniques so as to reduce price. The regulatory bodies most push for quality control of Nigeria-made goods to increase customer satisfaction.

Keywords: *Consumer, Behaviour, Purchase, Price, Quality, Products, Package*

The Challenge of Corruption and Good Governance in Nigeria

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Abstract

One of the salient responsibilities of a State is to provide the primary needs of the people. It also includes the creation of a clement atmosphere for the efflorescence of human freedom, and participation in development. These are the hallmarks of good governance which guarantees the happiness and human security of the people. But if the resources for carrying out these onerous responsibilities are appropriated by a few people it becomes extremely difficult for good governance to triumph. In other words, corruption in whatever form is antithetical to the ideals and values of good governance. This is largely because of its corrosive and destructive effect on the welfare of the populace. Therefore, this study seeks to examine how corruption can pose a challenge to good governance in Nigeria. In carrying out this task, we relied on two sources for data collection. These include the primary and secondary. While the primary sources include group discussions and personal interviews, the secondary sources include a review of existing literature, magazines, newspapers and official gazettes. Research institutes such as the Center for Black Arts and African Culture (CBAAC) and the Institute of Human Rights and Humanitarian Law (IHRHL). It was discovered that corruption is antithetical to human development and good governance. We, therefore recommend that for good governance to triumph, corruption should in all its manifestations be nipped in the bud, through a concerted effort that involves the leadership and the followership.

Keywords: *Good governance, Corruption, Followership, Leadership and Human development*



Ordered Choice Modeling of Farmers' Decision to Obtain Commercial Banks' Credit in Kano State

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Abstract

The research seeks to empirically analyze those factors affecting farmers' decision to obtain commercial banks' credit in Kano State with emphasis on personal attributes of the farmers. A sample of 294 registered farmers was used for the purpose of the research. Ordered choice models were employed where outcome of the research shows that while age, gender and geographical location of farmers significantly affect their decision to borrow from commercial banks, their level of formal education and experience in farming profession were insignificant in determining their decision to borrow. Post estimation test indicates that there is no specification bias in the models. However, the presence of heteroscedasticity made it necessary to employ the White's Robust Standard Errors (VCE). The study highly recommends among other things that commercial banks' loan classification should reflect farmers' individual attributes for example; the youth, women and rural farmers should be targeted whenever it comes to agricultural lending.

Keywords: *Ordered choice, Heteroscedasticity, Post estimation*



Impact of Economic Recession on Industries in Nigeria: a Case Study of Sokoto State, Nigeria


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Abstract

Industrialization as the saying goes is the back bone of economic growth development of any nation either developed or developing nation. In Nigeria like in many other developing African countries industrialization is seriously affected by many factors ranging from inadequate power supply, poor technical knowhow, poor management, poor infrastructural facilities including poor road network, poor wages and salaries leading to corruption and theft, instabilities in governance which many atimes obscure foreign investment as well as preference in foreign made goods which consequently affect the sales of home made goods. These and many other challenges not mention in collaboration with economic recession is seriously affecting industrialization in Nigeria and Africa at large, it's on this basis this paper is intended to critically examine the challenges face by industries in Nigeria with a particular reference to Sokoto. The data will be collected using questionnaire and the questionnaire will be subjects to SPSS for analysis and discussion. Lastly possible suggestion and recommendation will be provided.

Keywords: *Industrialization, Economic recession, Development, Governance and Corruption*



An Empirical Analysis of Capital Structure on Performance of Firms: Evidence from Nigeria

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Abstract

Financial decision is one key decision made by every organization. The objective of the study was to analyse the impact of capital structure on firm performance in Nigeria from 2010 to 2015. Using data from five sectors from Nigeria Stock exchange namely: Conglomerates firms, Construction firms, Consumer goods firms, Healthcare firms and ICT firms. The study carried out a panel data analysis by using fixed effect estimation. The study found that a negative relationship exists between leverage and firm performance and the study established that a positive relationship exists between three of the explanatory variables (size, growth, STD, LTD, TD) and firm performance. The study therefore recommended that the management of the industry should rely more on equity financing as a way of funding their business.

