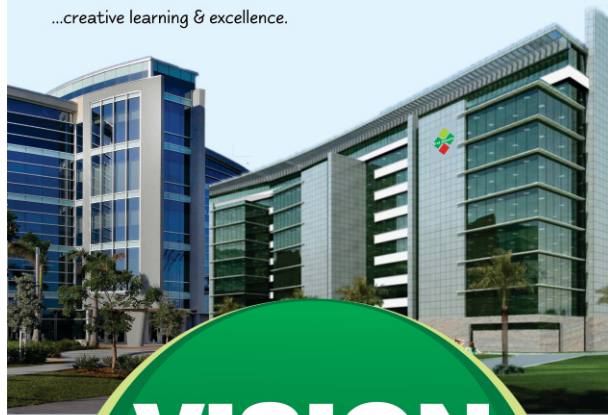


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Our Mission

Through independent, collaborative and institutional research, review existing development policies especially in developing economies of the world, research into evidence-based strategies to advance new measures for achieving sustainable development.



Our Commitment

“Our goal is for the best
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we will attain our noblest goal; Excellence!
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In affiliation with International Business Schools in United Kingdom and Asia, FAISB provide students with basic and advanced business management concepts and entrepreneurship principles required for a successful career in the management or ownership of a small-to medium and large-sized business. The school offers Certificate, Advanced Diploma, Executive and Professional Studies. The programmes are flexible (**CAMPUS AND ONLINE COURSES**) and adaptable to your schedule.

CORE VALUES, STRATEGIES AND LEARNING OUTCOMES

1. We provide students with creative problem-solving and critical-thinking skills needed to become effective and successful business managers.	3. The school provides quality professional learning experience that will help organisations enhance the capacity of their workforce.
2. With a variety of course delivery formats (in-class, hybrid, online, industrial experiences); it allows students the flexibility to pursue their study while accommodating their non-academic commitments.	4. We work closely with industry experts to determine their manpower needs, understand skills gaps, design and deliver the right courses and qualifications so that we can help employers drive sustainable economic growth.

KEY COMPETENCIES

FAISB curriculum is design by scholars/practitioners who have a rich mix of industry expertise and research in specific disciplines and sectors. It leaves students with more than just practical knowledge; case-based lessons and collaborative learning models, train students and practitioners to analyze, decide, and lead with excellent managerial skills rather than merely know.

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The programme is designed to meet the need of middle level manpower (students, young school leavers and emerging entrepreneurs) who need to develop basic skills for business development and management. With the blend of experience and abilities, the curriculum adopt an inclusive learning methodology that recognize the peculiarity of individual learner. ED is strictly a campus study anchored in various countries and cities.

CAMPUSES/BUSINESS OFFICES: UK, USA, GHANA, NIGERIA, KENYA & TANZANIA

FAISB adopts online study curriculum except consultancy/professional management training programmes and ED. Upon registration, students will be directed to campuses closer to their city. You can also check details on the school website. **To register, log on to www.internationalpolicybrief.org/faibu. Fill in the following details on the FAIBU Registration platform. OR Send an e-mail to the Ag Registrar FAIBU. E-mail: fasbstudy@gmail.com**
CALL: +234 7088332198, 234 8174380445, 234 7084635135, 233 246663206, 254 734421269, +447888705453

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Sunyani, Ghana

Dr. Margret Kabuoh
Business Administration & Marketing Dept.
Babcock University, Nigeria

7TH INTERNATIONAL INTER-DISCIPLINARY RESEARCH CONFERENCE & PROFESSIONAL TRAINING OF RESEARCHERS

CONFERENCE THEME

Emerging Issues, Policies and Strategies in Development of World Economy

CONFERENCE OBJECTIVE

International Inter-Disciplinary Research Conference and Professional Training of Researchers (IIDRCPTR) is one of the biggest International gathering of researchers to discuss development issues affecting developing economies of the world.

CONFERENCE DATE

Wednesday 21st - Friday 23rd January, 2018

VENUE

University of Ibadan - Nigeria

TIME: 10:00 am

CONFERENCE CONTACT

Dr. Diji Chukwuemeka

University of Ibadan

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Research Linkages/Publications



Prof Charles Roland

International Directorate of Policy & Research
International Scientific Research Consortium (ISRC)
United Kingdom

Engr (Dr.) Abdulazeez D. El-Ladan

The Future Institute
10 Coventry Innovation Village
Coventry University, Technology Park, CV12TL
United Kingdom

ED. Jonah Ulebor

Executive Director, Lextra Education Ltd
Office 27.10 Sugarmill Business Park
Oakhurst Avenue. Leeds, LS11 7HL, UK

Dr. Ronald C. Clute

Executive Director, The Clute Institute
6901 South Pierce Street, Suite 301
Littleton, CO 80128 USA

International Scientific Research Publishing (ISRP)

Germany

Science Publishing Corporation (SPC)

Germany

KEJA Publications

G.S.T. Road, Otteri, Vandalur
Chennai – 600048 INDIA

International Directorate of Policy & Research

Universiti Teknologi Malaysia
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International Directorate of Policy & Research

Clement Ayarebilla Ali

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P.O. Box 25, Winneba, Ghana



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Federal Polytechnic Nekede, Imo State
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University of Energy & Natural Resources
Sunyani, Ghana

Conference Programme

Day 1 – Wednesday 21st February, 2018

Part 1: Lectures for Students of International School of Advanced Research Study

Part 2: Meeting of Stakeholders', Directors of International Directorates of Policy and Research, Professional Research Council and Academic Board and Examination for Students of International School of Advanced Research Study

Day 2 – Thursday 22nd February, 2018

7th International Inter-Disciplinary Research Conference & Professional Training of Researchers

Part 1: Professional Research Training Workshop

Time: 10am - 1pm

S/N	Research Themes
1.	Identifying and defining a research problem Learning Outcome: <ul style="list-style-type: none">• Identify a research problem, develop a topic and objectives of the study
2.	Literature writing and use of library skills: Conceptual, empirical and theoretical Learning Outcome: <ul style="list-style-type: none">• Understand the meaning, purposes and types of literature review• Use the library to select and evaluate appropriate texts• Analyse texts in relation to your research objectives• Write bibliography and references
3.	Research methodology: Qualitative and quantitative techniques Learning Outcome: <ul style="list-style-type: none">• Describe types, importance and applications of method and designs in research
4.	Research writing, reports, proposals and grants Learning Outcome: <ul style="list-style-type: none">• Write a publishable research paper and proposal for grants• Develop a PowerPoint presentation of a research paper• Find sources of funding, awards and fellowships, conferences and publication outlets

S/N	Research Themes
5.	<p>References/Biography: Research ethics and integrity, editing process, publication and plagiarism</p> <p>Learning Outcome:</p> <ul style="list-style-type: none"> • Write bibliography and references • Be aware of the ethical principles of research, ethical challenges and approval processes

Part 2: Conference Plenary Session

Time: 2pm - 5pm

Day 3 – Friday 23rd February, 2018

Graduation for ISARS Students and Induction of Professional Members, Member and Associates of IIPRDS

Time: 9am - 2pm

Proceedings

1. Procession

Two Processions shall hold,

- a) The Graduands of International School of Advanced Research Study will lead, followed by Inductees and
 - b) Stakeholders, Professional Research Council and Academic Board (comprising of Members of IIPRDS Stakeholders Board, Directors of International Directorates of Policy and Research, Members of Editorial Board/ Academic Board and Representatives of affiliated Research Organizations and Universities).
2. Introduction of Dignitaries, Inductees and Students
 3. Prayers, National Anthem & IIPRDS Chant
 4. Institutional brief by the President/Director of the Institute.
 5. Report on African Research Council for Sustainable Development
 6. Report on International School of Advanced Research Study (ISARS)
 7. Keynote Presentations/Goodwill Messages
 8. Convocation of ISARS Students
 9. Induction of Professional Members, Members and Associates of IIPRDS
 10. Constituting the International Directorates of Research & Professional Research Council
 11. Future Projects, Institutional Collaborations & Opportunities
 12. Feedback from ISARS Students/Inductees
 13. Closing/Marching out procession/Group photographs



INTERNATIONAL INSTITUTE FOR POLICY REVIEW & DEVELOPMENT STRATEGIES

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About Us

The International Institute for Policy Review and Development Strategies (IIPRDS), Nigeria is a member of First Assured Brilliant Intl Limited, incorporated under the Companies & Allied Matters ACT of the Federal Republic of Nigeria. The Institute is a non-partisan organization, independent of government and other bodies. Since incorporated in 2013, IIPRDS has made significant contributions in quality research and international standard publications. IIPRDS has organized several international research conferences and published proceedings in International multi-disciplinary journals indexed and domiciled in reputable Universities. Special issues are published in the African Development Charter series; a strategic economic and policy blueprint for Africa development. We conduct our work with strict independence, objectivity, and non-partisanship. See website: <http://www.internationalpolicybrief.org>

Vision/ Mission

To be the world's leading research and publishing Institute on policy review and development strategies. Through independent, collaborative and institutional research, review existing development policies especially in developing economies of the world, research into evidence-based strategies to advance new measures for achieving sustainable development.

Research Focus

In affiliation with national and regional governments, nongovernment organizations, the civil societies, research organizations and Universities, Africa's Development has been central in the Institute research programmes. Through clearly identified priority projects, IIPRDS works within the following focal areas,

1. Initiates research projects for Africa development
2. Organize research workshops, seminars, and conferences
3. Mobilize institutional supports for research implementation
4. Train researchers to enhance their capacity and technical base
5. Publish and index research findings in peer-reviewed Journals and readings
6. Provides professional technical and operational support for research in Africa
7. Establish interaction with beneficiaries of research findings for enhancing research relevance and adoption.

Research Conferences/ Journals

Research conferences are central to the activities of the Institute. The Conferences provides an opportunity for scholars to interact, share knowledge and strategies for advancing the course of development. IIPRDS adopt a multidisciplinary approach and work with an international network of partners to develop research themes which we actively seek to see applied in development policy and practice.

IIPRDS adopts a flexible approach to improve technical skills of local researchers, allow for regional determination of research priorities, strengthen national and international institutions concerned with economic policy research, and facilitate closer ties between researchers, institutions, and agencies who work within the purview of its research focus as well as policy makers. In doing this, IIPRDS supports networking and knowledge sharing between scientific, academic, and development communities among developed and developing countries. The conferences also provide an opportunity for training and capacity building for researchers.

IIPRDS international journals are published and indexed in 3 directories;

1. Science Publishing Corporation (SPC) Germany
2. International Scientific Research Consortium (ISRC) United Kingdom and
3. International Journals of Advanced Scientific Research (IJASR), Nigeria, Nairobi, Ghana and Tanzania. IJASR are online international open access peer review scholarly journals. Click this links for published Journals:
<http://www.internationalpolicybrief.org/journals>

Directorates of Policy & Research

The Institute has Research and Policy Directorates. The Directorates are coordinated by the AFRICAN RESEARCH COUNCIL ON SUSTAINABLE DEVELOPMENT (ARCSD), with project offices in University of Ibadan, Nigeria, University of Ghana Business School and Kenyatta University, Nairobi.

1. International School of Advanced Research Study (ISARS).

ISARS study curriculum is broad based and shares research content with that of leading world-class Universities offering courses in Research Methodology; University of Illinois, Chicago, University of Amsterdam, University of Liverpool, London and the University of Nebraska, Lincoln. It partners with institutions to train and certify researchers on various themes in Research Methodology and Statistical Techniques. The course is 100% online and it is flexible. English is the official language of study. The course will facilitate thinking that is logical, reading that is critical, and writing that is clear, simple and engaging. The learning outcome is improved professional skills in research, teaching and quality publications.

2. First Assured International School of Business (FAISB)

FAISB provides students with basic and advanced business management concepts and entrepreneurship principles required for a successful career in the management or ownership of a small-to medium and large-sized business. The school operates Online and Campus studies. It develops young entrepreneurs, offers certificate, degree and graduate studies as well as mid-level and senior level executives International Executive Certificate Programmes.

Key Competencies

Our learning and development solutions are designed by scholar-practitioners who have a rich mix of industry expertise and research in specific disciplines and sectors. Through many of our discipline-specific curricular designed, implemented and monitored by our Professional Business Research & Academic Board drawn from a mix of local and international professionals, we help in the development of professionals who contribute to the overall organisational learning and culture that create sustainable systems, congruencies and performance.

Solving Employer Challenges

We work at building human capacities and improving staff performance, address skills shortages, develop talented employees or increase loyalty and employee retention, boost employee attitudes, enhance work commitments, effectiveness or efficiencies in meeting critical business objectives. In doing this, we adopt a style of theory-practice knowledge fusion to enhance improved organisational performance by applying sound academic theory to rich practical work-based experiences.

- 3. Centre for Renewable Energy Research and Development Strategies (CRERDS).** CRERDS provides functional development and training in Entrepreneurship and Renewable Energy Technologies for sustainable development. In collaboration with the Kuwait Foundation, the Centre will soon launch the **International School of Energy Study**.

Our Professional Team: Professional Research Council

The Institute is home to approximately 150 researchers affiliated with thematic research clusters, 50 knowledge professionals, 25 professional staff and about 95 students at any one time. Members of the Institute research and professional team are drawn from international universities and reputable research organizations. The Institute has a seasoned and experienced Multi-disciplinary International Professional Editorial Peer Review Board. The board operates a blind peer-reviewed system. All submitted manuscripts are reviewed initially by the internal editorial process. Manuscripts are evaluated according to the following criteria: material is original and timely, writing is clear, study methods are appropriate, data are valid, conclusions are reasonable and supported by the data, information is important, and the topic has social and empirical relevance.

Technical and Operational Support to Research Organizations

IIPRDS international professional and technical research team provides institutions and organizations with operational support for research in Africa. Among other things, the team handles project design, management, and budgeting; questionnaire development on a range of social and economic issues; serving as a liaison between the Center and project stakeholders including subject matter experts and funders; handles data collection, survey analysis, and report writing.

Research Dissemination through IIPRDS Electronic Library

We aim to disseminate research to as wide an audience as possible. Our research has strong academic credibility and is published in top journals. Research findings are indexed in the IIPRDS electronic library. The electronic library was established to manage, disseminate and preserve where appropriate, research materials and also provide access for purposes of advancing research studies and learning. The library provides the open access to electronic resources through the Internet and offers assistance to librarians in navigating and analyzing very large amounts of information with a variety of digital tools.

