

# Economics, Business & Financial Management Conference

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**CONFERENCE THEME:**

Innovations for Sustainable Business Economy in Africa

**ENTREPRENEURIAL & BUSINESS TRAINING SESSION**

Facilitated by Minda Advanced Technologies Ltd, Nigeria, the training is co-sponsored by Georgetown's McDonough School of Business, Washington D.C. and Bahamas Financial Services Board.

**CONFERENCE DATE:**

29th-30th June, 2016

**VENUE:**

Africa's Premier Business & Leisure Resort, TINAPA- Calabar & Ministry of Finance Conference Hall, Cross River State, Nigeria

**CONFERENCE SECRETARIATE**

*Nigerian Project Office*

*No. 66 Murray Street, Calabar*

*Cross River State – Nigeria*

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Department of Economics  
University of Calabar, Calabar

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### **CONFERENCE SPECIAL GUESTS AND LEAD DISCUSSANTS**

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2.	The Commissioner Ministry of Commerce/Industry Cross River State	Innovations and Strategies for Effective Commerce and Industrialization in Nigeria
3.	The Commissioner, Ministry of Information and Communication Technology, Cross River State	The Role of Information and Communication Technology for Sustainable Business Development in Africa
4.	The Commissioner, Ministry of Agriculture, Cross River State	Financial Resources and Effective Agricultural Development in Africa
5.	The Commissioner, Ministry of Women Affairs, Cross River State	Promoting Innovative and Effective Business Environment for Women Participation in Africa

6.	The Commissioner, Ministry of Education, Cross River State	Education Technology, Job Creation and Sustainable Business Development in Africa
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**Category 2: BANKING & FINANCE SECTOR**

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4.	The Managing Director, Mirage Hotel Cross River State	Hospitality and African Business Economy: The Need for Innovative Strategies
5.	The Managing Director, Green Valley Hotel Calabar	Hospitality and African Business Economy: The Need for Innovative Strategies

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5.	The Managing Director, Corporate Affairs Commission Calabar Branch	Business Registration and Sustainable Development in Nigeria: the Role of Corporate Affairs Commission

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3.	The Regional Marketing Manager, MTN P.H Calabar	Telecommunication and Africa Business Environment: Challenges and Prospects
4.	The Managing Director, GLO Calabar Office, Cross River State	Telecommunication and Africa Business Environment: Challenges and Prospects

5.	The Manager, AIRTEL Calabar Office Cross River State	Telecommunication and Africa Business Environment: Challenges and Prospects
6.	The Managing Director, ETISALAT Calabar Office, Cross River State	Telecommunication and Africa Business Environment: Challenges and Prospects
7.	The Head, National Library of Nigeria, Cross River State	The Role of National Library for Sustainable Business Development in Nigeria
8.	Area Postal Manager NIPOST	Innovations for Reliable and Efficient Business Service Delivery in Nigeria: The Role of NIPOST

**Category 6: EDUCATION AND ENTREPRENEURIAL DEVELOPMENT**

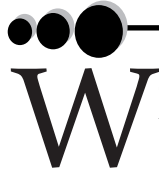
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3.	The Director, Entrepreneurial Development Centre, University of Calabar, Calabar	Entrepreneurship Development for Effective Business Sustainability in Africa
4.	The Former Director, Entrepreneurial Development Centre, University of Calabar, Calabar	Entrepreneurship Training for Job Creation in Nigeria

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2.	The Controller, Nigerian Immigration Service, CRS	Security Challenges and Sustainable Business Environment in Africa: The Role of the Nigerian Immigration
3.	The Commissioner of Police CRS	Security Challenges and Sustainable Business Environment in Africa: The Role of the Nigerian Police Force

<b>Day One: Tuesday 28th June, 2016</b>		
Arrival of Guests/Conferees/Delegates		
<b>Day Two: Wednesday 29th June, 2016</b> 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 Discussants
12:00	- 1:00pm	Group Photograph
2:00pm	- 4:00pm	Lead Discussant
4:00pm	- 5:00pm	Policy Review
<b>Day Three: 30th June, 2016:</b> Business Training Session / Plenary Session		
7:00am	- 8:00am	Breakfast
8:00am	- 10:00am	Conference Briefing / Business Training Session
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

# Innovations for Sustainable Business Economy in Africa



Welcome to Economics, Business & Financial Management Conference. Welcome to African Business Innovations!

Centuries ago, Europe was the darling economy of the world; until America rose to become the world's economic power. Now, Asia has the most countries with the fastest rising economy followed closely by Africa. Africa is perceived to be one of the frontrunners of future economic growth next to Asia.

Africa's foreign development investment has significantly improved over the past decade. It is forecasted to have a \$150 Billion growth by 2015 with Africans themselves leading the investment growth across the continent.

As Africa opens up to the world, there is a need to think innovation. For businesses, this could mean implementing new ideas, creating dynamic products or improving your existing services. Innovation is the catalyst for the growth and success of business.