Keywords: *Capital Structure, Firm performance, Leverage, Firm's size, Growth.*



Effect of Economic Recession on the Performance of SMEs in Nigeria

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Abstract

This study assesses the effect of economic recession on the performance SMEs in Nigeria proxies as SMEs output. The main objective is to examine the effect of economic recession on the performance of SMEs in Nigeria. The continuous rise in interest rate, exchange rate, inflation rate and unemployment rate in Nigeria affect the output of SMEs in Nigeria. Data was collected from secondary sources covering a period of 15 months from Jan-March, 2017 and this data were obtained through the CBN Statistical bulletin and National bureau of statistics. The population of the study includes all the SMES in Nigeria. Test of Normality and ordinary least square of multiple regression analysis was used to analysis data using e-view software statistical package. The result shows that there is a significant relationship between economic recession and performance of SMEs in Nigeria. Other findings were that there is a significant relationship between interest rate, exchange rate and unemployment and output of SMEs in Nigeria. The study therefore recommends that Government of Nigeria should embark on policies that will stop economic recession in Nigeria and should try to enforce agencies that will control exchange rate, interest rate as well as planned strategic actions to reduced unemployment in Nigeria since it leads to output of SMEs in Nigeria.

Keywords: *Economic recession, Performance, Interest rate, Exchange rate, Unemployment and output.*



Modeling a Sustainable City in the Twenty – First Century: a Case Study of Ibadan Oyo State Nigeria

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Abstract

The challenges facing government at all levels in the area of urban development are two folds, first is how to provide basic services for urban dwellers especially the urban poor and second, how to make cities and towns as model of good places for economic development. The key ingredients and catalysts for achieving these goals are strong and virile institutional capacity, urban infrastructure and a supportive urban policy framework. The government at all levels have been upgrading and expanding city infrastructure and services in Ibadan, the state capital to support sustainable economic development of the city, particularly in the areas of electricity, neighbourhood, solid waste management, transport, water supply, education, health facilities and markets developments to discourage street trading. This paper attempts to present Ibadan in the millennium as “A model of sustainable city. “A planned development strategy that had sustained the growth of the city from a war camp in the 19th century to a cosmopolitan city in the 21st century with the potential to become a mega – city. The presentation examines, among others, the physical structure and population density of Ibadan city, the challenges of economic development, the development of urban infrastructure and services in Ibadan metropolitan area. The paper submitted by mapping out strategy to achieve sustainable development of Ibadan city.

Keywords: *Sustainable city, Urban infrastructure, Physical structure, Economic challenges, Mega city.*



Sustainable Environmental Design as Veritable Tools for Efficient Infrastructural Services and Rapid Socio Economic Development of Cities

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Abstract

Sustainable environmental design is a design that is aimed at sustainable development of the built environment. It entails in totality all vital issues, topics, factors, ingredients and elements that has to do with the environmental development and technological innovation in construction process. The concerns for environmental sustainability have become the subject of global discussion. This has prompted debates, negotiations, declarations and legislations the world over. Our present chaotic built environmental need to be checked and addressed to evolve best practice for efficiency of our cities, standard of living and safety of society generally. This paper seeks to examine the role and importance of sustainable environmental design enhancing infrastructural services and rapid socio-economic development resulting in building better cities. The submission advocates for innovative solutions towards providing cities with more housing and making them more compact, more beautiful, more durable and better connected.

