



8TH CONFERENCE ON AFRICAN DEVELOPMENT POLICIES AND SUSTAINABLE STRATEGIES

THEME

New Thinking for African Development: Adopting Sustainable Strategies

OBJECTIVE

Conference Participants are expected to assess the impact of current growth strategies in Africa, discuss success and lessons learned, and identify remaining gaps, challenges, and emerging issues.

DATE: 25th - 26th June, 2020

VENUE: Federal University, Otuoke, Bayelsa State

TIME: 10:00 am

CONFERENCE PANEL

Prof. Yusufu Ali Zoaka
University of Abuja, Nigeria

Prof. Lars Kolvereid
Bodo Graduate School of Business, Norway

Prof. Nathaniel Ozigbo
University of Abuja, Nigeria

Engr. (Dr.) Diji Chucks
Kampala International University

Prof. Agnes Antai
University of Calabar, Nigeria

Sr. Prof. Ezeh Mary-Noelle Ethel Ngozi
Chukwuemeka Odumegwu Ojukwu
University, Anambra State, Nigeria

Prof. Thomas Traynor
Wright State University, USA

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8TH CONFERENCE ON AFRICAN DEVELOPMENT POLICIES AND SUSTAINABLE STRATEGIES

CONFERENCE PROGRAMME

DAY ONE – Thursday 25th June, 2020

OPENING SESSION/PLENARY

Conference Registration	- 8:00am – 9:00am
Opening Prayer/Welcome Remark	- 9:00am – 9:15am
Institutional Brief/Chairman's Opening Remark	- 9:15am – 9:30am
Research Training	- 9:30am – 12noon
Launch Break/Group Photograph	- 12noon – 1:00pm
Plenary Session	- 1:00pm – 4:00pm
Policy Review Session	- 4:00pm – 5:00pm

DAY TWO – Friday 26th June, 2020

OPENING SESSION/PLENARY

Conference Registration	- 8:00am – 9:00am
Opening Prayer/Welcome Remark	- 9:00am – 9:15am
Institutional Brief/Chairman's Opening Remark	- 9:15am – 9:30am
Research Training	- 9:30am – 12noon
Launch Break/Group Photograph	- 12noon – 1:00pm
Plenary Session	- 1:00pm – 4:00pm
Policy Review Session	- 4:00pm – 5:00pm



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 University of Calabar-Nigeria

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Dated this day 5th November, 2019
 University of Ghana, Accra



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 former Vice Chancellor
 Ombudsman, Swarni Vivekanand,
 Subharati University, Meerut, India.

Dr. Bassey Anam
 Director, IIPRDS
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Conference Abstracts

Managing Academic Dishonesty Among Lecturers of Selected Universities in Bayelsa State for Educational Leadership, Sustainable Development and Citizenship

¹Onukwu James N. & ²Tiebebedigha, Faith P.

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Abstract

University Education is expected to bring solutions to the problems facing the Nigeria society. It is mainly to produce high level manpower and good citizens that will lead industries and institutions towards sustainable development. This paper therefore discusses academic dishonesty, ethical values for improved leadership, sustainable development and quality citizenship among lecturers in selected universities in Bayelsa State, Nigeria. The study is a descriptive survey research design. The population of the study were all the 1,900 academic staff in Author's institution and Niger Delta University Amasoma. A random sampling techniques was used to select 195 lecturers from the universities. Three research questions and one hypothesis were raised to guide the study. The instrument for data collection titled: Academic Dishonesty and Ethical Values among Lecturers for Educational Leadership, Sustainable Development and good Citizenship Questionnaire (ADEVLSAQ) was designed, validated, pilot-tested (N=20, r=.88) by the researchers and used for the study. Mean and standard deviation was used to answer the research questions while t-test statistics was used to test the hypothesis at 0.05 level of significance. The study revealed that academic dishonesty is practiced by some lecturers by intimidation of students, tag of marks to textbooks purchased by students, sexual harassment among others. The study concluded that when lecturers are honest in their academic practice, the societal values would be increased towards producing good citizenship. It was then recommended among others that lecturers should be given value re-orientation on the importance of honesty and implications of dishonesty on a semester basis. University authorities should judiciously implement punitive measures on lecturers who are found to be dishonest.