Innovation is the key driver for economic growth in both developed and developing economies; we need to look at Africa in the context of global markets. The reality is that the very concept of innovation is generally well-accepted within African governmental circles. In fact, one of the most serious concerns is that in many African countries, private sector thinking is way more advanced than that of the public institutions.

There is a serious concern as to why the take-up of innovation, as a key business driver, is appallingly low in public and private sectors of emerging developing African economies. Nigeria is not an exception.

We need to accept that, within the African economical context, conventional strategies have clearly become inappropriate – new innovation-driven methods are urgently required to move the countries into a new league. We need inclusive and integrated, African-driven development strategies rather than importing development patterns of the developed economies. This is not to undermine the significance of the forces of globalization to Africa's development but it should rather inspire Afrocentric innovations.

The theme for this conference is “Innovations for Sustainable Business Economy in Africa”. We are here to think innovation across public and private sectors. I warmly welcome the Chairperson, Special Guests, Lead Discussants and Conferees to the conference. I pray that in the end, our submissions will take Africa and Nigeria's Economy to new heights.

**Dr Basseyy Anam**  
**Director, IIPRDS**

# INTERNATIONAL INSTITUTE FOR POLICY REVIEW & DEVELOPMENT STRATEGIES

*...Quality research begins here*



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1. Rethinking Sustainable Development in Africa
2. Infrastructure, Economic Development and Poverty Reduction in Africa
3. The Nigerian Economy: Structure, Growth, Diversification & Sustainability
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Economic Reviews, Standards for Writing Research are some of the major readings published by the Institute.

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The Institute has project arms; research and training academy. The research arm is coordinated by African Research Council on Sustainable Development (ARCSD), with project offices in University of Ibadan, Nigeria, University of Ghana Business School and Kenyatta University, Nairobi. The training academy is known as the School of Advanced Research Study.

## **The School of Advanced Research Study (SARS)**

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4. Letter of Paper Acceptance and Journal Publication will be issued to author(s) on the 6th week after the conference. Acceptance will be in three forms:
  - a. After peer review, papers with less than 50% accuracy level will be rejected. Author(s) will be required to re-write the paper based on observations.
  - b. Secondly, papers with 51 – 80% accuracy level will be accepted for publication, but with minor corrections effected by the institute.
  - c. Finally, papers with 81 – 95% accuracy level will be accepted for publication with minor corrections effected by the institute.
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6. Accepted papers will be published in International Scientific Disciplinary Research Journals with high level Impact Factor (in hard print and e-version). Published journals will be indexed in Google Scholar and other online research directories.

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Manuscript should be submitted to the Editor in Chief, typed in English with Times New Roman font size 12, doubled space with 1" margin at all sides of A4 paper. Manuscripts should not exceed 14 pages. Articles for publication should be sent to the Editor, International Standard Research Publishing through the journal.

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The paper should include: Title, author(s) name(s) (surname in full) and address (es), an abstract not exceeding 250 words, a few key words and the main paper. The main paper should have an Introduction, Materials and Methods, Results and Discussion, Tables and Figures, Plates, Conclusion, Acknowledgment, References. If the paper has more than one author, the first on the list is the Correspondence author.

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# Conference Abstracts





# Combating Increasing Operating Costs for Sustainability in the Hotel Industry in Nigeria<sup>1</sup>

<sup>1</sup>Matthew A Adejoh, PhD & <sup>2</sup>Gabriel U Yesuf

<sup>1</sup>Department of Hospitality Management and Technology, Federal Polytechnic, Bauchi

<sup>2</sup>Department of Hospitality Management and Technology, Federal Polytechnic, Mubi

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## Abstract

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Sustainability is the most frequently emphasized issue in the hospitality industry in the recent time. This is because of the excruciating effects of a combination of trends such as high cost of capital, emergence of new market niche, customers' demand for quality service delivery, government policies and increasing operating costs. Of these, high operating costs seem to exert more persistent force on the hotelier's drive to achieve profitability that guarantees success. This paper examines the biting effect of ever increasing operating costs in the hotel industry in Nigeria in the face of general fall in occupancies. Hotel operators and managers are expected to keep abreast with the nature of these costs and develop customized model that helps combat them.

**Keywords:** *Hotel, Operating costs, Falling occupancies, Sustainability*



## Resolving the Non Performing Loans in the Nigerian Banking Industry: an Asset Management Corporation Approach<sup>2</sup>

<sup>1</sup>Isa Fatima, <sup>2</sup>Isa Rehanet, <sup>3</sup>Ovosi Mohammed Bilkisu  
& <sup>4</sup>Enobun-Nwidi Patience Enyiamaka

<sup>1</sup>Department of Economics, Federal College of Education Zaria, Kaduna

<sup>2,3&4</sup>Department of Business Education, Federal College of Education Zaria, Kaduna