Keywords: *Built- environment, Sustainable design, Environmental compatibility, Viability and innovation.*



Country Women Association of Nigeria (COWAN) and Rural Development in Lafia Local Government Area of Nasarawa State

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Abstract

There cannot be genuine national development in Nigeria if the vast rural areas of the country remain largely under-developed with poor access roads, poor health facilities, high unemployment and inadequacy of other social amenities. The Nigerian government has experimented myriad of policies and programmes to achieve a seemingly elusive rural development. Other non-state actors have risen to fill the gap created by government's failure. The Country Women Association of Nigeria (COWAN) is one of the many Non-Governmental Organizations (NGOs) dedicated to achieving the objectives of rural development through empowering rural women. This study examines the role of COWAN in achieving the objectives of rural development in Lafia Local Government Area of Nasarawa State. The study was anchored on endogenous development theory. Both primary and secondary methods of data collection were utilized as a sample 180 registered members of the association were randomly selected and simple percentage used to present the data obtained. The study found that COWAN has contributed to rural development in the areas of increasing the income of rural women, awareness campaign and support on health related issues and stimulating the political consciousness of rural women in Lafia, Nasarawa State. The study therefore recommends that the efforts of COWAN should be sustained and encouraged in order to keep advancing the course of rural development in Nigeria.

Keywords: *Rural development, Non-governmental organizations and Rural women,*



Economic Recession and Domestic Violence: Effects on Child's Welfare Development in Nigeria

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Abstract

The global financial crisis which created adverse socio-economic conditions affected the fabrics of most developing economies. These adverse effects generated unprecedented negative ill feelings on the lives of many Nigerians. While this global shock may not have direct significant relationship with the present social and infrastructural decay in Nigeria, given that cases of corruption and mismanagement of resources have presently undermined the development of the ability of Nigeria to develop significantly, economic recession have negatively entangled the very fabrics of the developmental structures of Nigeria. Whatever the causal dimensions, economic recession in the country has created conditions that have undermined the capacity of citizens to make meaningful livelihood. The implications as this study have examined, is the devaluation of family value, increase in domestic violence and a trickling down on child welfare development. The study therefore examined the impact of economic recession and domestic violence in Nigeria, taking into consideration child welfare development. This study relied on both primary and secondary sources of information. The study revealed that the recent economic recession in Nigeria positively increased incidences of domestic violence in Nigeria and with an adverse effect on child welfare development. It was found that children have presently becoming increasingly wild, delinquents, unruly and under-developed, given family income.

Keywords: *Economic recession, Domestic violence, Livelihood.*



Economic Recession and Level of Female Prostitution in Selected Nigerian Universities

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Abstract

Presently Nigeria is witnessing Economic recession. The recessions have virtually taken a hold on every institutions of the country to make meaningful development, alleviate peoples suffering and especially increase in household income. One of the many effects of the recession is the increase in female prostitution. Although female prostitution has been a long age activity, its presence and activity have increased presently in the Nigerian Universities. Female prostitution is a process of trading sex for commercial purposes and gains. Female prostitution have recently taken a new dimension considering the age of female who partake in it, the client-patronage organised system and increase in the number of girls who engage in it. The study examined the extent to which recession has impacted adversely on female students in Nigerian Universities. It argued that the level of female prostitution have increased in the Nigerian universities. It holds a correlation between economic recession and the level of female prostitution in Nigerian universities. It also found that prostitution is serving as a coping strategy for many females in Nigerian universities. Several literatures were reviewed and also data were sourced using primary sources.

Keywords: *Commercial sex, Economic recession, Prostitution*



Impact of Compensation on Employees Performance: a Study of Guinness Nigeria Plc, Benin City, Edo State

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Abstract

Compensation is usually narrowed to cash and as a result, employers only have a tunneled vision when it comes to the issues of compensation for their employees. Other aspects of compensation which makes up the total compensation package for the employee are not given much attention. The main objective of the study is to find out the impact of compensation on employees performance in the brewery industry with Guinness Brewery Plc, Benin City, Edo State. 376 questionnaires were administered to the respondents and 237 questionnaires were returned successfully which was used as the bases for the research analysis. The research findings revealed that compensation has significant impact on employees' productivity. It was concluded on the note that Compensation can affect employees' level of commitment. It was recommended that the management of Guinness Nigeria Plc Benin City, Edo State should improve on its pay packages, travel allowance, sick leave and so on so as to improve the employee's productivity rate.