Keywords: *Academic Dishonesty, Sustainable development and Good citizenship*

Modeling the Relationship Between Remittance Inflows and the Growth of Nigeria's Domestic Economy: VEC Granger Causality Test Approach

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Federal University, Lokoja, Kogi State-Nigeria

Abstract

The focus of this paper is to determine the extent international remittance inflows predict the growth of Nigeria's domestic economy ranging from 1980 to 2019. To achieve such objective, the author adopted VEC Granger causality test for estimation of the parameters specified in the models. This is complimented with other standard econometric pre-tests and post-tests such as unit root tests, co integration tests as well as vector error correction model to determine the properties of the time series data used for the analysis. The result of the analysis indicates that the series employed for the analysis exhibits long run co integration. The VECM results also show that a negative significant relationship between international remittance inflows and real gross domestic product in the short run as indicated by a t-statistics of -6.874905 and a p-value of 0.0087. Consequently, from the long run result of the VECM, international remittance inflow maintained a negative relationship with economic growth in the long run. The Wald test indicated no causality among RGDP, IRIGWT, ODAGNI, BOT and INF. VECM in the second equation of the study showed a positive insignificant relationship between international remittance inflows and domestic credit to private sector in the short run within the period under consideration with a t- statistics of 0.053623 and p-value of 0.6807. However, from the long run result of the VECM in the second equation, international remittance inflows indicated a negative relationship with domestic credit to the private sector in the long run. The result of the error correction model in the short run as indicated by the lower chamber of VECM showed a positive significant correlation between overseas development assistance and gross domestic product as indicated by the t-statistics of 8.643742 and p-value of 0.0097. The result from the upper chamber of the VECM indicates a negative relationship between overseas development assistance and economic growth in the long run. The implication of the study is that international remittance inflows have not translated considerably to the growth of Nigerian economy. In view of the above findings, the study makes the following recommendations: the federal government should adopt strict policy measures to regulate international remittance inflows to Nigeria by ensuring proper investment of greater percentage of all remittances. This can be done by insisting that all remittance above certain level be accompanied with an investment plan or properly taxed. In order to encourage remittances passing through the official channel, the Central Bank of Nigeria should ensure that transaction cost of international remittance inflows are kept very minimal.

Keywords: *Remittance inflows, Granger causality, vector error correction model, Wald test, Post-test, Pre-test*

Apprenticeship Training System and Business Sustainability in Anambra State South East Nigeria

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Abstract

The rate of collapse of Small businesses in South East Nigeria in recent time has brought to the front burner, the critical role of Apprenticeship Training System in Business Sustainability. These business collapses have adverse impact on individuals, organizations and the entire system. Apprenticeship which is intergenerational means of transmitting technical skills and tacit knowledge from the master to the apprentices is gradually being relegated as a result of various factors like mentorship, educational and fund constraints. This paper therefore investigates apprenticeship training system and business sustainability in Anambra state using a population of 1000 respondents from different trades/ crafts/ business. Questionnaire was the main instrument of data collection while Chi- Square was used to test the hypothesis. Related literatures on apprenticeship and business sustainability were reviewed. Findings reveal that the level of education of the apprentices affects the trade knowledge and also the master's wiliness to mentor the apprentices who must be ready and have the capacity to learn. Therefore, the study recommends that apprentices must possess some level of education that is basic for effective understanding and comprehension of trade knowledge and secrets. Also the masters must have mentoring skills to bring out the creativity in apprentices, while taking cognizance of business trends.