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### Abstract

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The banking crisis that ravaged the Nigerian banking sector in 2009 indicated a high level of nonperforming loans in the deposit money banks in Nigeria thus; the Asset Management Corporation of Nigeria was established by the Asset Management Corporation of Nigeria Act of 2010 to mop up these soaring nonperforming loans in the banking sector. This study examines the effectiveness of the Asset Management Corporation of Nigeria as a tool for resolving the elevated nonperforming loans while comparing the nonperforming loans ratios of the year before the establishment of the Asset Management Corporation of Nigeria and six (6) years after (2009-2015). Data was sprung from secondary sources and trend analysis was used as the methodology. The findings of the study revealed that due to the activities of the Asset Management Corporation of Nigeria, a continuous reduction in the nonperforming loans ratio has been recorded in the years since its inception however a rise in the nonperforming loans ratio was noticed in the year 2015. This rise may be due to varying economic downturns that may have increased an insurgence of bad loans in the economy and reduced the Asset Management Corporation of Nigeria's funds. It is therefore recommended that the cause(s) for the recent rise in the nonperforming loans ratio be investigated and measures be taken to curb any further increment in the nonperforming loans ratio.

**Keywords:** *Asset Management, nonperforming, Loan and Banking sector*



## Financial Resources, Management and Rural Development in Central Senatorial District of Cross River State

<sup>1</sup>Judith Otu & <sup>2</sup>Bassey Anam

<sup>1</sup>Department of Sociology, University of Calabar, Calabar

<sup>2</sup>Institute of Public Policy & Administration, University of Calabar, Calabar


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### Abstract

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Finance is significant to any meaningful development. Lack of adequate financial resources is agued for the deplorable economic condition of rural areas in Nigeria as witness in the dirge of infrastructure. This is amidst government interventions. This study examined the availability of financial resources and the level of effective management to bring about desired development in rural areas of Central Senatorial district of Cross River State. The researchers used descriptive and survey designs to conduct the study. The respondents were sixty (60) accounting officers/accountants and auditors drawn from 10 local government area of the state central senatorial district. The data obtained was facilitated by administering a research questionnaire. Among other things, the findings of the study revealed that inadequate financial resources and poor management of available resources significantly affect the development of rural areas in the state. Hence, the study concluded that availability and effective management of financial resources will bring about improved and sustained rural development in Cross River State.

**Keywords:** *Financial resources, Management, Infrastructure and rural development*



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## Mentoring as a Tool for Enhancing Superior–Subordinate Relationship for Improved Organizational Commitment: a Case Study of Adekunle Ajasin University, Akungba-Akoko, Ondo State, Nigeria

**Olumide Ayeniyo**

*Department of Business Administration,  
Adekunle Ajasin University, Akungba-Akoko Ondo State*

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### Abstract

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**M**entoring is an intense interpersonal relationship that exists between a senior and an experienced colleague and a less experienced subordinate in which the senior provides support, direction and feedback regarding career plans and personal development to the subordinates. The study aimed at establishing the relationship that exists between mentoring and workers' commitment with a view to unraveling the significance of mentoring for sustainable organizational growth and development. A study was undertaken using 95 administrative and technical staff of Adekunle Ajasin University, Akungba-Akoko, Ondo State, Nigeria. Systematic sampling technique was used for sample selection. Data collected were subjected to descriptive statistics such as mean, standard deviation and appropriate chart while Linear Regression was used to determine the influence of mentoring on employees' commitment and Factor Analysis was used to categorize crucial factors influencing employee commitment to the organization. The study revealed that 62.2 percent of the respondents showed that mentoring had high impact on their performance. Factors such as Extrinsic Motivational Factors (45.3%), Intrinsic Motivational Factors (18.1%) and Institutional Motivational Factors (15.5%) were factors influencing employee commitment to the organization. Results of Linear Regression analysis showed that mentoring had a significant influence on employees' commitment ( $t = 2.99$ ) at 0.01 level of significance. It was concluded that mentoring had a great impact on employees' commitment.

**Keywords:** *Mentoring, employees' commitment, Job satisfaction and organization performance*

# Accounting Conservatism and its Benefits to Shareholders in Developing Capital Market: Evidence from Nigeria<sup>5</sup>

<sup>1</sup>Olayinka, I. M., <sup>2</sup>Kwarbai, J. D., <sup>3</sup>Jayeoba, O. O

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## Abstract

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Evidence from the present perceived financial crisis in Nigeria, we test whether and to what extent, accounting conservatism affects shareholder value. The study considered 20 companies over a period of 10 years (200 observations). We find that there is a significantly positive and economically meaningful relation between accounting conservatism and firm performance before and during the current crisis. The result holds for alternative measures of conservatism and is validated in a series of robustness checks. We further find that the relation between conservatism and firm value is more pronounced for firms with weaker corporate governance or higher information asymmetry. Overall, our paper complements LaFond and Watts (2008) by providing empirical evidence to their argument that conservatism is an efficient governance mechanism to mitigate information risk and control for agency problems, and that external users (shareholders) benefit from it. The paper contributes to the literature in several ways. First, it furthers our understanding of the economic consequences of conservative accounting. In this paper we also show that accounting conservatism has desirable consequences in the equity market because it enhances the shareholders' value, while prior studies focus on the debt market.

