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THEME

COVID-19 and World Business Challenges, Innovations and Opportunities

DATE: 16th - 17th February, 2021

TIME: 9:00 am

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WhatsApp Video Presentations	- 3:00pm - 4:00pm

DAY TWO: Wednesday 17th February, 20201

Conference Briefing via Google Meet	- 8:30am - 9:00am
Research Training Workshop	- 9:00am - 9:30am
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Conference Abstracts

Economic Empowerment Needs of Persons with Disability in Yobe State Due to Changing World COVID-19

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Abstract

COVID-19 changing world emphasis on economic empowerment in developing countries has been on sustainable strategies. Economic empowerment is largely planned along effective harnessing of human and natural resources. In the quest for sustainable paths of Yobe State Economic Empowerment, Unfortunately, the role and place of person with disability have for long not been recognized in a richly endowed state like Yobe state. The consequences of COVID-19 economic empowerment programmes exclusive of person with disability unfortunately has complex/compounded the sore of national life in terms of large segment of the population who have been dehumanized, destituted and cultured in to perpetual dependence. This research, was set out investigate economic empowerment needs of persons with disability in Yobe state due to changing world COVID-19. To what extent does COVID-19 affect economic life of persons with disability in Yobe state? However, “there is significant relationship between COVID-19 economic empowerment programme exclusive of persons with disability and their destitution”. Survey design was used, a total of 350 respondents consist of different types of persons with disability. The instrument used for data collection was check-list interview, simple percentage statistic was used to analyse data. The finding revealed that, majority of Persons with Disability are bee excluded from COVID-19 economic empowerment programme in Yobe state. Also suggestion was made.

Keywords: *Economic Empowerment, Needs, Disability, COVID-19*

A Poisson Regression Analysis of COVID-19 Pandemic: Implication on Food Security in North Eastern Nigeria

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Abstract

The North East region of Nigeria is the worst hit by activities of Boko Haram terrorist group displacing homes, livelihoods, destruction to lives and properties with Internally Displaced Persons (IDPs) with about 3.6 million people projected to be in severe acute food in security. The COVID-19 Pandemic has further aggravated the precarious food security in the region. The study was therefore conducted to examine COVID-19 cases in the region and its likely effects on food security. The data for the study was extracted from the daily COVID-19 cases update released by the Nigeria Centre for Disease Control (NCDC) online database from February 28th, 2020 – 7th December 2020. Prices of basic Food staples in the region before and after the declaration of the pandemic were collected online from National Bureau of Statistics. The data were analyzed using descriptive statistics and Poisson Regression. Results of the analysis revealed that admitted and discharged cases had negative and inverse relationship with COVID-19 related deaths in the North East region of the country. Furthermore, increased cases have a positive and significant effect on the number of deaths. The pandemic had affected food prices leading to the worsening of food security with decrease in minimum food items needed for survival of a household in a month as a result of the increase in the Survival Minimum Expenditure Basket (SMEB) from N19,072(\$47.68) to N19,345 (\$48.36) in selected markets in the region.

Keywords: *Poisson regression, Food security, COVID-19, Centre for disease control, North east, Nigeria*

Effective Management of Communal Crises and the Achievement of Food Security in Nigeria: A Study of the TIV-Jukun Crises in Taraba State

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Abstract

Nigeria's quest for achieving food security is under threat by incessant communal crises. Among several violent crises, the frequent Tiv-Jukun crises in a widely acclaimed foremost agricultural producing area constitute a threat to the integrated Agricultural Transformation Action Plan, (IATAP) for achieving food, and cash crops security in Nigeria. Descriptive and exploratory designs were used, relying on both quantitative and qualitative evidences for examining; these crises, strategies for managing it, and its implications on food security. This study is critical for national orientation, the achievement of national integration and cohesion among the people, and for peaceful agriculture. Reviews and analytical techniques revealed that the crises centered on socio-economic and political factors. Governments' strategies for handling communal crises were devoid of both preventive, and effective management, as approximately 10% annual slack in food supplies due to the crises could significantly be accountable for Nigeria's inability to achieve food security. The constitution, national integration and food programmes reviews are imperative.