Keywords: *Apprenticeship, Business sustainability, Mentoring, Trade Knowledge
Creativity*

Assessment of Rainfall Distribution and Agricultural Production in Afikpo North Local Government Area of Ebonyi State, Nigeria: Effect of Climate Change

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Abstract

The purpose of the research was to generate information/data on rainfall trend in the study area in the year, 2019. Long before now, farmers had good knowledge of the weather conditions of their immediate environment and on this basis planned their agricultural activities effectively with minimal loses of their farm produce. But today, this knowledge seems to have eluded them as a result of climate change. The information/data were generated from both primary and secondary sources. The field work was carried out in Afikpo North Local Government Area (LGA) of Ebonyi State. The LGA is made up of Twelve (12 Autonomous Communities (ACs) and out of which ten (10) were randomly selected. Field Assistants (FAs) were required for the field work and two (2) (FAs) were purposively selected from each of the (10) ACs to help record parameters relevant to the field work. The data generated were analyzed using tables, means, percentages and graphs. The result revealed that the rains now start early in the year between the months of February and March and thereafter cease and commence again in the month of May. The result also showed that there was absence of the popular two peaks of rainfall, “double maxima” and “August break”. The recommendations, among others, include that farmers should cultivate those crops that may not require much water between the months of February and March, construct water channels as source of irrigation during this period and cultivate “edible cover crops” as “must crops” during the growing season.

Keywords: *Assessment, Rainfall, Distribution, Climate Change, Agriculture*

Attitudes of Men Towards Women Enrollments in Business and Conceptual Cases from Nigeria

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Abstract

The study explained attitudes of men towards women involvement in business and conceptual cases from Nigeria. Several years ago, women have suffered series of traditional, cultural and patriarchy ideology that have hindered their socio-economic and political status in human societies, however, women role in Nigeria were accordance with some basic fundamental guidelines those labeled regulations have denied women involvement in business. Similarly, the primitive traditions, culture and religion have contributed powerfully, particularly, in a Islamic dominated communities. study therefore enumerated the benefits of women involvement in business and how it could enhances economic growth of the nation and at the same time improve the psychological and emotional status of women to feels that they were not again second class citizens in human society. The study utilized conceptual, approaches, data were triggered, through secondary information's, such information's were, journals, books, internets, newspapers, magazines, and other related non-formal participations of the respondents and many more second hand information's. The study examined it findings that, revealed the significance of contemporary solutions to religion, traditions and culture that where the pillars that denied women involvement in business, additionally, patriarchy ideology, through the introduction of legal institutions that could fight man made traditions that have for long denied women rights. The study demonstrated some of it challenges, those challenges revealed that, lack of proper provision of legal institutions that would protect the image and destroyed the burden of traditions, culture, religion and patriarchy ideology which pest the socio background of women Finally, the study recommends to ensures adequate strategies and methods that could be employed in transforming the lives of women in Nigeria

Keywords: *Attitudes, Women, Business and Nigeria*

Maximization of the Utilization of the Military for Efficiency and Security Purposes in the Mist of Complexities of the Post Modern Era

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Abstract

This paper attempts on various ways by which the military of some developed countries like Nigeria respond to situations at different times of their needs; especially as it relates to the security of their domain to foster development. The result of which have in no small measure brought succour, relative peace, and hope of existence. Hence, fostering harmony, unity and smooth running of their various governments. The sociological approach is adopted in view of the traditional focal point generated by this paper, to portray the military as it should be in an ideal situation as a solution for peace and civil stability for attainment of real security that can efficiently police our states for maximum security. Identifying the major roles and the herculean task of the military in the mist of complexities that are related to this present post-modern era, developing countries of which Nigeria is a major point of reference. Effort was geared towards; among others the stemming of crises posed by religion, ethnicity, the ones generated by the activities of insurgents, separatists, insurrectionists, just to mention but few. How it has translated substantially to the present level of the overall development of our endeared nation – Nigeria. With due regards to the tasks before the military, it was recommended among others that: the military should be efficiently funded, and should make its presence known more in the suburbs, villages and sparsely habited forest areas as this areas are used as breeding grounds for criminals who are later sent to the populace to wreck havoc. In conclusion, the paper envisages that the solution this paper will proffer will reduce the state of insecurity reflecting in the form of insurgency in Nigeria and the world at large.