**Keywords:** *Accounting conservatism; Shareholder value; Firm value and Financial crisis*



# Fuel Subsidy Removal and Nigeria Economy for Sustainable Development

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## Abstract

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**N**igeria is one of the leading producers of petroleum resources in Africa and the number eight country in the world oil producing nations. Since the discovery of oil in 1958 the petroleum sector became the major player in the Nigerian economy replacing agriculture and mining sector in term of foreign exchange Earnings and at the same time influencing the transport sectors and industrialization in the country, which serve as the nerve centre for economic growth and development. But unfortunately corruption is trying to engulf the whole sector of petroleum resources to the extent of exposing the poor masses in the country to a greater hardship of living condition i.e poor access to social amenities, high cost of living, high cost of transportation and scarcity of petroleum products etc. Despite the several government efforts to improve well being of the masses as it is always initiate and comes up with programmes and policies meant to improve living condition of the masses among which fuel subsidy is part and parcel of these policies and programmes but still the poor masses indirectly benefit nothing to these policies (fuel subsidy) as marketers and dealers of petroleum products despite collecting subsidy dues from government does not comply to sell at control price set by government and many at times they end up diverting the products to other neighboring countries to double their gain and consequently exposing the nation to long fuel ques and scarcity of petroleum products. It on this basis this paper is intended to critically look at how fuel subsidy removal will positively make impact to the Nigerian economy presently and in the future. The paper is researchable as data will be source from relevant stake holders (in form of questionnaire) lastly possible recommendation and suggestion will be made.

**Keywords:** *Petroleum resources, Subsidy and Government*

# Intrapreneurship Practice and Value Creation: an Empirical Study of Selected Banks in Nigeria<sup>7</sup>

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## Abstract

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The study focus on the relationship between intrapreneurship practice and value creation in six selected commercial banks in Nigeria to i: examine the level of intrapreneurship practice in Nigeria banks; ii: determine the relationship between intrapreneurship practice and value creation in the commercial banks; The study utilized descriptive survey design. The Cochran formula was used to arrive at a sample size of 549 being heads of strategic units and the staff of the various units. The result reveals that 295 (60.2%) respondents indicated that value added services are means to enhance efficiency, effectiveness and relevance. The result also indicates that there is a positive and significant relationship between intrapreneurship practice and value creation ( $r= 0.633$ ;  $p<0.05$ ;  $N=490$ ). The correlation is positive and significant at 5 per cent significant level which implies that the higher the intrapreneurship practice, the higher the value creation. In the light of this result, the null hypothesis two ( $H_{02}$ ) which states that there is no significant relationship between intrapreneurship practice and value creation in the commercial banks is hereby rejected. In conclusion, intrapreneurship practice has positive influence on business development of commercial banks in Nigeria. through value creation. The study therefore, recommended that bank operators in Nigeria should embrace intrapreneurship as a concept, tool to be used and as a practice in their operations to be able to achieve sustainable business development.

**Keywords:** *Intrapreneurship, Intrapreneurship Practice, Value creation, Commercial Banks*

## Strategic Intrapreneurship Practice and Sustainable Business Development in Nigeria Banking Sector

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### Abstract

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This study investigates the relationship between strategic intrapreneurship practice and sustainable business development in Nigeria banking sector. Intrapreneurship as a concept has gained fair attention over the past two decades (Antonic&Hisrich, 2003). But less consideration has been given to strategic intrapreneurial process to enhance sustainability of business development. The result also indicates that there is a moderate linear relationship between strategic intrapreneurship practice and business development ( $r= 0.441$ ;  $p<0.05$ ;  $N=490$ ). The correlation is positive and significant at 5 per cent significant level which implies that as strategic intrapreneurship practice increases, business development also increases by the same degree. In the light of this result, the null hypothesis ( $H_0$ ) which states that there is no significant relationship between strategic intrapreneurship practice and business development in the commercial banks is hereby rejected. In conclusion, recognizing the role and importance of intrapreneurship in business development, the study therefore, recommend that management should develop flexible policies as using stick and carrot, tolerance of risk and failure method as a means of organizational support to be able to achieve sustainable business development. It is suggested that further investigation be conducted on the same study considering the effect of environmental factors.

**Keywords:** *Intrapreneurship, Strategic intrapreneurship Practice, Business development, Commercial Banks.*



## Encouraging Indigenous Business and Entrepreneurship Efforts to Boost the Economies of Developing Countries

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### Abstract

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Most leaders in the developing countries see nothing good in products, goods or items produced on home soil and as a result go for goods produced abroad. This is absolutely out of place and pose discouragement to indigenous manufacturers of finished products. Let it be mentioned that goods made in any part of the world are encouraged efforts from the individuals and government or whatever. Our indigenous entrepreneurs require maximum support from the government in other to be like their counterparts abroad. Things which seem good are made that way by man , spending huge amount of money buying or importing goods from abroad no matter where is an indirect way of boosting such economy. The neglect of our indigenous produced goods is unbecoming and even entrepreneurs who do all to survive may meet their last point of encouragement when the government task them to pay through their nose all in the name of taxation. This researchers adopted several techniques in their data collection bid. Such techniques included oral interviews, textbooks, journals newspapers and the internet to mention these few. The work concluded with the scholars requesting that the government of different countries revisit their high taxation rate and instead make their atmosphere friendly for entrepreneurs to thrive.