Keywords: *Communal-Crises, Constitutional-Reviews, Disparity, Displacements, Farmers, Food-Programmes, Food-Security, Killings.*

Entrepreneurship Education and New Digital Technologies: An Issue for Human Capital Development in Nigeria

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Abstract

Entrepreneurship education programme being a skills development programme seem to be worst hit by the dearth of requisite technological tools on the one hand and the skills needed to effect the integration on the other. The consequence is that the programme is faced with the challenge of producing the needed manpower for the world work. The Common Wealth of Learning (COL) initiatives and several organizations like Africa America Initiative have responded positively to training various group of Africans to acquire functional education as a response to the united nation call for inclusion in technological, vocational and functional education. The number of students these bodies can train vis-à-vis over educational institutions are limited by space, infrastructure and number of teachers. The COVID-19 pandemic of the year 2020 has also made matters more complicated by completely putting a hold in education as all schools were under lock and key. The objective of the study is to explore new digital technologies for teaching and learning entrepreneurship. Qualitative contents analysis was used as the methodology. Therefore, documentaries such as books, journals and other periodicals were used to developed theme related to the subject matter. The findings revealed that digital technologies for learning maximize the active participation of the learners. The study concluded and recommended that government, private, corporate and the society should motivate teachers to change their teaching habits and strategies to match the existing digital technological trend with their teaching delivery.

Keywords: *Entrepreneurship education, Digital technologies, Human capital, Learning management system, Teaching*

Exploring New Digital Technologies for Teaching and Learning Entrepreneurship: An Issue for Human Capital Development in Nigeria

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Abstract

In Nigeria, entrepreneurship education programme being a skills development programme seem to be worst hit by the dearth of requisite technological tools on the one hand and the skills needed to effect the integration on the other. The consequence is that the programme is faced with the challenge of producing the needed manpower for the world work. The Common Wealth of Learning (COL) initiatives and several organizations like Africa America Initiative have responded positively to training various group of Africans to acquire functional education as a response to the united nation call for inclusion in technological, vocational and functional education. The number of students these bodies can train vis-à-vis over educational institutions are limited by space, infrastructure and number of teachers. The COVID-19 pandemic of the year 2020 has also made matters more complicated by completely putting a hold in education as all schools were under lock and key. The objective of the study is to explore new digital technologies for teaching and learning entrepreneurship. Qualitative contents analysis was used as the methodology. Therefore, documentaries such as books, journals and other periodicals were used to developed theme related to the subject matter. The findings revealed that digital technologies for learning maximize the active participation of the learners. The study concluded and recommended that government, private, corporate and the society should motivate teachers to change their teaching habits and strategies to match the existing digital technological trend with their teaching delivery.

Keywords: *New Digital, Technology, Teaching and Learning, Entrepreneurship, Issue, Human Capital Development*

Magnetic Survey of Madagali Hills and Environs, Northeastern Nigeria

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Abstract

The study area lies within the basement terrain of NE Nigeria between longitudes $13^{\circ} 30'E$ and $13^{\circ} 41'E$, and latitudes $10^{\circ} 47'N$ and $11^{\circ}00'N$. Magnetic survey was carried out in order to provide information on the geology of the area, magnetic susceptibility and structural trends of the rocks. The data were obtained along twelve (12) traverses at a station interval of 1.85 km ($1'$) using geometric -856 proton precision magnetometer. Out of one hundred and sixty-eight (168) stations, only one hundred and twenty-one (121) stations were accessible and occupied. The field data were diurnally corrected and the international geomagnetic reference field (IGRF) computed online using 2010-2015 value. The qualitative analysis indicates that, the area consists of basics rocks, granitoids that metamorphic rock while the quantitative analysis shows that the average depth to the magnetic source is 0.625km. The field studies and rose diagrams revealed that the dominant structural trends in the area are NE-SW, NNE-SW, NW-SE, N-S, and minor E-W. The NE-SW and N-S trends are the most dominant, and are attributed to pan African orogeny.