Keywords: *Compensation, Entitlement, Pay packages, Performance, Sick leave*

Impact of Information Communication Technology (ICT) on Entrepreneurship Development in Nigeria: a Study of Zinox Technologies Ltd, Abuja


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Abstract

The unemployment rate in Nigeria is not only worrisome but also alarming and shows that government cannot tackle it alone. The main objective of the study is to investigate the impact of Information Communication Technology (ICT) on entrepreneurship development in Nigeria, with Zinox Technologies Ltd, Abuja as case study. Data was collected from both primary and secondary sources and analyzed using statistical model of multiple regression analysis using a software option of E-View statistical package. Thirty seven (37) copies of questionnaire were administered to the respondents and thirty (30) copies of questionnaire were returned successfully which was used for the research analysis. The research findings revealed that Information and Communication Technology (ICT) has a positive significant impact on job creation, entrepreneurial advancement and wealth creation opportunities. It was concluded that ICT is an indispensable project in any organization. It was recommended that the management of the company should make sure they explore every area of ICT in other to create more jobs for the teeming populace.

Keywords: *Communication, Entrepreneurship, Information, Job creation, Wealth creation*



Impact of Corporate Social Responsibility on the Financial Performance of United Bank for Africa, Nigeria PLC


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Abstract

The study investigated the impact of corporate social responsibility (CSR) on the financial performance (profit after tax) of United Bank for Africa (UBA) Nig. Plc. The study employed descriptive research design; secondary data were extracted from the audited annual report of UBA from 2006 – 2016. The data on the net profit (adopted as dependent variable) and expenditure on CSR (independent variable) was used to construct ordinary least square (OLS) model of regression which was analysed using SPSS to establish whether there exist any relationship between CSR and profitability of the organization under study. The findings reveals that there is positive relationship between CSR and profitability of UBA Nig. Plc. The paper strongly recommended among others that United Bank fir Africa (UBA) Nig. Plc. Should operate in such a reasonable and responsible manner that assures the society that they are operating to better their socio-economic wellbeing, which in the long run could facilitate increased customers patronage and the enhancement of the bank's profitability. Government should also quicken the passage of CSR bill before the National Assembly and also offer incentives to encourage corporate citizenship by firms.

Keywords: *Corporate Social Responsibility (CSR), Profitability, Society, Government and customers.*



The Made in Nigeria Recession 2000 - 2016: Growth without Development

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Abstract

This paper reviews the current economic recession in Nigeria and examines the root causes in the light of concurrent expensive democracy. Empirical evidence indicate the seeds for Nigeria's current recession were planted in 2004 and “faithfully” watered subsequently by continuous gross mismanagement of national resources as well as the application of economic/development sabotaging policies and that the Central Bank of Nigeria (CBN) bears significant responsibility for Nigeria's current recession. The paper therefore recommends the Law Reform Commission in their relevant law reviews to make provisions for Prudential Regulatory Authority type agency for Nigeria, make provisions to apply limits on percentage of profits made by multinationals that are repatriated out of Nigeria after the multinationals had fully repatriated their initial investments i.e. provide for the percentage of “made-in-Nigeria profits” that must be retained for re-investment in Nigeria. We also recommend urgent review of the excess autonomy granted the CBN by the last amendment of the CBN Act which allows the CBN to practically run like a private institution when the CBN is not privately owned but it is a Federal Government institution. It appears the current provisions for autonomy leaves the CBN itself with no effective supervisor or check and balances to ruinous national effects.

Keywords: *Economic growth; Economic development; Economic recession*



Production, Employment, Policy Somersaults and the Road to a Recession


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Abstract

This paper examines the empirical contributions of unclear policies and/or detrimental policy somersaults of monetary authorities to the current economic recession in Nigeria in terms of employment and production. Evidence indicate the Purchasing Managers' Index (PMI) for employment which was already under 50 further worsened in line with Composite PMI with onset of recession and continued to worsen twelve months into the recession implying continued policy failures. The index for policy pre and post recession is shown to be significant and to affect production negatively. Also, examination of policies and their subsequent reversals indicate apparent lack of understanding of the basic principles of money creation and the drivers of economic growth and development by monetary authority managers. We recommend necessary urgent review of the competencies of current crop of monetary authority managers and/or their re-training to minimize avoidable convoluted shocks to the economy.