**Keywords:** *Entrepreneurship, Government task and Developing countries*

## Effect of Value of Accounting Number on EPS Forecast errors

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### Abstract

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The occurrence of accounting manipulation and creative accounting practices have consequently reduced the value of accounting numbers in the form of decreased earnings quality. Analysts use these reported earnings to make appropriate predictions and as such the underlining principles of the financial statements under review influence the forecast accuracy or otherwise. Thus, in this present study, the effect of earnings quality was examined on EPS forecast errors. This was achieved in three stages, firstly, the EPS forecast were determined using Panel Vector Auto-regressive model of order 2 (AR (2)); secondly, the modified Dechow and Defond accrual quality model by Francis, LaFond, Olsson, and Schipper was used to obtain the earnings quality; and thirdly, the earnings quality derived was regressed against forecast errors along with other firms' characteristics as control variables. Data were gathered from 10 sampled firms selected at random for the 10 year period of 2005 to 2014. Pre-estimation and post estimation tests were conducted on the series and the final regression estimate reveal that firm's value measured by Tobins-q and earnings quality have negative effect on forecast errors. It was therefore concluded that, accrual quality a measure of earnings quality have a negative effect on EPS forecast errors. Implying that the higher the quality of earnings, the lesser the EPS forecast errors. It was recommended that financial analysts should strive towards understanding the quality of earnings reported before forecasting EPS.

**Keywords:** *Forecast, Analysts, Quality, EPS, Accrual, Earnings*



## Financial Reporting Quality on Investors Decisions

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### Abstract

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Financial reporting quality has been said to play an important role in reducing information asymmetry. Thus, firms with high financial reporting quality may enhance more investor's decision. Hence, the basic objective of the study is to determine whether earnings quality influence investor's decision. The sample consisted of 10 manufacturing companies listed on the Nigerian stock exchange market. The study period is 5 years (2010-2014). Data on accrual quality and volume of investment, Size, age and dividend payout ratio were drawn from the published annual report and account of the sampled companies. Correlation matrix, Vector auto regressive estimation and Pooled OLS model were employed for the analysis. Diagnostic tests for post estimation were also performed on this model, the result of the Ramsey Reset test shows a p-value of 0.2105, implying that the null hypothesis that model has no omitted variables may be accepted. Also, Wooldridge test for autocorrelation in panel data indicates that no first-order autocorrelation showing a p-value of 0.3642. We calculated accruals quality based on a model proposed by Mac Nichols (2002). Then, the absolute value of residual error represents the financial reporting quality. This criterion is based on the idea that states that accruals reduce the smoothing caused by the change in the cash and thus increase the earnings awareness. Furthermore, this measure has been used in previous research. The study finds evidence of a positive association between investors' decision and financial reporting quality. The study therefore recommends that, corporate firm should voluntarily produce quality report as this creates positive market reaction. Hence, proper disclosure of both mandatory and voluntary requirements might be a way forward.

**Keywords:** *Quality, Size, Information, Asymmetry,  
Financial Reporting, Accrual*

## Health Delivery Cost and Poverty Reduction in Sub-Saharan Africa: the Reliability of Nigeria's National Budget?

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### Abstract

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The fight against poverty has been a consistent one in most developing countries over the years with little or no glaring success stories over the years. This study measures the impact of health delivery cost i.e. health expenditure by the government on poverty reduction. The study adopted ex post facto research design and descriptive analysis to achieve this purpose. Secondary data for thirty-six countries were pulled from relevant databanks, and the ordinary least square technique was used for the regression analysis. The study found out that some major sub-saharafrican countries do not spend enough on health which could explain the stagnant poverty situations of these nations. The study also found out that some of the African Union countries do not obey the Abuja declaration target of 15% of the national budget-for health. This study therefore concludes that, some sub-sahara African countries especially Nigeria (the giant of Africa) have not been playing a good role in terms of national health expenditure and hence, not leading by example. The study recommends that Nigeria's new administration, and hence other non-compliant sub-sahara African countries should be more intentional to the health situation of her citizens by investing more in this regards thus apportioning a substantial allocation from the national budget to health, as this will help in heralding and achieving the poverty reduction aim of these countries.