Exchange of Idea Initiative (EII)

The Institute currently operates an Exchange of Idea Initiative (EII) with other International Research Organizations and Libraries to enhance wider researcher of its journals. With this initiative, Academic Journals are published in various Countries by reputable publishers and research organizations not minding where the conference is held. This dynamism has diversified and improved the quality of the Institute Journals, enhanced International acceptance by indexing research agencies, built confidence in conferees and enhanced their disciplinary relevance.

An Address Presented by the Acting Registrar, International School of Advanced Research Study (ISARS) on the Third Graduation Ceremony Held at University of Ibadan on 23rd February, 2018



Protocol

I am glad to be physically here before you on this special day to present this address. Today marks another memorable day in the history of the International Institute of Policy Review and Development Strategies. We are celebrating the third graduation ceremony of our dear students from the International School of Advanced Research Study (ISARS)

Permit me to remind us that ISARS is an International Research arm of the International Institute of the Policy Review and Development Strategies (IIPRDS) and accredited world renowned research institute that provides a platform for independent, collaborative, institutional evidence-based research activities. ISARS courses are purely online with a mission and vision to impact the necessary research skills to researchers and help to improve their research capacities and to improve individual skills through independent engaging study, logical thinking and simple writing respectively.

Today the school is graduating third sets of students, this is improvement over the last two years, the first sets of students' graduation were in Lagos State University, Ojo in 2017. The second sets graduated at the University of Ghana, Accra in July 2017. I must congratulate the graduands of today for the commitment, endurance and painstaking attitude during their course of study. I wish to remind you that this is the very beginning of your academic journey and ladder; you should therefore apply all the principles and theories of educational research you have been exposed to in solving problems in your various sectors to combat the problems ravaging our dear country Nigeria. This can best be utilized through associating yourself with the International Institute of Policy Review and Development Strategies where we have four different directorates namely:

- i. Arts and Education
- ii. Accounting, Entrepreneurship and Business Management
- iii. Public Policy, Law and Economic Development
- iv. Science, Engineering and Technology

I urge you to join any of these directorates and contribute your quota through attendance at conferences and publication of academic papers.

I wish you all the very best.

Congratulations

3rd Graduation/Convocation of Students, International School of Advanced Research Study



The Registrar Cap and say:

“Will all graduands of the International School of Advanced Research Study please stand.

The President/Director, International Institute for Policy Review and Development Strategies will say, “By the authority of IIPRDS Professional Research Council, International Directorates of Policy and Research, and Academic Board ISARS, I present to you the following persons who have successfully completed their studies and have fulfilled the requirements as prescribed by the Council and Academic Board of the School for the Award of Certificate in Advanced Research Method and Statistical Techniques”.

The graduands will replace their caps and remain standing, while the President/Director rises and say,

“By the authority vested in me as President/Director IIPRDS, I award those of you present and those who are unavoidably absent, for whom the Registrar stands proxy, Certificate in Advanced Research Method and Statistical Techniques”.

The Registrar of ISARS will read out the names of the graduating. As each inductee is called, he/she will move to the platform to receive a Scroll and Certificate from the President/ Director of IIPRDS. The President/Director will resume his seat. The Registrar and Students will also resume their seats.

Induction of Professional Members, Members and Associates, International Institute for Policy Review & Development Strategies



The Chairman African Research Council for Sustainable Development will Cap and say:
“Will all Inductees of the International Institute for Policy Review & Development Strategies please stand.

The President/Director, International Institute for Policy Review and Development Strategies will say,

“By the authorities of the Council of Directors, First Assured Brilliant International Ltd (incorporated under the Companies & Allied Matters ACT of the Federal Republic of Nigeria), of which IIPRDS is an Institutional Research and Policy Directorate; Professional Research Council, International Directorates of Policy and Research of IIPRDS and Academic Board, I admit you as Professional Members and Associates of the International Institute for Policy Review and Development Strategies with all the rights and privileges attached thereto”.

The Chairman, African Research Council for Sustainable Development will read out the names of the inductees. As each inductee is called, he/she will move to the platform to receive a Certificate and Plaque from the President/ Director of IIPRDS.

International Directorates of Policy and Research



Membership of IIPRDS offers researchers the opportunity to,

1. Join the committee of International Scientific Researchers
2. Take part in Institutional sponsored research projects
3. Get an annual Professional Research Training
4. Gain opportunities for scholarship and research exchange programmes
5. Access research grants, etc.

To access these opportunities, Inducted Members/Associates of IIPRDS will be admitted as members of IIPRDS International Directorates of Policy and Research. The Directorates function within the following focus areas,

1. Initiate research projects
2. Organize capacity building research workshops and seminars
3. Publish thematic issues in disciplinary books and reviews
4. Review development policies and publish findings in specific Policy Series
5. Seek opportunities for Institutional research collaborations

Institutional Research Directorates

1. Arts and Education
2. Accounting, Entrepreneurship and Business Management
3. Public Policy, Law and Economic Development
4. Science, Engineering and Technology

2018 List of Graduating Students; International School of Advanced Research Study (ISARS)

S/N	Names	Address	Category
1	Sunday Habila	The Federal Polytechnic, Bauchi	Associate
2	HauwaAliyu	Department of Banking & Finance, Kaduna Polytechnic, Kaduna	Associate

2018 List of Inductees; International Institute for Policy Review and Development Strategies (IIPRDS)

S/N	Names	Address	Category
1	Gbadamosi Tolulope Victoria (PhD)	Arts and Social Sciences Education	Member
2	John Kalama	Federal University, Otuoke, Bayelsa State	Member
3	Kyarem Richard N. (PhD)	Department of Economics, Federal University Dutsinma, Katsina State	Member
4	Prof. Yusufu Ali Zoaka	Department of Political Science, University of Abuja	Member
5	Iliya Bawa	Department of Marketing, Federal Polytechnic, Nasarawa, Nigeria	Member
6	Abdulkadir Sarauta	Department of Environmental Management Technology Faculty of Environmental Technology,	Member
7	Clementina Kanu (Rev. Sr.)	Federal University Ndufu AlikeIkwo, Abakaliki, Ebonyi State, Nigeria	Member
8	Ruwuoma Doris Chukwu	Department of Political & Administrative Studies, Faculty of Social Sciences, University of Port Harcourt	Member
9	Dr. Chinelo Nwokolo	Department of General Studies, Federal University of Petroleum Resources, P.M.B 1221 Effurun, Delta State, Nigeria	Associate
10	Cheta Jude Chukwuemeka	Success Academy Zaria, Kaduna State	Associate
11	Hassan Auta Miringa	Department of Education Faculty of Arts and Education, Yobe State University	Associate
12	Iyanda Dauda Gbadebo	P.O.BOX 610, Osogbo, Osun State	Associate
13	Okpu Tarela	Federal Housing Estate, 3 rd Avenue, A -Close, House5 Rumueme, Along Agip Road. Port Harcourt	Associate
14	Esv. Udoka, Israel Sunday	Akwa Ibom State Polytechnic, Ikot Osurua, Ikot Ekpene	Associate
15	Fatima Isa	Department of Economics, Faculty of Arts and Social Sciences, Federal College of Education, Zaria Kaduna State	Associate
16	Olaniyan, Toyin Solomon	No. 10, Zion House, Agunbelewo, Osogbo, Osun State	Associate
17	Udo Emmanuel Samuel	#31, Aggrey Road Ikot Ekepene, Akwa Ibom State	Associate
18	Jebbin Maclean Felix	Department of Economics, Ignatius Ajuru University of Education	Associate
19	Basil Ogbuanu K.	14C Colins Onobule Crescent, Diamond Estate-Magodo Lagos	Associate
20	Kanu Chibuikwe Emma	NO. 8 Umukalu Village Ukwa West Local Government Area of Abia State	Associate
21	Wilson Good	Department of Economics, Ignatius Ajuru University of Education, P.M.B 5047, Port Harcourt	Associate
22	Tamaraodubo Thomas Akpokabowei	Office of the Accountant General, Bayelsa State	Associate
23	Dr. (Mrs.) Modupe Yemisi Sodamola	G.P.O. Box 1632 Dugbe Ibadan	Associate
24	Angelinah Kurubo Osu PhD	Economics Department, Ignatius Ajuru University of Education, Rumuolumeni, Port Harcourt	Associate



African Honour Gold Award

The distinguished African Honour Awards; Academic Excellence Honours Award, honours individuals and organizations who have made outstanding contributions in the development of the African Economy. The Award is bestowed by the International Institute for Policy Review and Development Strategies (IIPRDS), in collaboration with other national and international research, business and development organizations.

Category: Academic Excellence Honours Awards

1. **Dr. Nkeiru Ngozi Okpara**
Ag. DG/CEO Nigeria Institute of Leather and Science Technology, Zaria.

Timeline for Manuscript Corrections and Journal Publication

The timeline for manuscript assessment and publication is as outlined below:

1. The Plenary/Technical session is compulsory for all conferees. You are advised to note the comments pointed out by the Chairman of the Technical Session and other members of the plenary group. This will help you effect corrections as expected.
2. Corrections of manuscript(s) (full papers) must be effected and submitted within 2 weeks after the conference. All submissions must be made to:
conferencepolicy@gmail.com
3. The Conference Professional Peer Review Editorial Panel (CPPREP) will meet 2 weeks after the league conference to review papers. This usually takes one week, after which the papers are forwarded to Google Scholar International Standard Peer Review Research Council for professional and disciplinary blind peer review and plagiarism check. Usually this takes about 3 weeks.
4. Letter of Papers 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.
5. On acceptance of paper for publication, author(s) will be required to make PAYMENT for paper publication/ pagination (hard print and online) and courier. Payment must be done within 2 weeks of notification of acceptance. Authors will receive their published journals within 10 weeks after the conference.
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 directory.

Guidelines for Manuscript Submission

Important Notice

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Submission of Manuscripts

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Collective Bargaining: how Useful is it for Industrial Harmony? Evidence from Shell Petroleum Development Company (SPDC), Port Harcourt, Rivers State

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Abstract

No organisation can be at its optimum productivity level without some degree of harmonious relationship among its staff. Even though scholars agree that conflict in social settings such as industries is inevitable, collective bargaining has been identified as a useful tool for proactively addressing issues. Against this foregoing, this study examined the link between collective bargaining and industrial harmony in Shell Petroleum Development Company (SPDC), Port Harcourt, Rivers State, Nigeria. The main aim of the study is to provide empirical proof that collective bargaining can play a significant role in ensuring industrial harmony in an organization. To achieve this aim and other objectives, a sample of 350 respondents comprising different cadre of staff from SPDC was used. Thus, relying on the basic assumptions of the Marxist theory, as well as the analytical strengths of the descriptive models and Chi-Square (χ^2) Statistical techniques for data analysis, the study revealed among others that even though respondents see collective bargaining as having a positive link with industrial harmony, collective bargaining procedures have not been sufficiently followed to address grievances in the organization and even where they have been followed, agreements have not been significantly implemented. Based on these findings, the study recommends that collective bargaining processes should be adhered to in addition to increasing the level of communication among staff. It was also recommended that a mechanism should be put in place to ensure that outcomes from collective bargaining should be implemented in order to avoid slippages and further deterioration in industrial harmony within the organization.

Keywords: *Collective bargaining, Conflicts, Strikes, Industrial harmony, SPDC*

The Role of Industrial Cluster in Addressing the Problems of Industries and Improving their Employment Generation Capacity in Nigeria: a Case Study of Bogo-Nasarawo Industrial Cluster in Gombe State

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Abstract

Many studies identified poor infrastructure and insecurity as major factors affecting the operation of industries in Gombe State (Abubakar, 2000; Innocent & Ibietan, 2012; Okey, 2013; Misbahu, 2015). In an effort to address these problems, Gombe State Government established Bogo-Nasarawo Rice and Groundnut Oil Millers Industrial Cluster. The government made it known that the policy was aimed at addressing the problems of infrastructure and insecurity affecting the operation of rice and groundnut oil millers in the state and improving their employment generation capacity (Gombe State Ministry of Trade and Industry, 2014). This research, therefore, set out to discover the role of Bogo-Nasarawo Industrial Cluster in addressing the problems of insecurity and infrastructure affecting the operation of rice and groundnut oil millers and in improving their employment generation capacity. Through the interview of key stakeholders and administration of questionnaires to sampled industries in the cluster, the research discovered that the cluster has significantly addressed the problems of insecurity and infrastructure affecting the operations of the industries. The research also discovered a significant improvement in the employment generation capacity of the industries owing to improvement in power supply. Hence, the research recommends that similar efforts should be made by the state government to cover other sectors in the state.

Keywords: *Industry, Industrial Cluster, Insecurity, Infrastructure, Employment Generation*

Small Scale Enterprises and Sustainable Economic Development in Nigeria: Problems and Prospects

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Abstract

The paper is on Small Scale Enterprises and Sustainable Economic Development in Nigeria. Problems and Prospects. The paper studies the relationship between Small Scale Enterprises and Sustainable Economic Growth. The paper also examines the problems and prospects of Small Scale Enterprises in Nigeria. The paper observed that despite the importance of Small Scale Enterprises to economic growth of all nations, Nigeria still needs to do a lot in order to meet up with the industrialized world and the Sustainable Development Goals (SDGs). The paper Utilises literatures comprising studies on the history, activities, challenges and prospects of Small Scale Enterprises in Nigeria. Also it examines industrialization of other countries in relation to Nigeria. The methodology adopted in analyzing the paper was qualitative Descriptive method. The paper examines the problems of Small Scale Enterprises in Nigeria which include: Inadequate basic Infrastructure, Strategic Planning, Financial problems and so on. Recommendations were made on the problems of which the Government should make priority stabilizing electricity in the country, construction of more road network, creation of monitoring team to monitor the Government policies put in place to encourage Small Scale Enterprises in Nigeria and come up with report.

