

INTERNATIONAL CONFERENCE ON AFRICAN POLITICAL ECONOMY, BUSINESSES & SUSTAINABLE DEVELOPMENT STRATEGIES

CONFERENCE THEME

Industrialization, Diversification & Development of African Economy

CONFERENCE OBJECTIVE

The development submit is a platform to engage and explore cutting edge research and business trends across Africa and rapidly changing socio-economic environment.

CONFERENCE DATE

Wednesday 18th - Thursday 19th April, 2018

VENUE

Ahmadu Bello University, Zaria - Nigeria

TIME: 10:00 am

LEAD SPEAKER

Dr. Bassey Anam

*Institute of Public Policy & Administration
University of Calabar, Calabar*

KEYNOTE SPEAKERS

Professor Hudu Ayuba Abdullahi

*Director, Institute for Development Research and Training,
Ahmadu Bello University, Zaria*

Dr. Eucharia Ngozi Oparah

*Nigerian Institute of Leather and Science Technology (NILEST),
(Federal Ministry of Science & Technology)*

CONFERENCE CONTACT

Olatunji Tunde Ezekiel

+234 8037930350

+234 8023637950

CONFERENCE SECRETARIAT

+234 8174380445

+234 7084635135

+233 246663206

E-mail: ladeecon@gmail.com

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Conference Plenary Time Table

Session 1, Chairman: Dr. Bassey Anam & Dr. Rose Mbatomon Ako

Conference Registration - 8:00am – 9:00am
 Opening Ceremony - 9:00am – 10:00am
 Tea Break - 10:00am – 10:30am

Plenary Session 1 - 10:30am – 12:30pm

No in Book of Abstracts	Paper Title (s)	Name of Author(s)	Name of Department (s) / Institution(s)
1	ABS:01:14A-17 A Historical Discourse on Problems Affecting Sugar Production in Nigeria: A Case Study of Savannah Sugar Company Limited, 1981-2017	Aminu Bakari Buba	Department of History and Diplomatic Studies, Federal University, Kashere, P.M.B 0182, Gombe State
2	ABS:28:28B-18 Investment in Research and Development and Firms' Productivity: An Investigation into Manufacturing SMES, Southwest Nigeria	Ilori David Babafemi	Federal University of Technology, Akure Department of Entrepreneurship
3	ABS:29:04A-18 The Effects of Government Policies on the Nigerian Manufacturing Sector	Okpe Isa J. PhD	Department of Economics Benue State University, Makurdi
4	ABS:30:04B-18 The Agricultural Industry And Sustainable Development In Nigeria 1995 - 2015	Rose Mbatomon Ako	Department of Economics, Nasarawa State University Keffi, Nigeria
5	ABS:31:04C-18 An Evaluation of the Performance of Nigerian National Petroleum Corporation (NNPC): The Effect of Workforce Diversity	¹ Suleiman, Umar Gunu & ² Mohammed Ari Abdullahi	^{1&2} Department of Business Administration and Management, Federal Polytechnic, Nasarawa, Nasarawa State
6	ABS:13:07B-18 Perception of the Girl-Child Education By the Parents: A Study of Bayara Community in Bauchi State- Nigeria	Diqson Yunana Bishugad	Department of Sociology, Bauchi State University, Gadua-Nigeria P.M.B. 65,Gadua L.G.A, Bauchi State

7	ABS:25:19D-18 Diversification of the Nigerian Economy: Towards a Sustainable Economic Growth and Development	Maryam Tijjani Abbah	Department of Marketing Federal Polytechnic Bauchi, PMB 0231, Bauchi-Nigeria
8	ABS:26:19E-18 Training and Development: A Panacea for Employee Retention in Bauchi State Metropolis Banks	Maryam Tijjani Abbah	Department of Marketing Federal Polytechnic Bauchi, PMB 0231, Bauchi-Nigeria
9	ABS:14:21A:18 Managing External Debt Burden in the Third World: Cross Country Analysis of Nigeria and Liberia	Umar Elems Mahmud, PhD	Department of Public Administration, Faculty of Administration, Nasarawa State University, Keffi, Nigeria
10	ABS:03:09A-17 On the Stability of 2-Point Diagonally Implicit Super Class of Block Backward Differentiation Formula	¹ Babangida Bature & ² Hamisu Musa	^{1&2} Department of Mathematics and Computer Sciences, Faculty of Natural and Applied Sciences, Umaru Musa Yar'adua University Katsina, Nigeria
11	ABS:05:30A-17 The Need for ICT in Adult Education for Socio-Economic Development in Maiduguri, Borno State	¹ Andrew Itodo & ²Ojo Oluwasesan	^{1&2} Department of Computer Science, Umar IBN Elkanemi College of Education Science and Technolgy, Bama, Borno State
12	ABS:24:19C-18 Rural-Urban Migration and Unemployment in Katsina State	¹ Saifullahi Lawal & ²Ibrahim Iliyasu	¹ School of Management Katsina State Institute of Technology and Management ² School of Management, Katsina State Katsina State Institute of Technology and Management, Katsina State
13	ABS:07:08A-18 Impact of Board Attributes on Voluntary Disclosure of Listed Financial Service Firms in Nigeria	Mohammed Mamuda Ibrahim CAN	Nigerian Television Authority, Hadejia, Jigawa, Nigeria
14	ABS:06:18A-17 Impact of Board Attributes and Ownership Structure on Voluntary Disclosure of Listed Financial Service Firms in Nigeria	¹ Sadiq Abdullahi Rabi, PhD & ²Mohammed Mamuda Ibrahim, CAN	¹ Department of Accounting, Bayero University, Kano, Nigeria ² Nigerian Television Authority, Hadejia, Jigawa, Nigeria