Keywords: Survey, Structural trends, Magnetometer, Geomagnetic

Heavy Metals Analysis and Phytochemicals Screening of Indian Bamboo Sap (*Bambusa Vulgaris*) From Ikot Osurua, Ikot Ekpene Local Government Area of Akwa Ibom State

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*Department of Science Technology,
Akwa Ibom State Polytechnic, Ikot Osurua*

Abstract

The analysis of heavy metals concentration and phytochemical screening of Indian bamboo Sap (*Bambusa vulgaris*) in Ikot Osurua, Ikot Ekpene Local Government Area of Akwa Ibom State were carried out using standard analytical methods. The results of the analysis showed that: cadmium (Cd) (0.00393 ± 0.001 (mg/L)), copper (Cu) (0.0011 ± 0.0001 (mg/L)), Cobalt (Co) ($<0.00001 \pm 0$ (mg/L)), lead (Pb) (0.321 ± 0.001 (mg/L)), Zinc (Zn) (0.6725 ± 0.00045 (mg/L)), Chromium (Cr) (1.601 ± 0.009 (mg/L)). These results were below International Organization of Vine and Wine Permissible Limit for Sap (OIV, 2008) standard when compared exceptions of Lead (Pb) and Chromium (Cr). The results of phytochemical screening revealed the presence of saponins (+ +), tannins (++), cardiac glycosides (+ +) and deoxy sugar (+) and Alkaloids (-) was absence. Therefore, purification system should be employed in the Indian Bamboo Sap to reduce the concentration a of Lead (Pb) and Chromium (Cr) to be in line with the OIV standard to avoid the effect of toxic doses of lead (Pb) and Chromium (Cr) when used for treatment. The various concentration of photochemical provides the therapeutic effect of the plant.

Keywords: *Heavy metals, Phytochemical Screening, Analysis, Indian bamboo and Sap*

Ethical Inquiry on Whistle-Blowing in Business Organization

Dr. Linus Oluchukwu Akudolu

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Alex Ekwueme Federal University Ndufu-Alike Ebonyi State Nigeria

Abstract

A whistleblower (also written as whistle-blower or whistle blower) is a person, usually an employee, who exposes information or activity within a private, public, or government organization that is deemed illegal, illicit, unsafe, or a waste, fraud, or abuse of taxpayer funds. Those who become whistleblowers can choose to bring information or allegations to surface either internally or externally. Over 83% of whistleblowers report internally to a supervisor, human resources, compliance or a neutral third party within the company, with the thought that the company will address and correct the issues. Externally, a whistleblower can bring allegations to light by contacting a third party outside of the organization such as the media, government, or law enforcement. The activities of a whistleblowers at times disgust business managers but can be very necessary, and sometimes bad. The question is: when can whistle-blowing be regarded as right and when can it be taken to be wrong? This is the problem we want to solve in this paper. This paper therefore discusses morality of whistle-blowing in business organizations. The work is nonetheless a qualitative research, using conceptual and critical analysis as the major tools, and library materials as data.

Keywords: *Ethical Inquiry, Whistle-Blowing, Business Organization*

Comparative Analysis of the Organoleptic Attributes of Cocoyam Thickener Produced Using Different Methods Used in the Preparation of *Oha* Soup

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Abstract

Cocoyam is a tuber crop that is highly valued by the people of the South East region of Nigeria. Cocoyam has two major varieties namely *Xanthosomamafafa* and *colocasiaes culunta*. Cocoyam is an important thickener in the preparation of soups in the region. The use of cocoyam as thickener involves a cumbersome process of peeling, boiling and pounded into paste freshly and used in the preparation of soups. This study is aimed at the comparative analysis of the organoleptic attributes of *oha* soup prepared using cocoyam thickener produced using different methods. The experimental design was adopted to process *Xanthosoma* variety of cocoyam into three different samples viz; RCF (raw cocoyam flour), BCF (boiled cocoyam flour) and PCP (pounded cocoyam paste). These samples were used to prepare three different *oha* soup. The organoleptic attributes and general acceptability of the soups were assessed using sensory test. The result shows that the treatments did not affect the colour and texture of the soups, hence there were no significant difference ($P > 0.05$) among the samples rather they were merely apparent. Sample BCF was rated highest (8.2 ± 0.63) in taste although it had no significant difference ($P > 0.05$) with sample PCP (7.5 ± 0.97). Sample BCF had the highest generally acceptability (4.3 ± 4.55). It therefore recommends that cocoyam should be processed as in sample BCF (boiled, dried and milled into flour) for cocoyam flour to give a better thickening and taste for soups and also make for convenience.