Keywords: *Small Scale Enterprises, Economic Development, Industrialization*

Effect of Organizational Ambidexterity on the Performance of Selected Operators of Global System for Mobile Communication in Nigeria

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Abstract

A central concern of corporate strategy has to do with making choices about how much, to invest in different types of activities. Two broad types of qualitatively different learning activities between which firms divide attention and resources, exploration and exploitation (that is organizational ambidexterity) 'have been proposed by scholars. This study had the broad objective to investigate the effect of organizational ambidexterity on the performance of selected operators of GSM in Nigeria. The specific objectives were to ascertain the extent of the relationship between the adoption of explorative innovation strategy and new product acceptability; the extent of the relationship between the adoption of exploitative innovations strategy and customer's satisfaction; the extent to which the adoptions of both exploitative and explorative innovation strategy affect market share and the extent to which the adoptions of both exploitative and explorative innovation strategy affects profitability. The study adopted descriptive survey research design. The population of the study was made up of 79 management staff of the four selected GSM operators (MTN, GLO, AIRTEL and ETISALERT) and their 4,968,716 subscribers. All the 79 management staff were used and a sample size of 384 subscribers was obtained from the subscriber population using Kregcie and Morgan's formula for sample size determination from a finite population. A total of 463 copies of questionnaire were distributed to the management staff of the selected companies and their subscribers, out of which 68 copies and 365 copies were correctly filled and returned by the management staff and subscribers respectively. Validity of the instrument was measured using content validity, and this was done by 5 management experts from both the academia and the industry. Internal consistency test that uses Cronbach alpha coefficient as a test statistic was used to test the reliability of the instrument, yielding a coefficient of 0.890. The hypotheses were tested using Pearson product moment correlation and multiple regression analysis at 5% probability level of significance. The findings indicated that: adoption of explorative innovation strategy! did not significantly correlate with new product acceptability in the operators of GSM in Enugu State ($r = 0.090$, $p = 0.085 > 0.005$); the adoption of exploitative innovations strategy had a positive significant relationship with customers' satisfaction ($r = 0.774$, $P = 0.000 < 0.005$); the adoption of both explorative and exploitative innovation strategies had a positive significant effect on market share ($p = 0.403$, $p = 0.001 < 0.005$). ($f = 0.266$, $p = 0.026 < 0.005$); the adoption of both explorative and exploitative innovation strategies had a positive significant effect on profitability ($t = -0.482$, $p = 0.000$, $t = 9.620$) and ($F = 3.134$, $p = 0.004$, $t = -2.919$). The study therefore concluded that organizational ambidexterity is positively related to performance of the GSM operators in Enugu State; however, the customers are not expressively receptive to their new product. 'The study recommended that organizations should carry out a concept testing survey exercise before launching new products. Also adequate attention should be given to both exploitative and exploratory innovation so that one aspect does not suffer as a result of the other.

Keywords: *Ambidexterity, Explorative Innovation, Exploitative Innovation, Product Acceptability, Customer Satisfaction, Market Share, Profitability.*

Feeding Practices and Nutritional Status of HIV-Positive Mothers and Exposed-Infants in Abeokuta, Ogun State, Nigeria

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Abstract

A major problem in the management of infants whose mothers are HIV-positive is that of feeding, which stems from the need to avoid mother-to-child-transmission via breast milk. The safer choice of exclusive breastfeeding for HIV-positive mothers poses a challenge on the nutritional status of their infants and studies have shown that inappropriate infant feeding practices among HIV-positive mothers are associated with severe malnutrition in under-five children. There is a dearth of information on the relationship between infant feeding practices and nutritional status of HIV-positive mothers. This study sought to determine the infant feeding practices and nutritional status of HIV-positive mothers and their infants in Abeokuta, Ogun State. An hospital-based cross-sectional study was conducted from June to August, 2013. HIV-positive mothers (N = 145) aged 19-49 years and their infants (0-12 months) were included in the study. These mothers and infants attended post-natal HIV-clinics of three purposively selected hospitals with highest antenatal clinics attendance and prevention-of-mother-to-child-transmission facilities in Abeokuta. A semi-structured, interviewer-administered questionnaire was used to obtain information on socio-demographic characteristics, nutrition counselling, infant feeding choices and practices. A 24-hour dietary recall was done and nutrient adequacy of mothers was assessed using the total dietary assessment (TDA) software. Body mass index (BMI) of mothers which was classified as underweight (BMI < 18.5), normal weight (BMI = 18.5 – 24.9), overweight (BMI = 25.0 – 29.9) and obese (BMI ≥ 30) was determined. Anthropometric indices for stunting, wasting and underweight were derived for infants using WHO Anthro software. Data were analysed using descriptive statistics and Chi-square test at p = 0.05. Eighty-five percent of respondents practiced exclusive breastfeeding (EBF), while 10.4% and 4.8% practiced exclusive replacement feeding (infant formula only) and mixed feeding (MF) (breast milk and infant formula), respectively. The respondents' mean intake of 3203.9±1142.88 Kcal, 86.9±41.50g, 3048.2±2187.29µg/dl, 487.3±377.13mcg, and 38.8±37.17mg satisfied WHO recommendations for energy, protein, vitamin A, folate, and iron respectively. There was no relationship between infant feeding practices and nutritional status of HIV-positive mothers but exclusive breastfeeding was found to be associated with good nutritional status of the exposed-infants. Therefore, adherence to exclusive breastfeeding as recommended by World Health Organisation should be emphasized for HIV-positive mothers.

Keywords: *Infant feeding, Exclusive breastfeeding, HIV-positive mothers, Mother-to-child-transmission, Nutritional status*

The Hope of Nigerians in the Current Economic Recession


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Abstract

This paper on “The Hope of Nigerians in the Current Economic Recession” emphasized on Nigeria's economic history, the economic position of Nigeria in Africa and in the World, the kind of Nigerian leaders that have been ruling Nigeria, the kind of mindset among the majority of the young future Nigerian leaders, the possibility of Nigerians towards becoming Millionaires, Billionaires and Trillionaires and the Hope of Nigerians in the current economic recession going on in our dear Fatherland (Nigeria) and after the Economic Recession, what Nigerians should always do. Such as: The first is that our mindset as Nigerians must change, secondly, Nigerians must see opportunity to explore in every challenge and in every human and in every part of this country and thirdly, Nigerians should create lasting ideas.

Keywords: *Hope, Nigerians, Current economic, Recession*



Assessing the Acceptability of Chapati in Bauchi Hospitality Market

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Abstract

Chapatis are one of the most common forms of wheat bread which is staple food in South Asia. Chapati dishes are not popular, most people do not know the nutritional components therefore the dishes are not common on Nigeria our daily menu. The aim of this project is to produce and introduce chapatti to Nigerians, to determine the acceptability of Chapati dishes in Bauchi and to evaluate the cost of producing Chapati dishes. This research used an experimental design in carrying out the study. The samples for the sensory evaluation was (32) thirty panel of judges who were randomly selected from the population. The attributes were taste, appearances, Eye Appeal, mouth feel and the general acceptability, Mean score was use for descriptive and Analysis of Variance (ANOVA) was used to respond to the hypothesis. The analysis shows there is significance difference among the means for sample A results for taste indicate that $F= 3.625$ p value ($0.039 < 0.05$), Mouth feel indicate that $F=8.700$ and p value ($0.001 < 0.05$), eye appeal indicate that $F=0.879$ and p value ($0.426 > 0.05$). sample B results for taste indicate that $F= 8.239$ p value ($0.001 < 0.05$), Mouth feel indicate that $F=17.136$ and p value ($0.000 < 0.05$), eye appeal indicate that $F=8.239$ and p value ($0.001 < 0.05$) While sample C results for taste indicate that $F= 60.071$ p value ($0.000 < 0.05$), Mouth feel indicate that $F=6.706$ and p value ($0.004 < 0.05$), eye appeal indicate that $F=33.661$ and p value ($0.000 < 0.05$). Hotel chefs can adopt chapatti production into hospitality. The study further recommends that a detailed study be conducted on the nutritional value of Plain chapatti, stuffed chapatti and chapatti noodles

Keywords: *Assessing, Acceptability, Chapati, Hospitality*

Bank Lending Rate and Performance of Nigeria Deposit Money Banks: a Study of Union Bank of Nigeria and United Bank of Africa

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Abstract

The objective of this study was to find out whether there exists a relationship between lending rates and the Performance of Deposit money banks in Nigeria. This study examined the impact of bank lending rate on the performance of Nigerian Banks between 2012 and 2016. It specifically determined the effects of lending rate and deposit rate on the performance of two Banks and analyzed how the bank lending rate policy affects the performance of these banks. The population for this study is the Nigeria banking sector while two banks were selected as sample size; data were gathered from the annual reports of the two cases study and statistical bulletin of the Central Bank of Nigeria. Analyzes of data was through the use of Simple Linear Regression model. The finding of this study suggests that the performance of the banking sector is a function of changing lending rates. The study therefore recommends that government should adopt monetary policies that will help Nigerian deposit money banks to improve on their performance and there is need to review and strengthen bank lending rate policies through effective and efficient regulation and supervisory framework. Banks can improve their profitability through charging moderate lending rates as against maximum rates as their circumstances may allow.

Keywords: *Bank, Lending rate, Bank performance, Financial system, Deposit money banks*

Relationship between Principals Leadership Style and Teachers Job Commitment in Borno State Secondary Schools

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Abstract

This study investigated Principals' Leadership styles and teachers' job commitment in public Secondary schools in Borno State, Nigeria. Borno is one of the 36 states of Nigeria. This study was based on examining the leadership styles of 58 Principals and 300 classroom teachers random selected from amongst 3,303 classroom teachers. This sample was about 10% of the population of teachers in public secondary schools in the states. The data collected was analyzed using field survey methods and Transformational approach of the leadership style adopted for the study. The study found that Teacher's job commitment was better seen in schools having Principals using Transactional Leadership styles than in schools having Principals using Trait or Transformational or Situational Leadership styles. It was therefore recommended that school Principal should imbibe a mixture of Transactional and Transformational styles of leadership in their school administration in order to enhance greater job commitments among teachers. The use of the Situational Leadership style should be discouraged among school considering its enormous shortcomings

Keywords: *Principals, Relationship, Leadership Style, Teachers and Job Commitment*

Political Restructuring as a Catalyst for Economic Diversification in Nigeria

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Abstract

This paper is an interrogation of the correlation between political restructuring of the Nigerian state and the diversification of its economy. The central argument of the paper is that there exists a positive relationship between political restructuring and the diversification of the nation's economy. In this respect, to achieve diversification of the economy, different regions of the country should be encouraged to develop aspects of the economy where they have comparative advantage. This would in the long run record a healthy growth and development of a broad-based economy as against a mono-economy anchored on a single commodity, oil. The study relied on secondary source of data collection and adopted modernization theory as its frame work of analysis. The study found that the diversification of the Nigerian economy along the lines of a restructured Nigerian federation would address issues of aggressive struggle for resource control and power-sharing including the stabilization of the economy against external shocks among others. In conclusion, the paper recommends that restructuring of the Nigerian federation should form the basis for a meaningful diversification of the nation's economy. This will not only increase the resilience of the country against the volatility and uncertainty in the global oil market but its capacity to achieve long term sustainable economic growth and development.

Keywords: *Political restructuring, Diversification, Catalyst, Economy, Oil, Modernization theory.*



An Appraisal of Nigerian Tax Administration

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Abstract

A good law is important to a good tax system. A good administration (and enforcement) is sine qua non to the attainment of the overall good of the system. Unlike the practice in the United Kingdom, where responsibility for administration of tax is entrusted to the Board of Inland Revenue, tax administration is divided between the Federal government, state government and local governments, with each setting up its administrative machinery as provided for under enabling statutes. On the backdrop of which this article examines the institutions responsible for the administration and implementation of taxation in contemporary Nigeria. It appeals its readers with certain relevant challenges faced by these institutions. In particular, this work canvassed for a paradigm shift in the machinery for tax assessment and collection and also in the sensitization of taxable persons on the duty they owe their nation, if we must achieve our goals and aspirations as a nation. Fundamentally, we must not only rebrand our laws, organs and physical image, rebranding must begin from our perception and orientation about morals in general and taxation in particular. Corruption has become cancerous eating into all spheres of society and until we reverse this trend Nigeria will continue to sink in the quagmire of underdevelopment.

Keywords: *Appraisal, Nigeria, Tax administration*



An Appraisal of Nigerian Tax Laws

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Abstract

Taxation being one of the avenues by which governments worldwide realize revenue to fund critical expenditures such as defense, law and order, health services, education, social welfare and economic infrastructure. It has also from time immemorial been deployed by government as fiscal weapon to plan and direct the economy to bring about economic growth and development. Thus, this article will be discussing the Nigerian Tax system. It identifies the concept, nature, purpose and the qualities of a good taxation system and in details, appraises the tax legislations in force in Nigeria. This work also attempts to examine the foundation upon which lie the basis, machinery and implementation of taxation in contemporary Nigeria. It informs its readers with certain relevant tax laws which every Nigerian should be conversant with. From the reading, one will get to know that taxation is meant to strengthen and assist the Government activities, particularly, to enable her carry out her duties to the citizens. However, this purpose is not fully achieved or satisfied as a result of inadequacies in the Tax Laws in Nigeria, unlike other Countries like Italy, where the Tax Laws respects no one. Fundamentally, from the article, one will conclude that Nigeria needs to rebrand the organs and physical image of taxation. Rebranding then must begin from our perception and orientation about morals in general and taxation in particular.

Keywords: *Appraisal, Nigeria, Tax law*



Discretionary Accrual and Financial Reporting: Implications for African Economies in the 21st Century

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Abstract

This paper on discretionary accrual and financial reporting: implications for African Economies in the 21st Century examines the relationship between Discretionary Accruals and investment decisions in African sub-region. The data used in this study are obtained from audited annual financial statements of selected firms quoted on the Nigerian Stock Exchange (NSE). A sample of Eighty-Three (3) subjects was used in this study. This sample is purposively selected to represent the different sector of the Nigerian economy, this was done to ensure representativeness of the studied firms; the data however, covered the period 2000-2015. The e-views statistical package is used to estimate the parameters of the model adopted for the study. The ordinary least square (OLS) method is used; this was to enable the causality of the variables to be explored. The results of the study show that Accrual Generating Process is significantly and positively related to the three measures of corporate performance as represented by dividend per share, price per share studied. It was however recommended among others that; Potential investors should always look beyond accounting numbers when assessing investment opportunities as window dressing might paint rosier pictures for investment opportunities. In assessing company's management performance, efforts should be made not to restrict such assessments to traditional measures (such as return on investment) but should include such methods as balance score card and employee motivation.