Keywords: *Employment, Production, Economic growth, Economic development, Economic recession*



Microeconomic Modeling of Public Sector Corruption: a Case for the Inclusion of the Public Officer as Central Variable

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Abstract

This paper identifies public sector corruption as the main variant of corruption that afflicts Nigeria. The public officer is seen as the principal agent in most cases of public sector corruption. The study advocates a new perspective on the examination of corruption in Nigeria, arguing that macroeconomic approaches that capture aggregate variables like GDP adopted by many experts in examining or evaluating corruption in Nigeria is insufficient, as it often does not represent the principal agent as a determining variable in any of the corruption models used. The endemic public sector corruption may, to a degree be traceable to the improper and insufficient macroeconomic models used in evaluation the problem, The paper advocated for a microeconomic modelling hallmarked on the corrupt Officer which consider intrinsic variables that instigates the corrupt officer like bribery, religion and nepotism. Based on the rent-seeking theoretical framework, the study apply the utility maximization principle and discover that the marginal utility of the corrupt Officer is positive and hence the propensity for marginal corruption. This verify the necessity of including the corrupt Officer as one of the main variables that should be seen as independent in the models formulated to examine especially the causes of public sector corruption in countries like Nigeria, The study invites future studies especially in a search for metrics that could proxy psychometric of the corrupt officer like psychic income.

Keywords: *Corrupt officer, Psychic income, Bribe, Corruption.*

Property Taxation and the Revenue Future of Nigeria

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Abstract

Taxation and the future of Nigeria, the earliest trace to all form of taxations in this country prior to the arrival of the foreign administration happens in the northern regions. And that was to the advantage of having a central leadership in the north. Taxation is one of the major sources of revenue to government now and even in the past. It is one of the devising sources to count in both the state and the federal government budget. All this in favour of the poor (tax payer) of Nigeria, because taxes collected are paid back to the tax payee in form of social amenities. As the word taxation put to mean a sum of money paid by citizens of a country to the respective government for public purpose. Sometimes, the amount is not paid in money form rather in kind. This research, therefore, examines unreliability of taxation in the future of Nigeria as the qualities due of a sound taxation worthy of continuity as; fairness, neutrality, convenience, certainty, economical, flexibility, and productivity that were otherwise referred to as principles of taxation were at 75% in the state of dissatisfactory. This research further deduces to investigate the effect of unreliability of taxation in the future of Nigeria in most sensitive manner, while looking at taxation as an influential to both individual and corporate bodies under public or private sector depending on the circumstances the sector may behold-by. few to mention out of these effects that ensure collapse in the future of Nigeria about taxation are; disincentive to work, economics sabotage, deterrent to save, deterrent to enterprises and shelter for all campaign. Lastly tax avoidance/evasion can be the resultant effect of any improper and irresponsible tax administration. The findings of this paper accordingly discuss and unfold the extent of this unreliableness in the light of the basic tax principles violation.

Keywords: *Property taxation, Optional revenue and Less-dependency on fuel*



Traditional Institutions and Cultural Domestic Waste Management in Choba, Alakahia and Aluu Communities


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Abstract

With the economic recession and the urgent need to diversify the economy, the focus has too often been on the real sectors of the economy such as agriculture, manufacturing, solid minerals and even entertainment. Domestic waste has barely received any attention other than the environmental and health burden it poses. This study sets out to examine the role of traditional institutions as custodians of culture and the local ecological knowledge of three communities on domestic waste management (DWM). The study found disturbing local ecological knowledge of lands, forests and bushes as repositories for waste disposal of all sorts of domestic wastes. But, also found comparatively, that the strength of a traditional institution on DWM is crucial to reducing indiscriminate waste disposal. Thus, reducing the negative environmental and health impacts that stifle economic growth. It however recommends that Government should key into this by engaging traditional institutions in communities beyond disposal sites and evacuation of waste, to strengthening their capacity to engage community residents to adopt environmental friendly DWM practices of sorting and recycling waste. As a result, encourage private sector investments on recycling of different kinds in these communities where their wastes can be disposed for incentives.