Keywords: *Cocoyam, Flour, Oha soup, Acceptability*

Bank Loan and Small Business Finance Management in Plateau State

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³Department of Actuarial Science, University of Jos, Jos

Abstract

The importance of small business to manage finance from bank served as one of the motivational factors for small business growth. This study investigated the outcome if small business managed finance from banks for growth in Jos, Plateau State. The study adopted the descriptive survey design with population of 550. However, 435 responses as collected from small business that enjoyed bank loan. The age bracket of the respondents ranged from twenty-seven years and above. The source of data for this research was primary with a self-administered questionnaire as the instrument for the data collection. The questionnaire used for this study was in five-point Likert-scale, validated by four senior lecturers in a closely related field. Linear regression method was adopted for data analysis employed to test the hypothesis to investigate how small business managed bank loan for growth. Finding showed that small business significantly had finance management that grew their business in Plateau State. In conclusion, bank loan and small business are mutually inclusive with appropriate finance management by small business to grow business in Jos, Plateau State. Recommendation was bank loan be made always available to small business in Jos, Plateau State since small business showed appropriate finance management to grow business.

Keywords: *Bank, Loan, Small, Business, Finance, Management*

Flipping the Classroom Using Simple Technologies by Lecturers in Nigerian Universities

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Abstract

Learning in the 21st century needs modifications and technological interventions. This is because large number of students currently in schools belong to a generation born into a world of technology, they are digital natives. There is therefore a need to have a shift from the traditional instructional approaches to modern ones that align with and respond to the learning needs and styles of the 21st century learners. One of these approaches considered by the researchers is flipped instruction also known as flipped classroom. This study conducted a survey on flipping the classroom using simple technologies by lecturers in Nigerian Universities. Simple technological tools include possession of a smartphone and or a laptop, email account, WhatsApp and Facebook accounts, and ability to exchange files via these platforms. The study adopted convenience sampling technique to consider 213 respondents across Nigerian Universities as sample for the study. The technique helps to make selection from part of the population that is close to hand. This technique was considered relevant because Google questionnaire pegged “flipped instruction in Nigerian Universities” was used and the researchers did not have access to controlling the lecturers that responded to the questionnaire. Sample of 213 was considered being the only number of the lecturers who responded to the questionnaire as at the time of compiling the data. The instrument was validated, and pilot study was conducted. A reliability index of 0.91 was obtained using Cronbach Alpha at 0.05 error level. Taken into cognizance its relevance and importance, the study therefore recommended that lecturers should endeavor to give this instructional approach a trial. This will help to assess its relevance and effectiveness in the Nigerian University system, and suggest possible adjustments required to make it more effective.

Keywords: *Flipped instruction; Technologies; Traditional approach; Digital native*

Authority Delegation and its Impact on Management Performance: A Study of Some Selected Banks in Anambra State, Nigeria

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Abstract

Global competitiveness in business outlets and activities demands that the responsibility of business success should be shared among stakeholders in the organization. This can be done through delegation of responsibilities. So many organizations' management are so swift in finding strategies that promote delegation of authority which invariably promote employee's commitment and improves organizational performance. This study examined the impact of authority delegation on bank management performance. Specifically, this study sought to verify how delegation of authority impacts on management performance, organizational efficiency, managers' performance and subordinates training. This work was a survey research involving five banking institutions in Anambra State, Nigeria. The sample size of the study chosen through purposive sampling was 250, comprising of managerial staff of the banks. The instruments of the research were questionnaire, and interview. Cronbach alpha was used to determine the reliability of the instruments. Multiple regression, t-test, and standard deviation analysis were done using SPSS Package. The study applied Agency theory and Democratic Leadership theory. Findings revealed that delegation of authority had a significant positive effect ($p < 0.05$) on management performance, organizational efficiency, managers' performance and subordinates training. When some managers authority in the organization is not delegated to the subordinates there will be limitation in execution of tasks, while given of opportunity to the subordinates will increase their morale making it possible for them to perform effectively. It will equally encourage greater integration between the employees and their organization and facilitate achievement of the corporate mission and vision. There is need for bank employees to be educated in the mechanism for strategic delegation.