Keywords: *Discretionary Accrual, Corporate performance, Investment decisions, Earnings management, Accrual generating process*

Capital Structure and Firm Financial Performance in Nigeria: Evidence from Non-Banks

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Abstract

This study sought to evaluate the impact of capital structure on firm performance. Capital structure decisions are major parts of financial management functions. The study employed causal models to relate various measures of performance to various proxies of capital structure. Data were obtained from audited financial statements and the parameters of the models were estimated by the E-views statistical software. Thus, the multiple regression least squares method was used in this study. The findings of the study include total debts (leverage) has negative impact on financial performance but only significant for return on equity; long-term debt (non-current liabilities) and short-term debts (current liabilities) have mixed impacts on performance, none of which is significant, asset tangibility has negative impact only for earnings per share and for the other measures positive but that of return on equity is not significant; firm size has positive and significant impact on all three measures while asset growth has negative impact on all three measures but none is significant. The study recommends that firms should seek the optimum capital mix so as to be able to achieve the required synergy, firms should not think of increasing size without due cognizance of other factors as diseconomies of scale might set in; in seeking to grow firms greater emphasis should be on the returns to scale not tangibility.

Keywords: *Total leverage, Firm tangibility, Growth prospects, Firm financial performance, Firm size*

Investigating Influence of the Phases of Solar Cycle on Coronal Mass Ejections Transit Time

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Abstract

Coronal mass ejections (CMEs) are massive burst of solar materials that shoot off the sun's surface and released into space. They are known to be the major cause of geomagnetic storm which causes damages to satellite and electricity grid, ionospheric disturbances leading to radio and radar scintillation, navigation disruption and pipeline corrosion. Predicting their arrival time becomes necessary to serve as a practical way of getting advance warning. It has been established that coronal mass ejections follow the phase of solar cycle. Influence of phases of solar cycle on CMEs transit time was investigated using solar cycle 23. CMEs data with initial speed $\geq 900\text{kms}^{-1}$ associated with intense geomagnetic storm obtained from Large Angle Spectrometric Coronagraph (LASCO) aboard the Solar and Heliospheric Observatory (SOHO) during solar cycle 23 were used. Empirical Coronal Mass Ejections Arrival (ECA) model equations of Ojih-Okeke modified model, Gopalswamy 2000 (G2000) model, Gopalswamy 2001 (G2001) model and Vrsnak and Gopalswamy 2002 (VG2002) model were applied to the data. Scatter plots of CMEs transit time as function of CMEs initial speed were generated. Linear correlation coefficients were obtained. The significance of the correlation was tested at 0.05 level of significant. Linear correlation coefficients obtained for solar maximum period of solar cycle 23 for Ojih-Okeke model, VG2002 model, G2001 model and G2000 model were -0.63, -0.82, -0.78 and -0.79 respectively and those obtained for declining phase of solar cycle 23 were -0.93, -0.80, -0.80 and -0.86 respectively. The findings depict that the phase of solar cycle has no significant influence on CMEs transit time.

Keywords: *Coronal mass ejections, Solar activity cycle, Transit time, Phase, Storm.*

Influence of Organizational Climate on Lecturers Commitment in Continuing Education Institute, Maiduguri: Implications for Policy Makers

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Abstract

Lecturers commitment has received more attention among researchers in recent years, it is one of the factors that facilitates achievement of organizational goals. However, it was observed that to achieve high Lecturers commitment, many factors should be taken into cognizance. Among such factors is organizational climate which deals with the process and practices involved in achieving the predetermined goals. Thus, the paper's aim was to determine the influence of organizational climate on Lecturers Commitment in Continuing Education Institute, Maiduguri. The study will have two objectives and two corresponding research questions. Survey design will be adopted for the study. The population will consist of all the 60 Lecturers in the Institute. The sample will consist of all the population. A questionnaire will be used as instrument for data collection. The instrument will be validated by experts. The reliability of the instrument will be done through test-re-test. The data collection will take a period of two weeks within which contacts will be established, permission obtained, and the administration of the instrument done. Data obtained will be analysed using descriptive statistics of frequency counts, percentages, mean and standard deviation and regression analysis. Findings will be reported and discussed accordingly. Conclusion will be drawn and recommendations proffered.

Keywords: *Organizational climate, Commitment, Lecturers, Continuing Education Institute.*

Obtaining Optimal Load Flow Problem Using Genetic Algorithm in Nigeria Power System for Vision 2020 Agenda

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Abstract

For Nigeria to really achieve her Vision 20 2020 agenda on sustainable development on her economy, the power sector which contributes about 70% of industrial development cannot be neglected. This paper presents solution of optimal power flow problem of large distribution systems via a simple genetic algorithm. The objective is to minimize the fuel cost and keep the power outputs of generators, bus voltages, shunt capacitors/reactors and transformers tap-setting in their secure limits. CPU times can be reduced by decomposing the optimization constraints to active constraints manipulated directly by the genetic algorithm, and passive constraints maintained in their soft limits using a conventional constraint load flow. The IEEE 9 - bus system has been studied to show the effectiveness of the algorithm.

Keywords: *Load flow, Optimal power flow, Bus Admittance, Power flow equation and Genetic algorithm.*

Growing Nigeria Economy by the Year 2020 through Power Factor Improvement


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Abstract

Nigeria is losing huge amount of money every year due to the inductive nature of loads used at the domestic and industrial sectors. Electrical energy is exclusively generated, transmitted and distributed in the form of alternating current. Therefore, the question of power factor immediately comes into picture. Since most of the loads used domestically and industrially are inductive in nature and hence have low lagging power factor, it is important to improve this power factor in order to maintain a reliable power system. This low lagging power factor is undesirable as it can cause an increase in current, resulting in additional losses of active power in all the elements of power system from power station generator down to the utilization devices. An improved power factor reduces loss along the transmission and distribution lines. Hence, a loss free power generation, transmission and distribution increases net saving in annual cost. To secure a reliable Power system stability, we must improve the power factor toward unity. In this paper, the various methods of power factor correction and its economics were discussed.

Keywords: *Power factor, Power triangle, Active power, Reactive power and Apparent power.*



Barriers to Adoption and Implementation of Health Care Innovation: a Review of Literature

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Abstract

The purpose of this study was to examine factors inhibiting adoption and implementation of innovation in a variety of settings in healthcare systems. This study was designed as a literature review. A literature search was performed using a search engine to identify studies describing the conditions limiting successful innovation adoption and implementation in various healthcare settings. Twenty-two studies were included. Twelve themes were discovered and these include: i. clinicians job-related factors, ii. user characteristics, iii. innovation-related factors, iv. Organization-related factors, v. implementation strategies, vi. Resource-related factors, vii. linkages, partnerships, networking and collaboration issues, viii. Knowledge-sharing issues, ix. External and social environments, x. insurance issue, xi. source of the innovation, and xii. Age of respondents. The factors were discussed with illustrations in the paper. Our review supports a better understanding of factors that can hinder successful adoption or implementation of innovation in healthcare systems. This study is important in that our findings extend the existing knowledge base on barriers to innovation implementation in a variety of healthcare settings. Healthcare organizations that want to adopt or implement innovations need to recognize the factors identified in this study and find a way to prevent their occurrence.

Keywords: *Adoption, Healthcare, Implementation, Innovation*

Consumption of Convenience Foods and its Associated Factors among Undergraduate Medical Students in Olabisi Onabanjo University, Ikenne-Sagamu, Ogun State, Nigeria

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Abstract

Convenience food, or tertiary processed food, is food that is commercially prepared (often through processing) to optimize ease of consumption. Such food is usually ready to eat without further preparation. It may also be easily portable, have a long shelf life, or offer a combination of such convenient traits. Although restaurant meals meet this definition, the term is seldom applied to them. Convenience foods include ready-to-eat dry goods, frozen foods and snack foods. The stress of medical school together with adoption of Western lifestyle in food consumption make medical student and allied go for convenience food hence the need or basis for this study among Medical Students in Olabisi Onabanjo University Teaching Hospital, Ikenne-Sagamu, Ogun State, Nigeria. Data was collected using a structured questionnaire to elicit responses from 300 medical students of OOUTH, and analysis of findings was done with Statistical Package of Social Sciences (SPSS)–version 20. Result were presented using frequency, percentage, chi-square. The confidence interval of 95% was adopted. From this research, it can be said that about 99% of the sampled population consume convenience food for the following reasons: Lack of time (being the strongest factor), Affordability, Busy lifestyle, Appealing taste, Appealing appearance and Inability of students to cook from raw ingredient. Many of the medical students do not know the negative health impacts of consuming convenience food. Among others, it was recommended that the Government should ensure policy that would ensure that the food producing companies are adding sufficient nutrient to their products. Health workers should enlighten the public on how to properly handle food in other to avoid food poisoning.

Keywords: *Convenience, Affordability, Lifestyle, Knowledge and Policy.*



Assessment of the Impact of Teachers Awareness of- Entrepreneurial Skills Opportunities in Biology Education as Panacea For Salvaging Nigeria Economic Down Turned

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Abstract

The study explored the roles play by Bio entrepreneurial skill opportunities in Biology education in salvaging Nigerian economic crisis in some selected tertiary institution in Borno State, Nigeria. Four objectives were raise and four research questions were formulated and tested in the study. The research design employed was descriptive survey design. The targeted population of the study comprised of all students offering Biology as a course of study in the selected tertiary institutions. The targeted population was 600 students for the two selected colleges of education. Out of these numbers, 300 students were randomly selected from the list of students. The questioner and oral interview was develop by the researcher based on the four (4) research questions of the study title Bio entrepreneurial skills Opportunities available in Biology Education (BESOABE) the face and content validation of the research instrument was established by expert in Biotechnology education from University of Maiduguri and the instrument yielded a coefficient value of 0.85. Data collected were analyzed using descriptive statistics of frequencies and percentage to answer the research question. The finding study of the study revealed that are many entrepreneurial skills that should be acquires by students in Biology Education. Also the result reveals that 80% of students (Respondents) agreed that they were not aware of the Bio entrepreneurial skills opportunities areas in Biology. Furthermore, respondents agreed that Bio entrepreneurial skills acquired by students will no doubt eliminate the current economic recession by making Biology Education as cash productive. Based on this findings, it was recommended that the teaching of this skill should be part of the curriculum and must be taught to students, also the government should increased the fund allocations to these colleges so that the program could be sustained.

Keywords: *Biology Education, Bio entrepreneurial Skills, Economic Crisis*

Economic Development Policy Trends Post Cold War: Orthodox-Heterodox Convergence or Divergence?

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Abstract

There is a growing tendency to describe the economic growth experiences post-cold war, especially of the Asian countries, and more especially those of the BRICS nations as heterodox or more specifically contra-Washington consensus. This paper, like (Heung, 2000), opines that these experiences are more or less refined orthodox or reframed heterodox models and are therefore closer in principles and practices than canvassed. Based on five of the ten Washington Consensus principles, this paper undertakes a twenty-country comparison of economic development policy directions, contents and outcomes for the period 1981 to 2017. Preliminary results suggest that each of these countries has adopted or adapted the most or some of Washington consensus prescriptions, directly or covertly, notwithstanding the differences in phraseologies. What this finding seems to suggest are that (i) there has been increasing convergence between orthodox and heterodox economic principles and practices than the theoreticians are arguing, (ii) policy/model transplant may have been responsible for Washington consensus non/poor performance rather than policy inefficacy or inappropriateness and (iii) that theoretical gap between orthodox and heterodox or Washington consenters and dissenters is no longer as wide as is being canvassed. The paper therefore advises developing countries, especially sub-Saharan Africa, that policy adaptation rather than transplant be embraced. However, that tinkering with policy fundamentals to the extent that core economic principles/theories are sacrificed for social or political whims/wishes are inimical to economic development

Keywords: *Convergence, Heterodox, Orthodox, Policy transplant, Tinkering.*

The Nexus of Human Development and Human Security: Implications for Nigerian Sustainable Development Paradigm

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Abstract

Human development and human security are indistinctly linked given that progress in one enhances the choices of progress in another, while the failure in one increases risk of failure of another. Human security is a necessary condition for both development and human development. Neither human development nor human security can occur where human rights are routinely violated. The paper therefore examined the nexus between human development and human security between the periods 1999 to 2016. The analytical technique is the descriptive/trend approach. The major finding of the study indicates that unemployment, food insecurity, unhealthy life style, gas flaring, unpredictable violence, crime and human right violations are among the seven realm of human insecurity which has affected human development in Nigeria. The policy implication of the findings is that the Government needs to establish and support institutions and initiatives that would help individuals with low level of human security; including the access of the lowest-income groups to food and of low-income groups to various forms of social security.

Keywords: *Human development, Human security, Sustainable development, Nigeria.*

Green Agriculture: Imperative for Poverty Reduction in Nigeria

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Abstract

The laudable and impressive growth witnessed recently in African has unfortunately not been matched with a significant reduction in unemployment and poverty. More worrisome is the fact that inequality persists. Meanwhile, agriculture in Nigeria faces four big challenges: limited access to financing and inputs for farmers; serious threat of climate change on yield; limited access of agricultural outputs to the national and international markets; and security threats to agricultural investment including cattle rustling, kidnapping, and destruction of farmlands by herdsmen. Using both qualitative and quantitative approaches, it was found out that opportunities for transitioning towards a green economy would be focusing on: climate smart and sustainable agriculture, sustainable land and water management, use of renewable energy and improved energy efficiency and the maintenance of ecosystems and biodiversity protection. However, exploiting these opportunities could facilitate achievement of the development goals and aspirations and reorient Africa, Nigeria in particular on a path of sustainable growth and development. Therefore, the paper recommended the Green Alternative as an imperative for sustained prosperity, domestic food security, export generation and supporting sustainable income and job growth.

Keywords: *Green growth, Agriculture, Poverty reduction, Food security, Income and job growth.*



Institutions-Economic Development Nexus: Setting the Cart before the Horse

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Abstract

The developing countries are under pressure from the developed countries and their allied institutions (World Bank, International Monetary Fund and World trade organization) to adopt good institutions if they are to develop. These good institutions include good bureaucracy, democracy, strongly protected private property rights, intellectual property rights, an independent judiciary, transparent market oriented corporate governance and an independent central bank. The reason for this forced adoption is premised on their belief that poor-quality institutions in the developing countries inhibit their economic development. This paper therefore critically examines this dominant discourse on the relationship between institutions and economic development, which contends that institutions that promote market freedom and strongly protect property rights including intellectual property right are the best for economic development. By arguing that historical evidence prove that the developed countries did not attain their developmental status through these institutions that they coerced developing countries to adopt. Most of the developed countries attain their developmental status enroute infant industry, export subsidy, public owned enterprises, and other forms of government interventions which they now frowned at. Thus, the paper contends that institutions-economic development nexus is tantamount to setting the cart before the horse.