**Keywords:** *Poverty, Poverty reduction, Government Health Expenditure, Budget.*

## Effect of IFRS Adoption on Value Relevance of Accounting Information<sup>13</sup>

<sup>1</sup>Ogundajo G. O., <sup>2</sup>Jayeoba O. O., <sup>3</sup>Ajibade A. T., <sup>4</sup>Kwarbai J. D. & <sup>5</sup>Olayinka I. M  
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### Abstract

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Value relevance of accounting information has resulted into contentious conclusions from the standard changes both on developed and developing nations. Studies have mixed results on the improvement of value relevance of accounting information between IFRS and other accounting standards' regimes and mixed results on value change after the adoption of IFRS. The paper investigates the value relevance of accounting information in the Nigerian listed firms using modified Ohlson model. The population of the study consists of all the firms listed on the Nigerian stock exchange and judgmental sampling was used to select ten of the firms. Secondary data obtained from the annual reports of sampled firms were used to investigate the value relevance of accounting numbers while content analysis was used to measure the qualitative values of accounting information (relevance, faithful representation, understandability, comparability and timeliness). Hausman's test was carried out, thus pooled OLS was used and ANOVA test was also conducted. The findings showed that there is no significant difference between the value relevance of accounting information prior and after the adoption of IFRS. It is hard to affirm that transition in standards leads to improvements in reporting quality due to the fact that no single standard can be beneficial to the entire continents due to divergence in culture, exposure, legislations, cultural, economical, socio-political and institutional settings. It was concluded that transition in standards from SAS to IFRS has no significant influence on the accounting information as a predictor of firm's value. It is also recommended that Nigerian listed firms should prepare (in a simplified language suitable and adaptable for our environment) supporting documents to the financial reports in order to remove information over-load as well as unwieldy of the report especially for users who are not accountants and financial analysts.

**Keywords:** *Value, Information, IFRS, Ohlson model, Accountants, Analyst*

# Lecturers and Students' Perception of Resource Availability and Management for Effective Teaching Process in Colleges of Education in Ogun State<sup>14</sup>

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## Abstract

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Resources availability and management are planned approach to manage people and materials for effective teaching process in any educational level. For effective teaching process to be achieved in educational system, every staff in educational sector has a role to play in meeting the challenges of improving human and material resource management practices and maintaining a dynamic and progressive approach to manage people and material resource available for effective teaching to take place. However, this paper examined the influence of resource availability and management for effective teaching in colleges of education. Three null hypotheses were tested to determine the relationship between resource availability and management for effective teaching process. Using a stratified random sample techniques, a total of 129 lecturers and students were selected among 424 lecturers and students from Federal college of education, Abeokuta, Ogun state. The data collected through questionnaire were analysed using rank correlation  $r^1$  and  $x^2$ . The study revealed that the three null hypotheses showed no significant relationship (at 0.05 levels) between resource availability and management for effective teaching of students in colleges of education. Based on these findings, it was recommended that lecturers should be allowed to select instructional materials that suit for a particular topic for the students.

**Keywords:** *Management, Resources, Availability, Teaching, Effective*



# Local Government Autonomy and Federalism in Nigeria<sup>15</sup>

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## Abstract

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The study explores the thorny question of L.G autonomy in Nigeria, which has dominated the discourse in the polity in recent time due to its strategic importance to the overall development at the grass root. The general perception is that the L.G system in Nigeria has failed to deliver its statutory and constitutional responsibilities because they have become appendages of the states. It is against this background that the clamour for L.G autonomy has become strident. The study also examines in details the vexed issue of Joint State Local Government Account (SJLGA) and political instability and its overall implication for autonomy of L.G. The paper identifies the manipulation of SJGLA by State Governments, the overbearing influence of State governments, political instability, imposition of candidates, and undue interference on the finance of councils, etc. As the bane of the gradual erosion of L.G autonomy, which has consequently vitiated the constitutional responsibilities of L.G, we recommend scrapping of SJLGA, allowing the people to elect their leaders, councils should focus on IGR, etc. Data for this study were driven from secondary sources.

**Keywords:** *Autonomy, Reforms, Local government, Finance, Federalism, States.*



## Work Flexibility and Employment Stability in Selected Cleaning Services Companies in Lagos State

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### Abstract

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Achieving business sustainability is a necessity in the ever slippery competitive business environment and this can be accomplished with a stable workforce. However, changes in business practices such as outsourcing and organisational restructuring, and globalisation have brought changes in the nature of work. This study adopts a quantitative approach and used a well structured questionnaire to elicit information from Opel Cleaning services Ltd, Mahut cleaning services Ltd and GC cleaning services Ltd, all located in Lagos State. The total population consist of 1535 personnel. Raosoft sample size calculator was used to determine the sample size- 400 of which 365 was returned. Findings revealed that there is no significant relationship between work flexibility and employment stability (sig value of 0.005  $\geq$  p-value of 0.005). Following the result, the Nigerian environment due to inadequate infrastructure which mitigates work flexibility is impacting on employment stability. The study therefore recommends that provision of requisite infrastructure should be vigorously pursued by government and employers of labour to enhance employment stability.