Keywords: *Authority; delegation; management performance; managers; subordinates; training*

Multiskilling as a Strategy in Sustainable Family-Owned Small and Micro - Scale Rice Mill Ventures

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Abstract

The specific objectives of the study include; to assess how multiskilling strategy can enhance sustainability of family-owned small and micro-scale rice mill ventures. Secondly, to find out the various implications in the adoption of multiskilling strategy in family-owned rice mill ventures. The study was qualitative, while, it adopted X-Efficiency theory. Study revealed that multiskilling strategy when introduced in family-owned micro and small-scale rice mill results in increased output, reduced labour shortage, and cost, secure employee retention, improved product quality, improved service delivery, secure employee loyalty, job readiness, reduce machine idle time and repair cost. This outcome will invariably contribute to business profitability and sustainability. The design of multiskilling strategy to adopt is subject to the capacity and number of machines working simultaneously, number of employees, and technology in use. The study recommends that family-owned small and micro-scale ventures especially rice milling should adopt multiskilling to be profitable and competitively in advantage.

Keywords: *Multiskilling; family-owned ventures; rice milling ventures; workforce; efficiency; sustainability*

Effect of Depression on Productivity Among the Youth

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Abstract

Youth can only achieve meaningful social and psychological maturity if he or she is able to master successful roles expected of him/her at different stages of life. Maturity and responsibility leads to productivity that will be of benefit to the youth and society. Depression is one of the major mood disorders; it is associated with a pervasive feeling of sadness/low mood, lack of interest and engagement in previously pleasurable activities and reduction in energy or feeling of weakness. The youth suffering from depressive reactions, on the other hand, is an unhappy individual with a pessimistic outlook on life, vulnerable to threats and even minor frustrations, which may bring along increased feelings of depression and low productivity. The belief that youths are the leaders of tomorrow is still strongly held in our societies. As future leaders, youth can only actualize the goal of maintaining national stability, integration, and productive if they can successfully surmount the academic, social and psychological challenges confronting their present stage of life development. This paper discussed causes of depression, effects of depression on productivity and a way forward.

Keywords: *Depression, Productivity and Youth*

The Role of I.C.T in the Development of Hospitality Industry

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Abstract

Information and Communication Technology (ICT) is the most sophisticated and fastest life moving vehicle that was ever created by modern human beings. The ICT moves the modern life faster in an easy way, and plays a vital role in the development of modern societies through creating new industries and modernizing the existence ones. One of the industries that the ICT plays a significant role towards its modernization and development is the hospitality industry. This paper investigates the role of ICT in the development of the Hospitality industry and found that the modern Hospitality industry will have never been actualized without the ICT.

Keywords: *Role of I.C.T, Development, Hospitality Industry*

Moderating Effect of Financial Performance on the Relationship between Board Characteristics and Dividend Policy of Listed Non-financial Firms in Nigeria

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Abstract

The study analyses the moderating effect of financial performance on the relationship between board characteristics and dividend policy of listed non-financial firms in Nigeria. Board characteristics is proxied by board composition, board size, and board diversity, while dividend policy is proxied by dividend pay-out ratio. The positivist research paradigm and correlational research design were used. Relevant data for the study were collected from 39 sampled non-financial firms actively trading on the floor of the Nigerian stock exchange (NSE) from 2008 to 2017; the data collected were analysed using the panel corrected standard error (PCSE) regression analysis. The findings reveal that board composition and board diversity have positive but insignificant effect on dividend pay-out ratio of non-financial firms before moderation, While, board size has positive and significant effect on dividend policy of listed non-financial firms before moderation. The study also found that financial performance moderate the relationship between board characteristics and dividend pay-out ratio of listed non-financial firms. Based on the findings, the study concludes that board composition and board size are related with high dividend payment. Among the important policy implications is that the variable of board size used suggest that there is the need by SEC to monitor the available cash at the discretion of managers since financial performance can moderate the relationship between board size and dividend pay-out ratio in order to mitigate agency conflict between management and shareholders of listed non-financial firms which is in-line with the practical problem of the study. It is therefore recommended amongst others that the government through the regulators should provide an enabling environment for non-financial firms to make profit and pay more dividends to their shareholders, since the interaction effect of financial performance makes the variables of the study to be more active in influencing the dividend pay-out ratio of non-financial firms in Nigeria.