Keywords: *Institutions, Economic development, Nexus*



Perceived Impact of Vouchers on Internally Displaced Persons Livelihood in Borno State, Nigeria

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Abstract

As assistance rendered to the displaced community members by insurgents in Borno State, some Non-Governmental Organizations such as the Action against Hunger, give vouchers to alleviate the plight of Internally Displaced Persons (IDPs). When these vouchers are presented at designated centres, it gives the IDPs access to food items or a given sum of money. This study therefore investigates the perceived impact of such vouchers on IDPs livelihood in Borno State. The study will have three objectives and three corresponding research questions. Survey design will be adopted for the study. The population will consist of all IDPs in the Bakassi IDP camp who are beneficiaries of vouchers. The sample will consist of 10 percent of the total voucher beneficiaries in the camp. They will be selected through purposive sampling technique. A structured interview will be used as instrument for data collection. The instrument will be validated by experts. The reliability of the instrument will be checked through pre-testing with 10 IDPs who will not participate in the main study. The data collection will take a period of two weeks within which contacts will be established, permission obtained, and the administration of the instrument done. Only participants who agree to participate in the study will be used and participants would have the freedom to withdraw at any time they wish. Data obtained will be analysed using descriptive statistics of frequency counts, percentages, mean and standard deviation. Findings will be reported and discussed accordingly. Conclusion will be drawn and recommendations made.

Keywords: *Perceived Impact, Vouchers, Internally displaced persons livelihood*



Building Sustainable Business Intelligence Systems for Managerial Decision-Making


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Abstract

The study investigates the direct effects of Building Sustainable Business Intelligence System for Managerial Decision-making. It is defined as an analytical, technology supported process which gathers and transforms fragmented data of enterprises into information or knowledge about objectives, opportunities and positions of an organization. By adopting the concepts of Business Intelligence, managers can effectively improve the decision-making processes at all levels of management. In this study, partial least squares (PLS) procedure was used to analyze the non normal data sets. The Result of partial least square analysis confirmed that Business Intelligence systems had positive direct effects on data quality and information quality. These effects in combination translate into a positive effect on the quality of managerial decision-making. The findings also supported the critical success factor (CSF) literature by providing evidence of the importance of Business Intelligence systems. In addition, the study provided insights into how aspects of Business Intelligence directly influence the quality of managerial decision-making. The study concluded that in order to reap all the benefits of an effective Business Intelligence systems, we should invest in the skilled Business Intelligence personal and software designed to interpret the data analytically. We recommended that top management should apply the concepts of Business Intelligence for planning, forecasting and to stay ahead of their competitors

Keywords: *Business Intelligence and Managerial Decision-making*



Prevalence and Factors Associated with Psychosocial Stress among Clinical Medical and Pharmaceutical Students

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Abstract

Introduction Stress is a global health issue which is regarded as a force that can propel every human being to behave either positively or negatively. It is not just a stimulus or a response but rather a process by which we perceive and cope with environmental threats and challenges. Poor academic performance, negative impact on physical and mental health may be associated with high stress. Medical training especially in the clinical years may result in high stress levels due to academic and psychosocial demand. This study is to contribute to knowledge and provide evidences on the prevalence and factors associated with psychosocial stress among clinical, medical and pharmaceutical students of Olabisi Onabanjo University. **Materials and Methods** A cross-sectional descriptive survey of 200 clinical medical and pharmaceutical students. It was conducted on students from 400level to 600 level (Medical and Pharmacy students). A semi-structured self-administered questionnaire also containing The Cohen Perceived Stress Scale was used to elicit information from respondents and to assess the severity of stress among students. **Results** About 50.8% of the respondents belong to the age range of 20-24 years. Majority (69.5%) of the respondents were clinical medical students. 58% of the respondents had moderately perceived stress. 2.5% of the respondents had highly perceived stress level. 62% of the respondents, whose course of study was a source of stress, are in the moderate perceived stress group. 53.6% of the respondents who has had one or more re-sit experience are in the moderate perceived stress group. Coping mechanisms of respondents include majorly listening to music, sleeping more, watching movies and hanging out with friends. **Conclusion** Most of the respondents perceived their training as stressful. The relatively high level of stress may be related to heavy academic workload, intense pace training, lack of leisure time, frequent formative assessment, few holidays, financial difficulties and uncertainty of the academic calendar especially in this part of the world. It is evident from these findings that an urgent need for medical educators to introduce stress management courses or programs into the curriculum and establishment of student friendly functioning Guidance and Counseling Centre which would benefit the students maximally.

Keywords: *Stress, Stress Management, Medical Students, Psychosocial Stress, Cohen Scale*

The Impact of Treasury Single Account (TSA) on the Public Institutions in Nigeria: a Case of Federal Ministry of Education, Abuja

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Abstract

One of the new thinking in the management of government cash resources is a unified structure of government banking. It is the desire to determine the impact of this unified banking that prompted this study to assess the impact of Treasury Single Account (TSA) on the Federal Public Service: A study of Federal Ministry of Education, Abuja. To achieve this, the data for the study was collected from both primary and secondary sources. The primary source of data was obtained from the questionnaire while the secondary data was gotten from textbooks, journal articles, internet sources, newspapers and official publications. The data collected was presented using simple percentages and frequencies. The research propositions were tested using the mean scores. The study revealed that Treasury Single Account has improved expenditure management in the federal Ministry of Education, Abuja. The study also revealed the challenges affecting the implementation of Treasury Single Account (TSA) in the ministry to include: inadequate guidelines on the implementation procedure, no provision for the ministry to maintain impress among others. The study concludes that Treasury Single Account (TSA) is a good policy aimed at improving funds available to government. However, it has to take into consideration the administrative needs of government agencies. The study therefore recommends the review of the policy to include the maintenance of a sub-account for agencies impress, training and retraining of public organization financial officials among others as measures for effective implementation of Treasury Single Account (TSA) in Federal Ministry of Education in particular, and the Nigerian public service in general.

Keywords: *Treasury Single Account (TSA), Public institutions, Expenditure management, Federal Ministry of Education.*

Assessment of Physicochemical Parameters of Dadin Kowa Dam, Nigeria

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Abstract

The assessment of the water quality criteria of Dadin Kowa reservoir based on some selected physicochemical parameters were carried out over a period of twelve months. Anthropogenic activities were identified as the key factors affecting the effective use of the reservoir. Five sampling stations were chosen for the study. Water sample for analysis was collected from reservoir of Dadin Kowa Dam and analyzed insitu for physicochemical parameters based on standard methods. These parameters include water temperature, pH, transparency, electrical conductivity, nitrate, hardness, dissolved oxygen, biochemical oxygen demand, phosphate, sulfate, calcium, iron and magnesium. All the physicochemical parameters revealed monthly and seasonal variations. Result of the study showed that, the physicochemical parameters increased during rainy season and decreased with dry season. Water quality of the reservoir was influenced by anthropogenic activities such as washing of clothes and application of fertilizers and pesticides. This study showed that the reservoir of Dadin Kowa is suitable for irrigational and domestic purposes based on most physicochemical parameters analyzed. In order to improve the sustainable use of the reservoir, appropriate suggestions were provided on how to safeguard the healthy status of the reservoir for agricultural and domestic usage.

Keywords: *Physico-chemical parameters, Dadin Kowa reservoir, Degradation, Anthropogenic*

Institutions, Foreign Direct Investment and Economic Growth in Nigeria

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Abstract

The paper examines the effect of institutions and foreign direct investment on economic growth in Nigeria. The work is anchored on the institutional growth theory which forms the theoretical foundation of the paper. It covers a period of 27 years, from 1990 to 2016, the justification for the period is based on the availability of data to measure institutions. The data sourced from the Heritage Foundation, World Bank Data Bank, National Bureau of Statistics and Central Bank Statistical Bulletin. The various data collected were subjected to unit root testing as to establish their order of integration using the Philip-Perun test. The result shows that all the variables are stationary at first difference $I(1)$. Hence, the Johansen Co-integration is use to test of the existence of long-run relationship among the variables. The result establish the existence of two co-integrating equations, thus, the Error Correction Mechanism is adopted to test the speed of adjustment of the variables. The result establish that a positive and significant relationship exist between institutional quality proxy by ease of doing business and contract enforceability and foreign direct investment. The study also establishes that positive and significant relationship exists between financial system effectiveness and foreign direct investment. The result also establishes that a positive and significant relationship exists between institutions and economic growth and foreign direct investment and economic growth. Given the above findings the paper recommends that the government should adopt more liberal institutions as to encourage the inflow of foreign direct investment which will in turn improves our economic growth.

Keywords: *Institutions, Foreign Direct Investment and Economic Growth*

Human Capital Accounting and Financial Performance of Listed Consumer Goods Firms in Nigeria

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Abstract

The debate that, improving financial performance of firms is directly linked to the investment that the company had made on human resource of an organization is far from being settled. This is because it's presumed that, the more effective system of human resource the more improvement in the production and the value of the organization which in turn improves corporate performance. The objective of the study is to empirically examine the relationship between human resources and financial performance of consumer goods companies in Nigeria. This study used Ex-post facto research design through extraction of information from annual reports and account of the sampled companies. The population of this study is made up of all twenty seven (27) consumer goods firms listed on the Nigeria Stock Exchange (NSE) from 2006 to 2015. Using panel data analysis, the study found that training and development, number of employees and firm size have a significant positive relationship with financial performance of consumer goods firms in Nigeria while age has an insignificant relationship with performance of consumer goods firm in Nigeria. The study recommends that there should be progressive effort towards training and development of employees to ensure continuous increase in financial performance of consumer goods companies in Nigeria. As this is the basis for improved efficiency and effectiveness in productivity which in turn increase performance. Also, the recruitment of employees should be taken seriously as it has significant impact on the financial performance of consumer goods companies in Nigeria.

Keywords: *Human Capital, Human Assets, Human Resource, Financial Performance*

Improving Performance and Prolongation of Electric Motors by Advanced Control Scheme: a Means to Sustaining Production in Nigeria Industries

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Abstract

The role played by electric motors in industrial production cannot be underestimated. Given that the industrial sector is the main stream for economic development, a critical analysis of these motors with the view of controlling them apart from the conventional method is thus required to sustain production in Nigeria industries. Many Nigeria industries are being operated at exorbitant cost to meet the product needs of Nigeria consumers, with the aftermath effect of high cost of products. This high cost of production is a direct consequence of high cost of maintaining electrical motors. There is also the problem of poor performance of these motors in addition to the fact that they run at short life-span. This poor performance and reduced life-span is as a result of zero or poor control of the electric motors. This paper seeks to address the need for better performance and prolong life-span of the motors using advance control system approach aided by computer simulation application. This approach compared to the conventional method of control of electric motors entails modelling, analyzing and controlling electric motors using orthogonal dq-axis transformation of the electric motor phase windings. It recommends the incorporation of this advance control strategy by all Nigeria manufacturing industries for a revolutionized industrial nation.

Keywords: *Manufacturing Industries, Control, Electric-motors, simulation.*

The Role of Entrepreneurship Education in the Achievement of Vision 20:2020 in Nigeria

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Abstract

Entrepreneurship education has attracted a lot of interest and support from government at various levels and other relevant stakeholders all over the world. This is due to the vital role it plays in mitigating the problem of unemployment, poverty and other social-economic challenges inhibiting sustainable development especially in the developing countries. This paper entitled 'The Role of Entrepreneurship Education in the Achievement of Vision 20:2020 in Nigeria' was researched with the aim of ascertaining the role that entrepreneurship education has played in employment generation and poverty alleviation in preparation for the realization of vision 20:2020 in Nigeria. The study employed descriptive research design method through a systematic collection of secondary data which were subjected to analysis on the basis of which conclusions were drawn. The findings of this analysis revealed that entrepreneurship education in Nigeria has not been able to meet up with the expectation of adequate job creation and poverty alleviation that will facilitate the achievement of vision 20:2020. The paper therefore recommended that both government and non-governmental agencies should work together to tackle the challenges being faced by entrepreneurship education in the country with a view to making it achieve its aims and objectives as it has done in other parts of the world.

Keywords: *Entrepreneurship; Education; Poverty; Unemployment; Vision 20:2020.*

Distribution Strategy as Competitive Advantage in Nigerian Bottling Company Ltd

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Abstract

The study assesses distribution strategies as competitive advantage in Nigerian Bottling Company Ltd. Survey research design was used and a population of 281 was used and same was used as a sample size. A Point in time data was collected from primary source and the questionnaire was design in two parts. Data collected was analyzed using Regression Analysis with the help of a software statistical package of e-view 7.00. Findings of this study revealed that the relationship between distribution strategies and competitive advantage in Nigerian Bottling Company is significant. Other findings indicates that branch network strategy significantly contribute to competitive advantage in Nigerian Bottling Company and multiple distribution strategy statistically leads to competitive advantage in Nigerian Bottling Company while electronic distribution strategy contribute to competitive advantage in Nigerian Bottling Company. However, there is a significant relationship between distribution strategies (branch network strategy, multiple distribution strategy and electronic distribution strategy) and competitive advantage in Nigerian Bottling Company. It is therefore recommended that Nigerian Bottling Company should apply a mixed of distribution strategies in their daily business since it lead statistically to gaining competitive advantage in the industry. They should strategically maintain the distribution strategies they have and try to improve on these strategies since it significantly help them to achieve competitive advantage over competitors within the industry.