Keywords: *Local ecological knowledge, Traditional institutions, Domestic waste management*



Sedimentary Textural Characteristics and Palynological Analysis of Benin Formation Exposed Along Lemna Road, Calabar Flank, Southeastern Nigeria

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Abstract

Grain size, pebble morphometry and palynological analysis was carried out on the outcrop samples exposed along Lemna Road, in Calabar Flank Southeastern Nigeria, to interpret textural parameters, age and pale environmental deposits. The statistical granulometric parameters of Mean Size, Inclusive Standard Deviation, Skewness and Kurtosis yielded average values of 0.90ϕ ($0.47\phi - 1.70\phi$), 1.75ϕ ($1.31\phi - 2.57\phi$), 0.08 (-0.32 to $+1.00$) and 0.82 (0.41 to 1.29) respectively. These values infer deposits of coarse to medium grained, poorly to very poorly sorted, dominantly of negative skewed and very platykurtic to leptokurtic and suggest medium to high energy fluvio-beach laid sediments. Pebbles morphometric parameters of Flatness ratio, (FR), Flatness Index (FI), Elongation ratio (ER), Maximum Projection Sphericity Index (MPSI) and Oblate Prostate Index (OPI) have average values of 0.44, 44%, 0.70, 0.65 and 1.07 infer variation in the environment of deposition for the pebbles from fluvial to beach/littoral settings. Palynological samples yielded rich and high abundance palynomorphs of pollen, ferns and fungi spores, with some freshwater algae. The following notable palynological taxa of *Psilastephanocolporiteslaevigatus*, *Retricolporitesirregularis*, *Zonocostiteramona*, *Pachydermitesdiedeorixi*, *Echiperiporitesestelae*, *Psilatricolporitecrassus*, *Psilatricolporitesp*, *Retibrevitricolporitesobodoensis*, *Ctenolophoniditescostatus* and *Brevicolporites guinetii* for the pollen, while spores (ferns and fungi) include *Laevigatosporitesdiscordatus*, *Acrostichumaureum*, *Verrucatosporitesalienus*, *Polypoddiaceoisporitesretirugatus*, *Magnastriatiteshowardi*, *Fusifformisporitesp*, were used as marker flora. These results indicate that sediments were deposited from Early –Miocene to Late –Miocene time. The environment of deposition is alluvial/ fluvial setting characterized by freshwater mangrove/swamp forest

Keywords: Grain size, Pebble morphometry, Palynological, Calabar Flank, Fluvio-beach, Early –Miocene to Late –Miocene

The Challenges of Corruption and Good Governance in Nigeria

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Abstract

One of the salient responsibilities of a State is to provide the primary needs of the people. It also includes the creation of a clement atmosphere for the efflorescence of human freedom, and participation in development. These are the hallmarks of good governance which guarantees the happiness and human security of the people. But if the resources for carrying out this onerous responsibilities are appropriated by a few people it becomes extremely difficult for good governance to triumph. In other words, corruption in whatever form is antithetical to the ideals and values of good governance. This is largely because of its corrosive and destructive effect on the welfare of the populace. Therefore, this study seeks to examine how corruption can pose a challenge to good governance in Nigeria. In carrying out this task, we relied on two sources for data collection. These include the primary and secondary. While the primary sources include group discussions and personal interviews, the secondary sources include a review of existing literature, magazines, newspapers and official gazettes. Research institutes such as the Center for Black Arts and African Culture (CBAAC) and the Institute of Human Rights and Humanitarian Law (IHRHL). It was discovered that corruption is antithetical to human development and good governance. We, therefore recommend that for good governance to triumph, corruption should in all its manifestations be nipped in the bud, through a concerted effort that involves the leadership and the followership.