**Keywords:** *Work flexibility, Employment stability, Cleaning services, Business sustainability and Infrastructure*





# Impact of Sales Promotion on Customers' Loyalty: Case of Cadbury Nigeria's Plc<sup>17</sup>

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## Abstract

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This study evaluated the impact of sales promotion on customer's loyalty to Cadbury Nigeria's products. Both primary and secondary data required for this study were gathered from two sources, the first from a field study and the second from text books, journals and past studies. The population for this study was 195 employees in the marketing and sales department of Cadbury Nigeria plc. Lagos, the sample size derived from the population was 131 but 127 respondents returned their questionnaires. Structured questionnaire was implored for the elicitation of relevant data regarding the respondent's biodata and study variables. Information generated were analysed firstly on percentage and frequency tables and finally hypothesis test was carried out using regression with the aid of statistical package for social science (SPSS). Result indicated there is a significant impact of sales promotion on customers' loyalty to Cadbury Nigeria's products:  $R = 86.2\%$ ,  $R^2 = 70.8\%$ . This study recommends that organizations should invest more resources on sales promotion as to capture customers' loyalty to patronizing Cadbury Nigeria Plc products/services.

**Keywords:** *Sales promotion, Customers' loyalty, Cadbury Nigeria Plc., Products and services.*

## Influence of Psychological Factors on Food Consumption Patterns among Auto-Technicians in Ibadan Metropolis

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### Abstract

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Informal food sector plays a vital role in Nigerian economy. This sector is given a little attention along with its marketing strategies which need to be studied. Auto-Technicians (ATS) in Nigeria operate in many mechanical villages with appreciable number of food vendors that service this sector of the economy. Hence, this study was designed to investigate the determinants of consumption patterns of vended foods among ATS in Ibadan metropolis of Nigeria. The study employed the descriptive survey research design. The population consisted of 5,468 members of National Auto and Technical Association (NATA) in 11 Local Government Areas representing the total number of Local Government Areas in Ibadan metropolis, out of which 2,014 members were selected through scientific sampling method developed by Paler-Calmorin and Calmorin. A total of 2014 copies of questionnaires were administered with a response rate of 86.8% returned. Independent variable were Psychological factors (PFS – attitude, motive, mood and perception) and dependent variable was consumption patterns (CPS). Data generated were analysed using frequency distribution and regression analysis at 0.05 level. The finding revealed that PFS significantly correlated and influenced CPS of VFS ( $F = 242.404$ ;  $R^2 = 0.358$ ;  $Adj.R^2 = 0.36$ ;  $p = 0.000 < .001$ ). It was concluded that psychological factors were determinants of CPS among ATS in Ibadan metropolis. The study found that among the four psychological factors used in the study, attitude and motive were positively and significantly related with food consumption patterns while mood and perception were negatively and significantly related with food consumption patterns of auto-technicians in Ibadan. It is recommended that psychological factors should be giving adequate attention in the development of marketing strategies relating to vended foods.

**Keywords:** *Psychological factors, Consumption pattern, Food attributes, Vended foods and Auto-technicians.*

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## Modelling Entrepreneurial Education within the Framework of Production Theory: a way out of Economic Doldrums in Sub-Saharan Africa

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### Abstract

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This study was conducted to model entrepreneurial education within the framework of production theory by investigating the relationship between entrepreneurship and innovation and gross domestic products of 16 selected Sub-Sahara African states between 2010 and 2014 using endogenous growth model. In the model, we set the gross domestic product as a function of labour, physical capital and entrepreneurship and innovation on modified Cobb-Douglas production function using 'Stata version 11' software. The estimated elasticity of productivity include 0.9147434, 0.2588915 and 0.7980022 as compared to entrepreneurship and innovation; labour and physical capital respectively. They all have high statistical significances. The result, amongst others, indicate positive effect of entrepreneurship and innovation on productivity, which means that increase in entrepreneurship and innovation coefficient will increase gross domestic products. It was therefore recommended that other Sub-Sahara African countries should borrow a leaf from South Africa and impart entrepreneurial education on all pupils of school age from primary to tertiary institutions not only the tertiary institutions so as grow productivity in geometrical proportion, as a way out of economic doldrums.

**Keywords:** *Entrepreneurship, Entrepreneurial education, Employment, Productivity*



## Electoral Security Management in Nigeria: on the Matter of Military Role

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### Abstract

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The study investigates the constitutionality involvement of military in electoral security management in Africa, using Nigeria as the case of assessment. The study explores the subject in four broad sub-themes, beginning with the conceptual discourse, military constitutionality and identification of electoral challenges in Nigeria, and an exploration of the way forward.

**Keywords:** *Electoral Security, Management, Military, Constitutionality, Role.*



## Youths Participation in Election and Electoral Violence in Africa: the Nigeria Anticidence

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### Abstract

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**T**his paper provides an overview of youth's participation in Election and Electoral violence in Africa, using Nigeria as the case of departure. The paper explores how electoral violence can be solved through proactive measures taken by state and non-state actors. In concluding the paper, note was made that the key success factor for the management of electoral violence and perfect democratic festival is ensuring proposals for fostering electoral violence –free sustainability through advocacy and welfare policy in Nigeria.