Keywords: *Distribution Strategies, Branch network, Multiple distribution strategy, Electronic distribution strategy and competitive advantage*

Is Nigeria's Import Substitution Strategy on the Right Pillars? Evidence from Theory and Experiences

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Abstract

Import substitution is a strategy to reduce a county's dependence on foreign markets through the local production of goods, especially basic necessities. This paper investigate whether import substitution strategy in Nigeria today could work and be sustained drawing arguments from literatures and evidences from experience of economies that succeeded as well as those that failed at the initial attempt. The potential benefits of import substitution are enormous and policy being pursued by the government in Nigeria will, if succeeded, go a long way in diversifying the economy, promoting balanced-growth, improving balance of payment and creating millions of jobs. This paper tried to review theoretical literature as well as models of imports substitution that obtained in Taiwan, India and China with a view to arguing whether the strategy in Nigeria could work or not. The paper argued that, given the conditions on ground, imports substitution strategy could not work on sustain considering the facts that all the institutions and policies that support ISI are weak with the exception of the banking sector. Firstly, the country political system (democracy) and political parties lacks leaders that are radicals with strong nationalist spirit as obtained in almost all the East-Asian economies. Leadership and leaders are influenced by sentiments and selfish interest due to tribalism, regionalism, religious differences, etc. In addition, institution quality is weak as indicated by high level of corruption, harsh business environment, low property protection. In addition, the policy is too ambitious for covering large products and sectors even where the country lacks comparative advantage and ISI is not backed with Exports promotion (EOI). Infrastructure and human capital are also deficient and subsidy administration is poor.

Keywords: *Import Substitution, Import Restriction, Subsidy, Infrastructure, Institutions*

Survival Analysis of Reported Cases of Diabetes Disease in Nigeria

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Abstract

This work aim to investigate the distribution of survival time and probabilities for reported cases of diabetic patients at the Air force hospital Abuja, evaluating various covariates. In this work non-parametric and semi-parametric approach to survival data analysis were used where Kaplan-Meire estimator and Cox-Regression were employed respectively, the Kaplan Meire-estimator suggest that there is no significance difference in the distribution of time for male and female patients with diabetes as married patients were observed to survive longer than single patients, This was further affirm as the COX-Mantle test of survival distribution was seen to be significant. The estimate of survival distribution upon test for patients in urban and rural areas are seen to be the same, as we observe that those in rural areas survive a little longer than those in urban regions. On the Cox proportional model, we see a model that was significant upon test as P-value = (0.000) is seen to be less than the 0.05 threshold. We again see that the distribution of survival time is dependent on age as the distribution of survival time for patients with diabetes is seen to be significantly different for patients of the various age categories considered in the study. The hazard for patients with diabetes with respect to blood sugar level are seen to be the same for all patients at 1.172 as all patients included in the study are diabetic. Again every patient is expected to get the hazard at an approximately the same time with no multiplication effect with respect to gender. We may conclude that the prevalence of the disease is independent on some of the covariates consider which arouse the need for more frequent medical examinations of blood sugar level to enable individuals manage their status efficiently to reduce hazard as a result of the disease.

Keywords: *Survival function, Hazard function, Events, Kaplan-Meire Estimator, Proportional hazard, Cox regression, Covariates, Diabetes.*

An Evaluation of the Performance of Nigerian National Petroleum Corporation (NNPC): the Effect of Workforce Diversity

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Abstract

Organizations all over the world employ workers with different values, beliefs and attitudes that have developed throughout the course of their lives and this has become an essential business concern. Effective diversity management increases an organization's access to the widest possible pool of skills, abilities, and ideas. Apart from conflicting findings from studies on workforce diversity all over the world and the conceptual dilemma in many Nigerian organizations regarding what constitute workforce diversity, there is a research gap in the study of workforce diversity as most of the empirical studies in this area focus more on surface-level diversity. Thus, the main objective of this study is to determine the effect of workforce diversity on the performance of NNPC as a public enterprise with specific objectives of evaluating the effect of workers' beliefs; worker' value and workers' attitude on the performance of NNPC. The study uses descriptive-survey research design to investigate the population using a sample of 255 employees selected randomly. Questionnaire is principally used to collect data. Ordinary Least Squares (OLS) Method of Regression was used with the aid of Statistical Package for Social Sciences (SPSS) for data analysis. The results reveal that all workers' belief factors are statistically significant while some factors of workers' value and workers' attitude are statistically significant. Findings also reveal that while some variables of workers' belief, workers' value and workers' attitude have positive effect on the performance of NNPC, others have negative effect on the performance of NNPC. The study concluded that workers' behavior, workers' value, and workers' attitudes have significant effect on the performance of NNPC. Thus, the study recommended that NNPC should manage workers' behavior, workers' value and workers' attitude as a means of diversity management so as to achieve strategic and competitive advantage through effective human resources management in the organization.

Keywords: *Workforce diversity, Belief, Value, Attitude, Performance*

The Integration of Archive Units in School Libraries: Leverage for the Development of School Library Services in Nigeria

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Abstract

School library as a learning resource center is also responsible for making available a total learning package required by students, teachers and even parents. As found in primary and secondary schools, school libraries are integrated institutions of their parent organizations which provide a variety of information bearing objects which have been selected, acquired and organized in support of the entire school programmes. These types of libraries are primarily accountable for preserving, processing, disseminating and updating current information resources to its user community. They should also be regarded responsible for preserving semi-current and non-current school records for their historical, legal, cultural and other values. These types of records are usually acquired and preserved in a library section or unit called *Archive*. Archival unit in a library provides reference services and access to past records and provide environmentally stable and secured storage and preservation of resources for use by future generation. However, despite the effectiveness of information management and services provides by archive units in school libraries, researches indicated that in addition to the limited number of school libraries in Nigeria, there is still unavailability of archive sections or units in many school libraries in Nigeria. Hence, a need to promote the integration of archive units in school libraries for effective management of school past records is extremely imperative. In response to this therefore, this paper reviewed literature with the aim of highlighting on the relevance of archive units integration into school libraries Nigerian as a way of complementing effective information services provides by such libraries.

Keywords: *Archive Units, School Libraries, Development of school library services, Nigeria*

Liquidity and Profitability Management in Deposit Money Banks in the Regime of Treasury Single Account in Nigeria

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Abstract

Banking business otherwise referred to as financial intermediation which has to do with the mobilization of funds from the surplus units to the deficit units of the economy in terms of loans and advances in order to make profit. The more liquid a banks is the less profitable, however illiquidity can obviously cause a run and ultimately lead to lack of confidence which may result in liquidation of such institution. The recently introduced Treasury Single Account by the federal government of Nigeria did not help matters, as it further in pinch on the deposit liabilities position of the deposit money banks and consequently affect the liquidity of these banks as well as their ability to declare profits for the shareholder in order to remain in business. This research is aimed at a critical analysis on how the deposit money banks can balance this fundamental banking question of liquidity and profitability, remained liquid enough to meet their customer's demand for cash as well as make profit to meet their shareholders expectation. The research will rely on secondary data such as journals, textbooks, magazines, CBN Statistical Bulletin, newspaper internet documents among others. This research will adopt theoretical inferences to analyze the impact of the treasury single account on the deposit money bank's deposit liabilities which no double affect their liquidity and profitability. Conclusion and recommendations will be made based on our findings on measures to be adopted by these deposit money banks towards balancing their liquidity and profitability in the light of the introduction of the treasury single account by the federal government of Nigeria.

Keywords: *Deposit money bank, Liquidity and profitability, Managing, Treasury single account*

Biodegradation and Thermal Studies of Natural Fiber/Nanoclay Hybrid Composites of Poly (E-Caprolactone)/Poly (Lactic Acid) Blends

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Abstract

The thermal properties and biodegradation of polycaprolactone/ poly(lactic acid), (PCL/PLA) blend reinforced with palm press fibers/organophilic modified montmorillonite (MMT) was studied in this research. Dicumyl peroxide was used as cross linking compatibilizer in the PCL/PLA blend. The composites were prepared to test the effect of increasing fiber loading and the effect of dicumyl peroxide with the presence of MMT. The blend composite were prepared using a twin-screw extruder followed by injection molding to fabricate the specimens. FTIR shows the compatibilization of PCL/PLA with DCP. DSC test signifies no change in thermal properties. Soil burial method studies showed that increasing fiber content in the PCL/PLA/Fiber/MMT with compatibilizer DCP shows a better degradation property than the composites without DCP. Water absorption test indicates absorption rate increased as fiber content increased.

Keywords: *Palm press fibers, Nanoclay, PCL/PLA composites, Biodegradation, Thermal properties*



Industry-Cide in Gombe State Area, 1973-2011: a Historical Appraisal of the Suspects and Prospects for Revitalization

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Abstract

In the course of its long history from pre-colonial through colonial to post colonial periods, Gombe housed many industries which engaged in cloth-weaving, dyeing, Smithing, Oil Milling, Juice processing, Cement Manufacturing and Sack making among others. But from the incorporation of Gombe Oil Mill in 1973, to the massive physical transformations witnessed in the State by 2011, most of the industries have either become ailed or collapsed. By adopting a historical method of inquiry and a theory of political economy, this paper identifies some of the major suspects in the death of the aforementioned industries in Gombe State area to include: Metacolonialism, former Bauchi State authorities, World Bank Structural Adjustment Programme(SAP), Successive administrators in Gombe State and the Private sector entrepreneurs. This paper demonstrates, beyond blame game, how the dead industries could be resurrected with a strong political will, robust agriculture, viable energy supply, sound infrastructure, as well as proper finance. Finally, the paper recommends revamping of the comatose industries and establishment of new ones to mitigate prevalent poverty and unemployment in present Gombe State.

Keywords: *Industry-Cide, Industries, Metacolonialism, Political Economy*



Women, Environment and Sustainable Development Options in Nigeria: Issues and Solutions

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Abstract

In this work, women, environment and sustainable development options in Nigeria, issues and solutions were assessed. Women's roles as managers of natural resources, as farmers, water and energy suppliers and health providers in many communities can then be fully understood. Its objective understands of women's unique relationship with the environment and their pivotal roles in sustainable development are still very much evolving and lacking in this era in Nigeria. There are various environmental and developmental issues that concerned women directly or indirectly. Education and awareness creation are most important as most women are not aware of the problems that surround them; neither do they know how much they contribute to the environmental development or its deterioration and vice versa. This study used both primary and secondary data collection methodology (qualitative and quantitative data), field reports from forest rangers, evaluation staff, farmers /communities interviews on women prone actions to climate change and survey of major literatures to fill the research gaps. The activities of women indicates that they are always centred on their immediate environment and thus bringing them nearer to nature than men. Such women based activities includes; tilling the land, fetching of water for domestic uses, fetching of wood for fuel, hawking, solid mineral exploration, reproduction and sanitation amongst others. Results of the study shows that, 85% of women in Nigeria are known to be the best exploiters of the environment through agriculture, fishing, fetching of water and wood for fuel, they are able to improve the little land available and conserve soil, improve on agricultural productivity/ food security, provide drinking water and energy for daily cooking. Given this development, whenever the environment is degraded, women and their children are the worst hit by different catastrophes. Thus, degraded environment means hardships to women and shortage of natural resources such as, clean water, fertile soil, good sanitation, fresh air free of diseases, reduction in agricultural productivity and abject poverty. The study concluded and recommended that for sustainable environment management demands that opportunities be created for women to translate their positive knowledge and energies of preserving their surrounding into action while those of destructive activities are totally discouraged. For us achieve the sustainable development goals (SDGs) by 2030 in Nigeria, these harmful environmental practices be curtailed like cutting of trees for domestic cooking, industrial timber, clear felling for agricultural productions, overgrazing of herbs, shrubs and distortion of watershed areas. The chapter x-rayed and examined the important repercussions which some activities of women brought on the environment and highlighted the problems confronting women and environmental sustainability due to environmental degradation and the poverty it exacerbates. This chapter showcased various scenarios of injuries inflicted on to the environment via the anthropogenic activities (especially rural women) which suggests core policy measures needed to improve the environment and the quality of life of vulnerable women and children in Nigeria.

Keywords: *Development, Environment, Poverty, Sustainable, Women*

Assessing Baturiya Birds Sanctuary Resources as a Tool for Community Engagements in Leisure and Tourism in Jigawa State

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Abstract

Leisure and tourism resources are seen as very veritable tools to economic development for any country if dependent communities are properly engaged to harness such endowments. Apart from generating wealth for the economy, tourist sites also enhance community cohesion; promote peace and security within the host community. Tourism needs a high level of planning and this has to involve the local communities in order for them to have a sense of attachment to the sites endowment of water, local/migratory birds, gum arabic trees, lunched grasses, economic palms are left uncontrolled and devastated by poachers, farmers and deforestations for fuel woods/timbers. This paper reviews the Baturiya Birds Sanctuary as a tourism and recreation hub/bolster of Hadejia-Jigawa State, Nigeria to boost preservation and meaningful development for jobs creation, health, economic and conservation of nature. It presents the synopsis of how to engage the stakeholders and community members to efficiently use and managed the wetlands and other resources sustainably. The wetland is considered by the communities as places for fishing, grazing, hunting and reservoir for firewood not for tourism as they have less business to do with leisure, recreation or tourism. The study used knowledge, attitude and practice (KAP), oral interviews and on the spot observation methodologies (qualitative data) to aid with key stakeholders in the host communities and staff of Ministry of Environment, Dutse to aid the major findings. The result shows that the community members see no need in the wetland resource management, nor appreciate value for tourist activity to the people. This paper however recommends the followings; that community engagement, awareness and impacts of wetlands as sources of economic-value chain to people, conservation and management of the wetlands for posterity, funding for preservation of birds and ecosystem, construction of modern holiday chalets for domestic/ international tourists and halting of fishing and devastation of the 99 ponds surveyed in the wetlands for adequate takeover by any of these agencies; Federal University, Dutse (Zoology, Botany, Forestry/wildlife, Environmental Sciences), NTDC, Abuja, UNEP, UNDP, WWF towards development of this rich ecology as conservation of nature (birds watching).The upgrading of this wetland to international standard shall go a long way to promoting tourists visit to the areas via the purchase of local goods and services towards enhancing their economies and well-being. Finally, it is indeed very disheartening when majority of people living in a neighborhoods of Baturiya wetlands are oblivious of the vast natural endowment within the communities, which can turn their fortunes around. Community interests and social capital can be developed through coordinated attempts and efforts by the developers, planners, Jigawa State Government, tour operators and community dwellers by designing sustainable means of engaging local community groups for peaceful and smooth traffic of visitors for leisure and tourism towards inclusive sustainable development in sub-Saharan Africa.