Keywords: *Challenges of corruption, Good governance, Nigeria*



The Legislature and Economic Recession in Nigeria: an Assessment of the Role of National Assembly

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Abstract

This paper argues that the legislature in every democratic setting plays a stabilizing role on the economic progress of the state. It not only aids the consolidation of democracy but also ensures economic development within the state through the process of law-making, appropriation exercise, oversight functions amongst others. Thus, the fundamental functions of the legislature need to be overhauled whenever occasions of economic instability surfaces. This unarguably is the case with the recent economic recession that bedeviled the Nigerian state exemplified in high rates of inflation, unemployment, currency devaluation and general decrease in standard of living. One is therefore instigated to question the fundamental responsibility of the Nigerian National Assembly in the face of daunting economic retrogression. Given the above, the paper is interested in studying how well the National Assembly has employed its Power of the Purse in regulating both fiscal and monetary policies especially as they affect the current downturn in the Nigerian economy irrespective of the legislative-executive faceoff which is thwarting the economic progress of the Nigerian state. In doing this, the paper relies on both primary and secondary sources of data. The judgmental sampling technique was employed to gather data from 250 sampled population drawn from both the staff and elected National Assembly members. The structural functional approach was used for theoretical assessment of the subject matter. Major findings of the paper show that intra-party brawls, executive/legislative face-off, low capacity of legislators, politicization of legislative aides and lack of fiscal federalism are parts of the harbingers of the economic meltdown. The paper recommends that to eschew future trends of economic recession, the legislature should employ institutional measures to adequately check the complacency of governmental institutions and agencies while stemming other setbacks like intra-party crises amongst others.

Keywords: *Economic recession, Legislature, National assembly, Fiscal federalism, Legislation*

Beyond Physical Infrastructures, Understanding the Political Economy of Economic Recession: an Indispensable Runway to Nigeria's Economic Recovery

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Abstract

An economic recession occurs after two consecutive quarters of negative growth. Nigeria's real GDP growth rate in Q1 was -0.36% and -1.5% in Q2. By implication there was a contraction of economic activities occasioned from an evaporation of confidence which led to no new investments, inordinate delay in government spending during the period of acrimonious legislative squabbles in approving the budget within the period 2015- 2016. Clearly, there was a strong blend of politics and economics. This study interrogated the political economy of economic recession in Nigeria. Data was obtained from secondary materials while the mode of analysis is to a large extent qualitative. The Marxian theory of profit is adopted as its theoretical framework. It runs in parts as follows- introduction, the problem, theoretical perspectives, methodology, causes of recession in Nigeria, remediation, conclusion and recommendation. The major finding of the study is that contrary to widely held view that corruption and mismanagement are the causes of Nigeria's economic woes; the remote cause is rooted in class struggle among the political class who constitute the bourgeoisie. Against this backdrop, the study recommends adequate remuneration of the worker consequent upon the reduction of profit accruing to the consumption and spending from the workers. This is the only way of stimulating economic activities for purposes of recovery.

Keywords: *Economic recession, Economic recovery, Marxian theory of profit, Evaporation of confidence, Acrimonious legislative squabbles.*

Rural-Urban Migration, Agricultural Productivity and Poverty Incidence Nexus: a Further Test of Kuznets Hypothesis in Nigeria

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Abstract

This paper examined the nexus between urbanization, agricultural productivity and the incidence of poverty in Nigeria using the Kuznets Hypothesis for the period 1980 to 2013. The result of the analysis once again validates the existence of Kuznet's hypothesis in Nigeria and thus indicates the continuous movement of Nigerians from the rural agricultural community to the urban centres mostly in search of greener pastures. Rural agriculture has not been able to improve the living conditions of many in the sector as its practice remains subsistent and crude leading to the heavy dependent of the Nigerian economy on food imports from other parts of the world. Urbanization has brought about grave challenges in Nigeria as many that left for the cities and towns were unable to find their ways to schools; get jobs or improve their living conditions and consequently an escalation of social vices in the cities and towns in Nigeria. The study advocates the restructuring of development policies in Nigeria to yield the desired goal of sustainable rural development which could engender better living for over 70 percent of Nigerians in this part of the society.