Keywords: *Compexities, Maximization, Military, Post Modern Era, Security, Utilisation*

Compensation Scheme and Academic Staff Performance in Federal Polytechnic Nasarawa

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Abstract

This study examined the effect of compensation schemes on academic staff performance in Federal Polytechnic Nasarawa. Specifically, it investigated the effect of special allowances and part-time emoluments (independent variable) on academic staff performance (dependent variable) of the institution. The descriptive survey research design was adopted for the study. The population comprises of the 485 academic staff of the institution from where a total of seventy nine (79) samples of academic staff were selected across six (6) faculties using stratified sampling technique. Questionnaire was used to gather data from the respondent. The reliability of the questionnaire was tested using Cronbach- alpha coefficient and the test yielded the alpha coefficient of 0.85 and 0.82 for special allowances and part-time emoluments respectively. Descriptive statistics was used to present the data while multiple regression analysis was carried out to examine the extent to which the independent variable affects the dependent variable and the finding reveals that both special allowances and part-time emoluments have significant positive effect on academic staff performance in Federal Polytechnic Nasarawa. The researcher recommends that; the management of the institution should continue to enhance employees' compensation schemes (both special allowances and part-time emoluments).

Keywords: *Compensation, Special allowances, Part-time emoluments, Employees' performances, Reward*

Effect of Influence Tactics on Workers' Performance in Dangote Cement Plc, Obajana- Kogi State

¹Abdul-Khadir Musa Ismail, ²Umar Gunu Suleiman, ³ARI Mohammed Abdullahi, ⁴Halilu Ramalan, ⁵Hussaini Mohammed Ndakwesu & ⁶Ibrahim, Kabiru Bashiru

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Abstract

Influence is a primary social mechanism through which a leader enacts his or her leadership using various tactics to influence others. This study is an attempt to investigate the effect of influence tactics on worker's performance in Dangote Cement Plc, Obajana- Kogi State. Specifically, it was designed to examine the effect of appeal to higher authority; ingratiation; impression management; and persuasion tactics (as the dependent variables) on workers performance. A descriptive-survey research design was adopted, while purposive sampling technique was employed to arrive at a sample size of fifty-eight (58) from the research population of 151 senior staff, frontline managers and management personnel of the organization. Out of the fifty-eight questionnaires administered to the staff, only forty-eight were returned. Multiple regression analysis was used to determine the relationship between the two variables using the regression coefficients (Beta values). Results showed that ingratiation has a negative and insignificant effect on performance; impression management have positive and insignificant effect on workers performance; but appeal to higher authority and persuasion tactics had positive effect on workers performance in Dangote Cement Plc, Obajana- Kogi State. The study recommended that management of the firm should adopt the use of persuasion and appeal to higher authority considering their positive effect on workers performance; the use of ingratiation as an influence tactics should be minimized; and impression management should be encouraged.

Keywords: *Influence tactics, Persuasion, Ingratiation, Impression management*

Effect of Human Capital Development in Optimising Employee Performance (A Study of Abia State House of Assembly)

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Michael Okpara University of Agriculture, Umudike, Abia State, Nigeria

Abstract

Human capital can be said to be specifically within an economic setting as a manufacturing factor and as an economic term used to describe the skills and knowledge that individuals attracts upon to generate outputs of value such as innovation and productivity in job performance. It is no exaggeration in the assertion that the most significant resource of any organization is often said to be its people. People, knowledge and Skills are known as human capital. This study examined the effect of human capital development in optimizing employees' performance with respect to Abia state house of Assembly. Survey design were used and data collected primarily for the study were analyzed using frequency distribution table, and percentages were used to analyze the data from the questionnaire, while simple regression and correlation with the use of SPSS were used to analyze the hypotheses. The findings established that there was a significant and positive relationship between human capital development programmes and the productivity of the employees. That organizations which were involved in human capital development system enhanced specific human capital and in turn, had higher creative performance of employees and eventually enhanced the achievement of the overall goal of positive organizational performance. The study concluded sequel to the result of the analyses and the findings of the work, that there was a significant and positive relationship between human capital development programmes and the productivity of the employees. Secondly, it was ascertained that there was a significant and positive relationship between the human capital development programs employed in Abia State House of Assembly and the performance of their employees. This conclusions were backed up with empirical reviews of other works which shared the same views with the findings of this work. The study recommended among others that organizations should invest necessary resources for developing human capital.