Keywords: *Baturiya, wetlands, community, engagement, visitors.*

An Introduction of Artificial Intelligent and Expert System


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Abstract

Right and accurate definition of Artificial Intelligence is tough enough, as it is deals with much aspect intelligence, knowledge, reasoning, thought, cognition, learning and a number of computer related term. In simplify manner we can say that when a machine understand or act as a man, that time the system is called as artificial intelligence. Expert System (ES) is one of the areas of artificial Intelligence (AI). The expert systems are the computer applications developed to solve complex problems in a particular domain, at the level of extraordinary human intelligence and expertise. Here in this paper we describe aspect of AI and ES, Advantages, Disadvantages, Component of ES and it applications.

Keywords: *Artificial intelligence, Expert system, Knowledge base, Inference engine and User interface*



The Establishment, Growth and Collapse of the Largest Integrated Agro-Allied Company in Nigeria, 1973-2003

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Abstract

Agro-Allied industries depends primarily on crops for processing into goods. The Nigerian Government in its development plans have ventured into costly establishment of companies that would increase agricultural output so as to diversify its revenue base and provide raw materials for the manufacturing industries in the country. Agro-based industries the world over are engine of economic growth. Nigeria, in its quest to diversify its mono-economy away from oil led to the establishment of the sugar industry. The Sugar industry is one of the salient industry unfolding in the country, sugarcane is one of the major crops grown on a large commercial scale in Sub-Saharan Africa. The first modern commercial cultivation of sugarcane in Nigeria started in Bacita, Kwara State by the Nigeria Sugar Company NISUCO, which was incorporated in 1961, this paved the way for the establishment of the Savannah Sugar Company limited (SSCL), Numan, Adamawa State, in 1973. The focus of this paper is to assess the establishment, development, growth, utility and collapse of the company, this is understood by the annual production chart of the company in a period of twelve years, 1981-2003. Production of sugar has tremendously helped in a wide range in Nigeria's economic development through providing employment directly and indirectly, skill acquisition, source of agricultural opportunities to the host community and the country at large.

Keywords: *Agro-Allied, Capacity utilisation, Industry, Development*

True Federalism, Resource Control and Management: a Case for Restructuring in Nigeria


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Abstract

The basic tenets of true federalism provide for a weak center and stronger peripheral states. Underlying this principle is the issue of resource control and management. This paper examined the issue of resource control and management with the context of true federalism in Nigeria. data was sourced from secondary materials which include books, journals, periodicals, newspapers, the internet, etc. The political theory of federalism by Fee Log (2008) was adopted as the theoretical framework. The study also employed the content analysis in its methodology. Results emanating from the data analyses indicate that Nigeria as a nation is yet to imbibe the concept of true federalism. It reached the conclusion that while true federalism for now has remained a mirage in Nigeria the current democratic process offers a ray of hope in the nearest future. The paper then recommended that the democratic process be sustained to enhance the attainment of true federalism that will ensure control and management of resources by the federating units.

Keywords: *Democracy, True federalism, Resource control and management, Restructuring, The center, The peripheral states.*



The Nigerian Poor and the Option of Migration: a Perspective from the Mediterranean Sea Route

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Abstract

The search for greener pastures in Europe via the Mediterranean has turned the front burner on all segments of the media in recent times. Available statistics reveal Nigerians always constitutes a good chunk of global youths on this adventure. This study examined the rationale behind the choice of migration across this deadly route as a viable option for Nigerian youths. Data is obtained from secondary sources such as books, journals, periodicals, newspapers, the internet, etc. The push-pull hypothesis by Lee (1966) was adopted as the theoretical framework while the mode of analyses is content analysis result of the analyses revealed that poverty resulting from the cumulative effects of bad governance was the root cause for tendency to migrate by Nigerian youths, the high debt toll which has been recorded so far, suggests that making the journey through the Mediterranean sea have never seemed a viable option. The paper recommended that effort should be made to improve on the governance of Nigeria as a political entity, against the background that bad and inefficient leadership was the root cause of the exodus.

Keywords: *Migration, Poverty, Governance, Viable option, The Mediterranean Sea*



Human Security as the Challenge of Good Governance: an Assessment of the Nigerian Democratic Experience

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Abstract

Human security ranks topmost among the fundamental human rights. It can only be guaranteed through good governance. This study exempted the extent to which governance as offered through democracy has enhanced the security of Nigerians in recent times. Data was attained from secondary sources including books, journals, periodicals, newspapers, the internet, etc. While employed the content analytic approach as its mode of analyses, it adopted the participatory theory of democracy by Rousseau (1953) as its theoretical framework. The analyses of the available data revealed that the Nigerian governments in recent times failed woefully in providing security for its teeming population. It therefore concludes that governments in recent times cannot be adjudged good by any standards. Hence, such governance have not lived up to its constitution mandate of providing security for its citizens. It is therefore recommended that good governments should enthrone through credible, free and fair balloting. This is the only way by which the security of the average Nigerian can be guaranteed.

Keywords: *Good government, governance, Fair balloting, Human security, Democracy*



Lingering Ajaokuta Steel Mill Project: a Case of Lack of Political Will by Nigerians

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Abstract

At any given stage of a developmental project, varying factors count. Often times, economic factors are listed. However, political factors also count. The Ajaokuta Steel Project is a good example. This paper examined the extent to which the political will of Nigerians have contributed to the fate of the Ajaokuta steel mill which has lingered so long that peoples' hopes of driving the growth and development of the nations' economy through this project appears dashed. Data is obtained from secondary materials such as books, journals, periodicals, newspapers, the internet etc. The Portfolio theory by Conroy (1974) was adopted as its theoretical framework while the analytical mode was content analysis. The results of the analyses revealed that among the reasons for the delay in completing the project, the lack of political will on the part Nigeria's political leaders have contributed most. The paper recommended that the leaders must pick courage and muster the political will required to pursue the project to its logical completion. It therefore, concluded that only leaders with political will, should henceforth, be saddled with the responsibility of execution of the project rather than use partisan/party patronage as a criterion for such appointments

Keywords: *Lingering steel project, Lack of political will, Partisan/party patronage, Logical completion*

Separatist Agitations and the Implications for Nigeria's Sustainable Development


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Abstract

2030 is the global destination as proclaimed by the UN Agenda for sustainable development. The declaration notwithstanding, however, the destination will remain an illusion for countries where separatist agitations deepen by the day as is the case with Nigeria. This study examined separatist agitations and the implications they portend for the nation's quest for sustainable development. Data was gleaned from secondary materials which include books, journals, periodicals, newspapers, the internet etc. The study adopted the neo-classical theory of a closed linear system. As its theoretical framework and content analysis as its methodology. Results of data analyzed revealed a united front would enhance and facilitate the nation's quest for sustainable development, while separatist agitations would have adverse implications for the quest. Hence, the study recommended that government should exhaust all avenues which conform with global best practices, to eschew the bitterness and rancor that have precipitated the agitations. Finally, the paper concluded that only a united polity would enhance the quest for sustainable development in Nigeria.

Keywords: *Separatist agitations, Unity, Sustainable development, Democracy, Global best practices*



The Challenge of Diversification in a Depressed Economy: the Nigerian Experience

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Abstract

Diversification is far from being an neither easy task nor process. In a depressed economy, both the task and process become more difficult. This study examined the challenge of economic diversification in a depressed economy as Nigeria. Data is obtained from secondary materials such as books, journals, periodicals, newspapers, the internet etc. while adopting the theory of economic diversification by Dos Santos (n.d) as its theoretical framework as well as the methodology of content analysis. The results of the analyses revealed that given the depressed state of the Nigerian economy, the task of diversification has become more difficult and challenging. It recommended that efforts be doubled if diversification must be realized. Hence the conclusion that the nation faces greater challenges at diversification of its economy following its current depression.

Keywords: *Economic diversification, Depression, Content analysis, Challenges, Diversification process.*



Prospects and Challenges of Technology Transfer in the Context of Sustainable Development: a Perspective from Nigeria


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Abstract

This paper examined the prospects and challenges of technology transfer for purposes of Nigeria's sustainable development. Data was obtained from secondary materials such as books, journals, periodicals, newspapers, the internet, etc. The neo-classical theory of a closed linear system was adopted as the theoretical framework and the methodology was rooted in content analysis. The data analyses revealed that technology transfer for purposes of sustainable development has far-reaching prospects and challenges like every other project. Hence, it recommended that government should partner with technologically advanced countries for the transfer of technological know-how to this country in the areas that are lacking while not losing sight of the contributions and benefits derivable from local content. Such technology transfer must be limited to areas where local content could be introduced to make for a level of adaptation that will blend and synchronize with local demands and peculiarities. The study therefore, concluded that within the context of sustainable development, technology transfer must not be total adoption but adaptation to local needs.

Keywords: *Technology, Technology transfer, Local content, Adaptation, Sustainable development.*



Industrial Harmony as a Prelude to Sustainable Development in Nigeria


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Abstract

Sustainable development will remain a mirage in the absence of an industrial peace and harmony. This paper assessed the need for a congenial, harmonious relationship in a typical work environment for purposes of enhanced productivity. Data is obtained from primary sources which involve the use of questionnaire and an in-depth interview guide (ING). The neoclassical theory of a closed linear system was adopted as the theoretical framework while the mode of analysis was simple percentage. The results of the analyses reveal that most interviewees allude to the fact that only a peaceful and congenial industrial environment can guarantee enhanced productivity and output in an industrial organization. Hence it recommended managerial style that would take cognizance of the interests of all groups in the work environment. The paper finally concluded that industrial policies should articulate and accommodate the interests of all stakeholders in an industrial organization for improved performance.

Keywords: *Industrial peace, Employees' interests, Industrial organization, Work environment, Stakeholders.*



Nigeria's Economic Recovery and Growth Plan: Prospects and Challenges


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Abstract

Feelers from the Central Bank of Nigeria (CBN) indicate that the nation is well on the part of economic recovery. This has stimulated a bold growth plan. Such plans are often associated with prospects and challenges. This study examined the Nigerian National Economic Recovery and Growth Plan with a view to ascertaining its obvious prospects and challenges. Data is obtained from secondary sources such as books, journals, periodicals, newspapers, the internet etc. The Lewis (n.d) theory of economic growth was adopted as its theoretical framework while the mode of analysis is content analysis. The results of the analyses show that, if sustained, the tempo and trend of recovery will stimulate a reasonable measure of economic growth which will emplace the necessary infrastructural development for an overall economic growth. Consequently, the paper recommended a more aggressive support of the economic recovery programme to ensure a momentous quantum of economic growth that would be sustainable overtime. It explains that though some challenges are obvious, the growth plan is realistic. Hence, the conclusion that efforts towards recovery should be re-doubled.

Keywords: *Economic recovery, Economic growth, Challenges, Prospects, Aggressive support*



Women Empowerment and the Challenge of Food Security in Nigerian


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Abstract

Food and Nutrition constitute the underpinning complaints of the four pillars of sustainable development. These two components of food security can hardly be discussed without the mention of women. This study examined the need to examine women for purposes of a meaningful improvement in the areas of food production and processing. Data was sourced from secondary materials which include books, journals, periodicals, newspapers and magazines. Its analysis was based on content analyses and the neo-classical theory of a closed linear system by Pearce (1943) was adopted the theoretical framework of the study. Results reveal that women empowerment is vital for attaining food security as a goal of sustainable development. While concluding that women are indispensable in the quest for food security, the paper recommended that empowering women is the only means by which their potentials in derivable.....from the role in the process of food supply and nutrition can be fully harnessed.

Keywords: *Food security, Sustainable development, Women empowerment, Nutrition, Four pillars of food security*



A Study of Illegal Migration Trends and the Pull and Push Factors in Nigeria, 2011 - 2017

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Abstract

Africa's development is seemingly menaced by turbulent challenges arising from internal political crises and insecurity of various sorts. The complexities of the continent's recent trans-border crises exemplified in illicit drug peddling, contraband smuggling, organ harvesting, human trafficking and slavery have nonetheless heightened this mishap. Worse-off is the trending slavery of fellow Africans along the Mediterranean coast by Libyans and other African accomplices. Hence, this study will take a cursory look into the trend of trans-border migration and the *pull* and *push* factors in Nigeria. In order to achieve the main aim of this study, data is sourced from secondary materials published in the forms of textbooks, newspapers, magazines and other documentary texts. Findings from the study show that the migration crisis presents a big challenge for Europe and is steering discussions among the member states on the issue of demographic pressure as the result of the ageing European society, concerns over national identity and migrant integration, and questions regarding the economic impact of migration on the member states, as well as the importance of finding a common asylum policy and sufficiently managing the external borders of the EU. The paper recommends that Industrialization of Africa, skill Acquisition and Human Capital Development will help mitigate the desire to illicitly migrate out of Nigeria.

Keywords: *Migration, Slavery, Human Trafficking, Civilization, Mediterranean*

Development of a Robust H-Infinity Controller for a Nonlinear Dc Motor Drive Mechanism


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Abstract

Motion drive mechanisms are known to be highly nonlinear but widely used in manufacturing industries. In this paper, a robust H-infinity controller was developed for a dc motor drive having nonlinear characteristics. The H-infinity robust controller was developed by minimizing system gain over the system high frequency spectrum, the developed controller was then tested on the nonlinear model of the dc motor model. Nonlinear performance analysis of the composite system was carried. Results of the system transient and nonlinear analysis responses are generated to demonstrate effect of the nonlinear function on the motion drive and the extent of the robustness of the H-infinity controller.

Keywords: *Sensitivity, Disturbance, Noise, performance, H-infinity Controller, Nonlinearity, Transient response.*



The Role of Skills Development, Entrepreneurship and R&D in Combating Emerging Challenges in the Development of World Economies

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Abstract

The Gross Domestic Product (GDP) of a country is the total value of all final goods and services produced within a country over a period of time. Therefore, an increase in GDP is the increase in a country's production and positive indication of economic growth. But Economic Growth differs from Economic Development in the sense that the later alleviates people from low standards of living into proper employment with suitable shelter. Important factors aiding economic development include Natural Resources, Power & Energy Resources, Capital Accumulation, Technological Resources, Available Labor Force, Transportation and Communications, Education and Training. Each of these factors influences the available economic resources and growth opportunities within a country. The world is dynamic as pertinent issues have arisen in the past few decades; some enhancing and some degrading the occurrence and utilization these factors. For instance, climate change lowers food and industrial raw materials availability while population growth in so much as it stresses food security also offers labour availability if countries can do more to equip their population with equitable skills. Similarly, emerging advancements of science and technologies have greatly reduced the cost of transportation and communication, making economic globalization possible. The bad effects of terrorism, communal conflicts further intensified by the loss of farm lands to flooding and desertification occasioned by climate change as well as the continuous exploitation of poor countries by the rich through the much accepted globalization enhanced by Foreign Direct Investment (FDI) are issues militating against the economic development of many economies. This trend must be checked especially for developing countries to ensure the welfare of the citizenry. This work posits that concerted and policy backed effort towards skills acquisition, entrepreneurship and clustering is the panacea to combating emerging challenges against economic development. World economies are provoked to do more to promote skills acquisition, enhancement and reskilling in innovative entrepreneurial environment enabled through technology incubation Centres, clusters and S&T parks.