**Keywords:** *Youths, Participation, Violence, Election*



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**GUIDELINES/ PUBLICATIONS:** Abstracts should be between 200 and 300 words with a maximum of five keywords. The American Psychological Association (APA) pattern of reference should be adopted in papers to be presented. Papers presented at the conference will be reviewed and published in reputable International Research Journals and indexed in research repositories. Submit abstracts via email: [qualitative.edu@gmail.com](mailto:qualitative.edu@gmail.com)

**Date: Wednesday 31st August - Thursday 1st September 2016**

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**CONFERENCE FEE: N35,000; USD 200**

# NATIONAL ECONOMIC TRANSFORMATION & SUSTAINABLE DEVELOPMENT CONFERENCE

Theme:  
**NIGERIA'S VISION 20:2020**  
Issues, Challenges & Implications  
for Development Management

**Call for Abstracts**

E-mail: [developmentstrategies3@gmail.com](mailto:developmentstrategies3@gmail.com)

**Deadline:**

**Sept. 25th, 2016**

Amidst various reform agenda, policies, development plans and programmes, Vision 2010, Seven-Point Agenda and a host of others, Nigerian leaders have articulated the Vision 20:2020, which targets to catapult Nigeria into the league of the first global 20 economies by the year 2020. The conference will discuss various issues, challenges and emerging implications for the management of the nation's economy. The conference will feature keynote addresses, round table policy debates (with live coverage and television screening) as well as a parallel and poster sessions related to the conference theme.

**Subthemes:** Research themes covers issues of Governance, Electoral Process, Political Crisis/Insurgence, Environment, Energy Access, Alternative Energy and Renewable, Health, Sciences, ICT, Sports, Education, Law, Legislative Process, Agriculture, Food Security, Tourism and Rural Development, Poverty Reduction, Employment Creation, Infrastructural Development, Financial and Private Sector Management, Economic, Privatization, IMF and World Bank Reforms, Foreign Policy & Diplomacy, Regional Integration and Globalization.

**Submission of Abstracts/ Papers:** The conference adopts a Multi-disciplinary approach; hence research papers to be submitted must cut across all disciplines and sectors of the Nigerian Economy. Abstracts are requested from members of the Public/Private Sector, Academia; **Education, Management, Social Sciences, Agriculture, Rural Development, ICT, Engineering, Environmental Sciences, Energy, Education, Arts, Humanities, International Relations, Law & Legislations, Health, etc.** All references should be APA referencing style. Submissions must include Author(s) Name, Institutional Address, E-mail and Phone Numbers.  
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**Publication Opportunities:** All accepted abstracts will be published in the conference abstract book of proceeding. After the conference, all presented, peer reviewed and accepted full papers will be published in International Disciplinary Journal Series (hard print and electronically).

**Date: October, 6th - 7th, 2016**

**Venue: University of Nigeria, Enugu Campus**

**Chiekezie Okoronkwo**  
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# SUSTAINABLE DEVELOPMENT GOALS

PROJECT TITLE:

**Transforming our world:**

**The 2030 Agenda  
for Sustainable Development**

**Submit Manuscripts to:**

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**Deadline: 15th August, 2016**

**A**t the United Nations Sustainable Development Summit on 25th September 2015, world leaders adopted the 2030 Agenda for Sustainable Development, which includes a set of 17 Sustainable Development Goals (SDGs) to end poverty, fight inequality and injustice, and tackle climate change by 2030. The Sustainable Development Goals, otherwise known as the Global Goals, build on the Millennium Development Goals (MDGs), eight anti-poverty targets that the world committed to achieving by 2015. The MDGs, adopted in 2000, aimed at an array of issues that included slashing poverty, hunger, disease, gender inequality, and access to water and sanitation.

Enormous progress has been made on the MDGs, showing the value of a unifying agenda underpinned by goals and targets. Despite this success, the indignity of poverty has not been ended for all. The new SDGs, and the broader sustainability agenda, go much further than the MDGs, addressing the root causes of poverty and the universal need for development that works for all people.

This study is sponsored by the African Research Council on Sustainable Development in partnership with the United Nations Department of Economic and Social Affairs for global partnership in achieving the goals. The Council invites scholars and multi-stakeholders to share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries. The outcome of the study will encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

## **SUBMIT A MANUSCRIPT**

Download SDGs/ Subthemes on this link: <http://www.un.org/sustainabledevelopment/sustainable-development-goals/>. Contributions developed from any of the SDGs must have a clear topic, an abstract, a background to the study, which must show major development challenges and gaps in knowledge. The objective of the study must be clear, supported with detailed literature, theoretical discourse, models, methodology and strategic policy framework for sustainability.

## **PUBLICATION OF MANUSCRIPT**

At acceptance of manuscript, authors will be asked to pay **USD200**. Manuscript will be published in a UN Development Policy Document (UN-DPD) as a framework for effective implementation of SDGs in developing countries. The study will be officially released in Coventry University, October 3rd, 2016. Contributing authors will receive complementary copies of published Policy Document. Reading will index in Googlebooks, International Fact Sheets/Achieves and Ulrich Periodicals Directory.

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