Keywords: *Migration, Agricultural productivity and poverty*



Identifying Cultural Makers and Guidelines for Website Design Targeted to a Nigeria Audience

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Abstract

There have been rapid improvements in the way organizations and institutions in general carry out their activities in recent years. Records of old activities are being revisited and used for making business plans and vital decisions. Business acquisition and merges are transforming various industries and calls for information sharing have vastly increased. This involves the interoperation of independently developed database systems. For so many years, researches have been carried out in trying to improve information sharing between independently developed systems with these systems retaining control over their resources. This global economic platform raises a concern about how to communicate with potential clients, partners, and friends etc. from varying countries, continents and cultural backgrounds using a single web page. In principle, effective websites ought to be usable, understandable and accepted, but an issue arises as there are no objective criteria for them as they are relative and vary across cultures. Hence the need for designing for crosses cultures, in order to create web pages that are effective and acceptable to its target audience. Analyse data from survey to identifying quality cultural markers for Nigerian audiences. Evaluate product and process, to see if other methods would have produced better results.

Keywords: *Identifying cultural, Rapid improvements and Global economics*



Challenges and Prospects of Managing Recessionary Economy in Nigeria

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Abstract

That Nigeria is experiencing low rating in almost all areas of economic indices is no longer news. There is general hardship. The cash flow is poor and the business people are not selling. On almost everybody's lips is "things are hard, there is no market, no money". Everywhere it is the story of lamentation. Government has admitted that the economy is experiencing unprecedented challenges presently. This study examines the trends, challenges and prospects of managing economic recession in Nigeria. Descriptive research design is employed in the study. Data are generated mainly from secondary sources and analyzed using qualitative technique. The study identifies insecurity and the mono-structure of the Nigerian economy as major indicators for the current downward economic trend. It therefore advocates for a proactive steps towards addressing security challenges and diversification of the rural sector as a way out of recession.

Keywords: *Recession, Security, Mono-economy, Diversification*



Food Availability and Utilization for Productivity among Residents in the Ogoni Axis of Rivers State

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Abstract

The significance of knowledge on appropriate consumption of quantities and quality of indigenously produced and preserved organic foods for nutrition, safety, health and activity of man necessitated an investigation into food availability and utilization for productivity among residents in the Ogoni axis of Rivers State. The study was a comparative study that adopted the descriptive survey research design. Multistage random sampling technique was employed in the selection of 530 subjects (i.e. 10 Nutritionists, 20 Home Economists, 20 Agriculturists in the State owned Universities, and 160 farmers and 320 residents in the Ogoni axis of Rivers State (consisting of Eleme, Tai, Gokana and Khana Local Government Areas). A self-structured Agricultural Science and Home Economics experts validated instruments titled Food Availability and Utilization Scale (FAUS) and Family Productivity Inventory (FPI), with reliability coefficients (r_a) of 0.633 for and 0.748 for the FAUS and FPI respectively necessitated the use of these instruments for administration while the data obtained from the 492 validly retrieved copies of the questionnaire was analyzed using multiple linear regression analysis. The result revealed that the variables of food utilization via: health [$\beta = .481$, $t_{(185)} = 1.002$, $p < .05$], income [$\beta = .494$, $t_{(185)} = .997$, $p < .05$], and knowledge [$\beta = .483$, $t_{(185)} = 1.004$, $p < .05$] statistically contributed to the productivity of residents in the Ogoni axis of Rivers State. The study recommended amongst others that: Nutritionists and Home Economists emphasizing that knowledge on food storage is vital for maintaining the nutritional quality of foods, alongside the consumption of home grown organic foodstuffs have nutritional and health benefits that will enable people conserve their income during this period of recession.

Keywords: *Food availability, Food utilization, Productivity, Residents, Ogoni axis, Rivers State*