Keywords: *Development, Economic, Skills, Entrepreneur, Cluster, Policy.*

Factors Affecting Women Entrepreneurial Development in Ilishan-Remo, Ogun State, Nigeria

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Abstract

This study investigates the factors that influence women participation in entrepreneurial activities in Ilishan Remo, Ogun State. The study used descriptive survey research design and purposive (non-random) sampling method. 100 women entrepreneurs in Ilishan Remo were selected to participate in the study. The paper adopts quantitative method of data gathering and analysis. The statistical tool employed was the correlation analysis. Findings of the study revealed that family background, socio-cultural, economic, and human capital, has significant influence on women participation in entrepreneurial activities. The study recommended that women entrepreneurs should form micro-cooperative groups in order to aid lending among members, government should quickly provide enabling environments and human capital empowerments for women entrepreneurs. This paper suggested that subsequent research should focus on a wider scope in order to make generalizability of findings possible.

Keywords: *Women Entrepreneur, Entrepreneurial Development, Factors.*

The Effect of Socio-Cultural Factors on Entrepreneurial Activities: an Overview

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Abstract

This paper examines the effect of Socio-cultural factors on entrepreneurial activities. The paper sets out to ascertain the influence of Education, Values and Family background on entrepreneurs. The study reviewed related literatures for the purpose of attaining the set objectives. It revealed that socio-cultural factors are very important factors in breeding new entrepreneurs, creating new businesses and thus, how societies and economies grow and prosper. The findings revealed great benefits to Policy makers and firms by explicitly describing how much Socio-cultural factors could be relied upon to help boost supply of entrepreneurs, which would in turn translate into reducing the level of unemployment and poverty in Nigeria.

Keywords: *Education, Family Background, Values, Entrepreneurial Activities*



Ethnic Linguistic Identifies and Nation Building in Nigeria

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Abstract

Nigeria is a multi-ethnic and multi-lingual society. The presence of competing ethnic and cultural groups in Nigeria generally means that the establishment of a strong nationhood requires the cultivation of a national identity and language plays an integral role in nation-building and identity formation in these multi-ethnic societies. This paper examines the terms nation, nationality and nationalism particularly in the context of a multi-lingual and multi-ethnic developing country such as Nigeria. It examines ethnic linguistic identities vis-à-vis nation building and nationalism and whether such identities create pluralism or divisiveness. It then looks at supranational identity and the role of English, the language of globalisation. Hence, three variations of identity in the context of Nigerian society are examined—the ethnic, the national, & the supranational, and their relationship to identity formation in Nigeria and development pattern.

Keywords: *Ethnic, National and supranational identity, Identity formation, Nation building, Multi-lingual*



Right to Privacy and its Effects on E-Commerce Adoption in Nigeria

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Abstract

E-commerce is basically a potent device for transformation of business which allows companies to improve their value-chain operation, extend to new markets, and enhance customers' service as well as providers. Internet security is a portion of information security framework and is applied particularly to the components that affects e-commerce which include computer security, privacy, data security and other fields of the information security framework. The objective of this research is to investigate the effects of privacy concern on e-commerce adoption by consumers in developing country with particular reference to Nigeria. The study inquired into level at which e-commerce has been adopted in the state sampled in Nigeria. Survey method was adopted to collect information from the respondents. The hypothesis was tested using regression analysis. The study revealed that security concerns and customers' information privacy among others are significant factors affecting the adoption of e-commerce by customers in Nigeria. However, it can be deduced from the findings that for e-commerce to grow in Nigeria, organizations, government and other stakeholders must provide proper legislation, good security and privacy systems as well as security data transmission and storage.

Keywords: *Right to privacy, Internet security, Diffusion, e-commerce adoption, Developing economies.*

Flexible Verse Traditional Expository Laboratory in Teaching Digital Electronics Courses

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Abstract

Demonstrating theories through practical laboratory experiments is an important approach to teaching engineering courses. Massive admission of students, shortage of lecturers, lack of enough practical equipment and inadequate collaboration between industries and schools makes teaching these courses difficult. Evidence suggests that the expository laboratory, as used in engineering courses today, has lost its instructional value because it is teacher centered, while emerging technologies such as simulations are been proposed to serve as robust replacements. However, certain accreditation processes do not recognize the simulated laboratory as a legitimate alternative to expository laboratories because graduates may not fit very into the real world. Recently, several attempts to find an alternative to learning such as open learning, blended learning, engaged learning, flexible learning, computer-supported learning (distance education, on-line learning, e-learning and web-based learning), resource-based learning, mobile learning, and other main educational principles have been proposed. This paper, therefore investigates the application of flexible learning to expository experiments based on student centered learning as an alternative to teacher centered expository approach. The flexible approach uses available and affordable small-scale replicas components to implement and validate results of two digital electronic experiments. The results obtained revealed significant conformity with theories, improved student learning and retention of basic concepts and, the laboratories were also perceived to be more flexible (open-ended), easier to use, and easier to generate usable data within less time than teacher centered expository laboratories. The results suggest that the flexible expository laboratory can serve as a legitimate teaching aid, 'a bridge', and or alternative to the traditional expository laboratory where facilities are not available. It is therefore recommended that current accreditation practices requiring engineering courses to have mainly "traditional expository" laboratories facilities need to be revisited. Teaching methodologies should be modified to guide students towards acquiring basic knowledge through the applications of flexible learning, which are student centered and very necessary in the training of future Engineers.

Keywords: *Flexible laboratories, Expository laboratories, Small-scale replicas, Logic level, Digital electronics courses, Learner-centered.*

Entrepreneurial Intention among Students of Selected Tertiary Institutions in Ondo State

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Abstract

Entrepreneurial intention (EI) is one of the major contributing factors to the formation, growth and development of entrepreneurship. It promotes self-reliance and brings about initiatives. Entrepreneurship on the other hand, has been considered as an engine of growth for economic growth and development of developed and emerging economies. However, a major issue of concern is the level of adoption of government policies on entrepreneurship education as well as entrepreneurship development centres stimulating the desires of students towards entrepreneurship. The major objective of this research was to examine the entrepreneurial intention among students of selected tertiary institutions in Ondo State. This study employed survey research design. A sample was drawn from the Federal University of Technology, Akure (FUTA), Adekunle Ajasin University, Akungba Akoko (AAUA) and Achievers University, Owo (AUO). Data were collected for the study through the administration of structured questionnaires from three hundred and ninety six (396) students of which three hundred and eighty eight (388) were retrieved. Data analysis included descriptive and inferential statistics. The results from the regression analysis revealed that entrepreneurship education has a positive influence on entrepreneurial intentions of students with R^2 value of 0.731, p -value = 0.000 which revealed that 73% of the variation in entrepreneurial intentions is explained by variation in entrepreneurship education of students. Personality traits have positive influence on entrepreneurial intentions of students with R^2 value of 0.560, p -value of 0.000 which revealed that 56% of the variation in entrepreneurial intentions is explained by variation in personality traits of students. There was positive but weak relationship between demographic characteristics of students and their entrepreneurial intentions with correlation coefficient of $r = 0.416$ and p -value of 0.000. Therefore, rejecting the three null hypotheses. Policy recommendations were made as emanated from the study which includes making student entrepreneurship core missions of government agencies such as Small and Medium Enterprises Development Agency and Small Enterprise Finance Agency. It was concluded from these findings that previous entrepreneurial experience, demographic characteristics, participation in entrepreneurship education and personality traits can have a positive impact on an individual's intention to be self-employed.

Keywords: *Entrepreneurial intention, SMEs, Tertiary education, Development, Trait.*

Assessment of the Impact of Teachers Awareness of Bio-Entrepreneurial Skills Opportunities Available in Biology Education as Panacea for Salvaging Nigeria Economic Crises

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Abstract

The study explored the roles played by Bio-entrepreneurial skill opportunities in Biology education in salvaging Nigerian economic crisis in some selected tertiary institution in Borno State, Nigeria. Four objectives were raised and four research questions were formulated in the study. The research design employed was descriptive survey design. The targeted population of the study comprised of all pre-service teachers offering Biology as a course of study in the selected tertiary institutions. The targeted population was 500 pre-service teachers for the two selected colleges of education. Out of these numbers, 250 pre-service teachers were randomly selected from the list of student teachers. The questionnaire and oral interview was developed by the researcher based on the four (4) research questions of the study title 'Bio-entrepreneurial skills Opportunities available in Biology Education (BESOABE)'. The face and content validation of the research instrument was established by expert in Biotechnology education from University of Maiduguri. And the instrument yielded a coefficient value of 0.85. Data collected were analyzed using descriptive statistics of frequencies and percentage to answer the research question. The finding study of the study revealed that are many entrepreneurial skills that should be acquired by students in Biology Education. Also the result reveals that 80% of student teachers (Respondents) agreed that they were not aware of the Bio-entrepreneurial skills opportunities areas in Biology. Furthermore, respondents agreed that Bioentrepreneurial skills acquired by students will no doubt eliminate the current economic recession by making Biology Education as cash productive. Based on these findings, it was recommended that the teaching of this skill should be part of the curriculum and must be taught to students alongside the theoretical aspect. Also the government should increase the fund allocations to these colleges so that the program could be sustained.

Keywords: *Biology Education, Bioenterpreneurial Skills, Economic Crisis*

The Architecture, Sanitation and Promotion of Improved Toilets in Development of Bauchi

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Abstract

Architecture is the art, science and even the technology involved in the design, construction, supervision and maintenance of buildings and related facilities. The toilet architecture deals with all the relevant aspects of internal and external considerations of providing a comfortable space to defecate. Also, a healthy nation is central to all physical, social and economic growth. The Nigerian health sector is faced with inadequate sanitary facilities. In most African countries, especially some states in Nigeria have not actually migrated to the next higher level in terms of hygiene as open defecation is still a norm. As a result of this, the Federal, State and Local governments are presently trying to achieve safe hygiene practices for a collective responsibility, sustainable waste management and benefits to the society. Bauchi is one of the thirty-six political administrative states in Nigeria offering good opportunity for human settlement due to its peaceful atmosphere with less security challenges, attractive terrain and moderately open defecation free area which paved way for adequate market for toilet business to thrive. The study area under investigation further discusses issues of immense contribution to sanitation marketing and finance. Hence, the contribution of this work can never be over estimated as the results and findings were all relevant to professionals and other future possibilities in terms of attainment of strategies in development and opportunities in toilets at various spaces and levels. It has been recommended that government and stakeholders should strictly enforce and implement the laws that will promote sanitation marketing and finance towards positive development in the state by providing improved toilets.

Keywords: *Biology Education, Bioenterpenuerial Skills, Economic Crisis*



Implementing the Policies of UBE Educational Programme in a Depressed Economy of Ogun State

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Abstract

The Universal Basic Education (UBE) was a policy developed in Nigeria by the federal government of Nigeria in line with the millennium goal adopted to ensure that illiteracy is eradicated in Nigeria or reduced to the barest minimal. Ogun State joined other states of the nation in 2005 and since then a lot has been done towards achieving this goal. However, it has been observed that not much success has been recorded regarding UBE in Ogun State, Nigeria. This paper looks at the challenges the state government has faced so far in the cost of making this policy effective, it also seeks to look at the implementation of this policy in Ogun State, owing to the fact that the state is depressed economically. This paper takes a theoretical approach by reviewing the necessary variables. The paper concludes that in Ogun State, UBE is yet to put in place the requirements needed to enhance the practice outlined by UNICEF. We therefore recommend that Ogun State government should adopt the steps enlisted by UBE in other to enhance the effectiveness of the policy to achieve the millennium goals of 2020. The paper also recommends practical steps the state government can take to further ensure that the target of this policy is achieved to the benefit of the citizens of Ogun State.

Keywords: *Universal basic education, Millennium development goal, Inadequate funds, and Scheme.*

Entrepreneurial Intention among Students of Selected Tertiary Institutions in Ondo State

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Abstract

Entrepreneurial intention (EI) is one of the major contributing factors to the formation, growth and development of entrepreneurship. It promotes self-reliance and brings about initiatives. Entrepreneurship on the other hand, has been considered as an engine of growth for economic growth and development of developed and emerging economies. However, a major issue of concern is the level of adoption of government policies on entrepreneurship education as well as entrepreneurship development centres stimulating the desires of students towards entrepreneurship. The major objective of this research was to examine the entrepreneurial intention among students of selected tertiary institutions in Ondo State. This study employed survey research design. A sample was drawn from the Federal University of Technology, Akure (FUTA), Adekunle Ajasin University, Akungba Akoko (AAUA) and Achievers University, Owo (AUO). Data were collected for the study through the administration of structured questionnaires from three hundred and ninety six (396) students of which three hundred and eighty eight (388) were retrieved. Data analysis included descriptive and inferential statistics. The results from the regression analysis revealed that entrepreneurship education has a positive influence on entrepreneurial intentions of students with R^2 value of 0.731, p -value = 0.000 which revealed that 73% of the variation in entrepreneurial intentions is explained by variation in entrepreneurship education of students. Personality traits have positive influence on entrepreneurial intentions of students with R^2 value of 0.560, p -value of 0.000 which revealed that 56% of the variation in entrepreneurial intentions is explained by variation in personality traits of students. There was positive but weak relationship between demographic characteristics of students and their entrepreneurial intentions with correlation coefficient of $r = 0.416$ and p -value of 0.000. Therefore, rejecting the three null hypotheses. Policy recommendations were made as emanated from the study which includes making student entrepreneurship core missions of government agencies such as Small and Medium Enterprises Development Agency and Small Enterprise Finance Agency. It was concluded from these findings that previous entrepreneurial experience, demographic characteristics, participation in entrepreneurship education and personality traits can have a positive impact on an individual's intention to be self-employed.

Keywords: *Entrepreneurial Intention, SMEs, Tertiary Education, Development, Trait.*