Keywords: *Board characteristics, Board composition, Board size, Board diversity, Panel Corrected Standard Error*

Implications of Public Policies on the Development of Small and Medium Scale Enterprises in Nigeria: The Coronavirus Impact

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Abstract

The advent of the coronavirus disease (Covid-19) pandemic brought about a lot of difficulties to businesses especially the small and medium enterprises (SMEs) because of the imposed lockdown and restrictions on movements and interaction thus, several public policies are being developed to help sustain and develop these entities. Consequently, this study examined the implications of the Covid-19 pandemic influenced public policies on the organic and internal developments of some selected small and medium scale enterprises (SMEs) in Nigeria, particularly in the Federal Capital Territory, Abuja. The study administered copies of the 5-point Likert scale questionnaire on 250 SMEs randomly but equally selected from five different sectors including ICT, vehicle spare parts, poultry farmers, fashion designers, carpentry and woodwork; and 194 copies representing 77.6% were retrieved. Subsequently, the gathered data were analyzed using the simple percentage and version 24 multiple regression techniques. Consequently, the study found that the Covid-19 pandemic influenced public policies have significantly impacted on the developments of these selected SMEs in Nigeria. Thus, it was recommended that the government should sustain and improve on public policies and actions on the development of SMEs in order to achieve business objectives and goals.

Keywords: *Coronavirus, Development, Internal, Organic, Policy*

Effect of Extracts from *Carica papaya*, *Psidium guajava* and *Vernonia amygdalina* on Metals Level (Zinc and Magnesium) in Blood Samples of Plasmodium Infected Rats

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Abstract

The incidence, mortality and morbidity rate of malaria infection is on the increase across the globe affecting over 300 million people per population causing over 1 million related deaths annually. Evidence exists indicating that malaria parasites depletes essential metals including Zinc and Magnesium among others required for the normal functions of the body during infection. More worrisome is the compounded burden of malaria by the recent emergent of resistant strains of plasmodia to conventional anti-malaria drugs including chloroquine, quinine and artemisinin derivatives among others. Intriguingly, medicinal plants including *Carica papaya*, *Psidium guajava* and *Vernonia amygdalina* among others have been used since ancient times in the treatment of malaria infection which though have been speculated to affect the levels of essential metals including Zinc and Magnesium among others but the molecular mechanisms underlying the efficacies of these plants remained elusive. This study therefore investigated the effects of aqueous leaf extracts of *Carica papaya*, *Psidium guajava*, *Vernonia amygdalina* and the composite on essential metals levels (Zn and Mg) of plasmodium berghei infected rats treated with 200 mg/kg body weight ethanol leaf extracts of these plants for 20 days using atomic absorption spectrophotometer. *Vernonia amygdalina* caused statistical significant Zinc and Magnesium induction in the plasmodium berghei infected treated rats whilst 10-25% Zinc induction was observed in the composite treated rats. 5% - 31% magnesium induction was observed in *Carica papaya*, *Psidium guajava* and the composite treated rats. These findings may be relevant in the quest for alternative drugs for the treatment and chemoprevention of malaria.

Keywords: *Extracts, Carica papaya, Psidium guajava, Vernonia amygdalina, Metals Level (Zinc and Magnesium), Blood Samples, Plasmodium Infected Rats*

COVID-19 Pandemic and Changing World Business Environment: The Nigerian Experience

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Abstract

The COVID-19 pandemic has generated shocks that have caused economic fluctuations globally, calling for an understanding of the behaviour of macroeconomic variables. This study presents an early review of the macroeconomic impact of the COVID-19 pandemic in Nigeria. The aggregate supply and aggregate demand (AS-AD) model provides the theoretical motivation for the study. From the findings, while the number of infected cases reflects significant correlations with economic activity from the perspective of a trend analysis, the estimates from dynamic ordinary least squares (DOLS) show that nexuses between the number of confirmed cases and attendant macroeconomic outcomes are largely insignificant with the expected signs. The study has therefore shown that the COVID-19 pandemic has insignificant negative impacts on basic macroeconomic variables in Nigeria such as inflation, employment, exchange rate, GDP growth, among others. In other words, time is required before the established correlations withstand empirical scrutiny in terms of causality. As the government has engaged the Economic Sustainable Plan (ESP, 2020), which is a post-COVID-19 recovery plan, it is hoped that the attendant policies would be properly implemented so as to provide the critical mass to repositioning the country's economy on the path towards inclusive and sustained economic development.

Keywords: *Corona virus, Macroeconomics effects, COVID-19, AS-AD Model, Community Transmission, Nigeria*