Keywords: *Human Capital, Human Capital Development, Employees' Performance.*

Problems and Prospect of Ethical Issues in Science and Application of Technology and Formulation of Policies for Sustainable Future

¹Everestus Onyekachukwu Onoyima & ²Gloria Chioma Enebe

¹Department of Science Education University of Nigeria, Nsukka

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Abstract

The degree at which some issues can be meaningfully discussed ethically arises from the nature of the issue at hand. Some issues are axiomatic, ambiguous and controversial mainly because there are evidence in dispute. In scientific research, and in the development and applications of technology, notably live saving technology. Scientists are confronted with ethical problems in their choice of research and education, and in ways and manner they deal with publications and media. The applications of science and technology has chain of causes and effect on almost all areas of our lives. The social media, the globalization, the growing cultural pluralism, conflict and war. The development of new weapons, non-sustainable development, depletion of resources, and environmental degradation. Many of these possibilities that are opened by science and technology are harmful and retrogressive. Though, science also proffers a possible improved living conditions, improved healthcare, and more awareness of the needs of people in other parts of the world and greater possibilities to assist them. However, the ethical gurus may lack the wherewithal to tackle some of the problems identified in terms of science and technology, they may still be able to say something useful about whether it is acceptable to indulge in a given risk such as stem cell research, GMO research, euthanasia, abortion, falsifying of data and other forms of research that may involve a colossal damage that could have some ripple effect on society and the environment. Ethical literacy, ethical imperative and Ethical bargain becomes a tool at hand.

Keywords: *Ethical literacy, Ethical imperative and Ethical bargain*

Impact of Management Information System on Organizational Performance (A Study of Nigerian Bottling Company, Enugu)

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Abstract

This study examined the impact of Management Information System on organizational performance of Nigerian Bottling Company, Enugu. The main objective of this study was to critically examine the impact of Management Information System on organizational performance (A Study of Nigerian Bottling Company Plc, Enugu). Other specific objectives of the study were to; (i) Determine the impact of management information system policies and practices on organizational profitability of Nigerian Bottling Company, Enugu. (ii) Examine whether management information system application affect organizational efficiency of Nigerian Bottling Company, Enugu. One hundred and twenty-nine (129) questionnaire were distributed to staff of Nigerian Bottling Company, Enugu, descriptive survey was adopted and data were analyzed using SPSS regressions. The following findings were made; i) there was a significant effect of management information system on organization efficiency of Nigerian Bottling Company, Enugu. The study concluded that management Information System (MIS) was a subset of the overall internal control of a business covering the application of people, documents, technologies, and procedures by management accountants to solve business problems such as costing a product, service or a business-wide strategy. It further recommended that management should engage employees in the organizations, in the analysis, design, construction and development of information system in order to promote efficiency.

Keywords: *Organizational Performance, Profitability, Efficiency and Effectiveness.*

Impact of Cost Reduction Techniques on Business Stakeholders in the Nigerian Upstream Hydrocarbon Sector

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Abstract

In the recent past, the oil and gas upstream sector was faced with challenges of fall in revenue due to fall in crude oil prices and the continuous increase in costs of finding and lifting oil. The expectations of business stakeholders are high on the operators. The research was designed to examine Impact of cost reduction techniques on business stakeholders in the Nigerian upstream hydrocarbon sector. The objectives of the research were achieved using a quantitative method. A survey was conducted on 7 randomly sampled oil service companies in the Nigerian upstream sector: A total of 70 questionnaires were sent by mail to the responded and 60 responded representing 86% response rate. The responses elicited were analysed using Chi-Square test method of data analysis. The study revealed that there was no statistical evidence that cost reduction measures used by oil and gas companies operating in the Nigeria upstream sector has any significant impact on business stakeholders.

Keywords: *Cost Reduction; Business stakeholders; Stakeholders engagement; Hydrocarbons; Upstream*