15	ABS:08:08B-18 Assessment of Gender Interaction and Interest in Mathematics Achievement in Keffi Local Government Area of Nasarawa State-Nigeria	¹ Allahnana, Kwanza ² Maikudi, ² Akande Martina Taiwo, ³ Vintseh, Iliya Monday Usman & ⁴ Olorundaisi Tayo Funke	^{123&4} Faculty of Education, Department of Educational Foundations, Measurement and Evaluation Unit, Nasarawa State University, Keffi-Nigeria
16	ABS:02:02A-17 Assessment of Ecotourism Potentials of Nasarawa State, Nigeria as a Tool for Sustainable Development	Umar Osu Ujih	Department of Environmental Sciences, Faculty of Science, Federal University, P.M.B. 7156 Dutse, Jigawa State- Nigeria

Session 2, Chairman: Dr. Richard Ngusha Kyarem & Dr. Oguchi, Chinweuba Benjamin

Launch Break - 12:30pm – 1:00pm

Plenary Session 2 - 1:00pm – 3:00pm

17	ABS:11:29A-18 Falling Standard of Education in Public Senior Secondary Schools in Maiduguri, Borno State	Baba Gana Alhaji Musti	Department of Education, Ramat Polytechnic Maiduguri, Borno State
18	ABS:12:07A-18 Biomass as an Alternative Renewable Energy	¹ P.O. Alao, ² Frank Onaifo, ³ O. G. Olasunkanmi & ⁴ Martins Osifeko	^{1,2,3&3} Department of Elect/Elect Engineering, Olabisi Onabanjo University, Ogun State
19	ABS:21:12A-18 Gender Equality and Women Empowerment: A Foundation for Sustainable Peace in Nigeria	Mohammed, Lawan	School of Preliminary Studies, Sule Lamido University, Kafin- Hausa, Jigawa State
20	ABS:22:19A-18 Combating Corruption in Nigeria: The Nigerian Economic and Financial Crimes Commission (EFCC)	¹ Inienger, Chia Christopher, ² Orban Terkula Damian & ³ Emem Udoh	^{1&2} Department of Political Science, University of Abuja ³ Department Public Administration,
21	ABS:23:19B-18 Corruption in Nigeria: A Challenge to Sustainable Development	Emem Udoh	Department Public Administration, University of Abuja

22	ABS:27:28A-18 Role of Public Library in Community Development in Nigeria	Emem Bassey Umoh CLN	University Library Bayero University, Kano
23	ABS:16:27B-18 Industrialization Policy and Poverty Reduction in ECOWAS Sub -Region	¹ Okeyika, K.O, ² Maduka Olise, D. & ³ Kalu, Chris U. PhD	^{1,2&3} Department of Economics, Nnamdi Azikiwe University, Awka, Nigeria
24	ABS:15:27A-18 Poverty and Environmental Degradation Linkages in Su-Saharan Africa: Nigerian Experience	Kalu, Chris U. PhD	Economics Department, Nnamdi Azikiwe University, Awka, Nigeria
25	ABS:17:27C-18 Urbanization, Urban Demand and Consumption Pattern in Africa: Nigerian and Ghanaian Experiences	¹ Kalu, Chris U. PhD, ² Eze, A. Eze PhD & ³ Nzeribe, G. PhD	^{1,2&3} Economics Department, Nnamdi Azikiwe University, Awka, Nigeria
26	ABS:20:08A-18 Nigerian Agriculture and Food Security Challenges: The way Forward	¹ Oguzor, A. Innocent, ² Amugo, Nina & ³ Odinwa, A. Benjamin	^{1&3} Department of Agricultural Education, Federal College of Education (Technical), Omoku, Rivers State ² Department of Agriculture Technology, School of Biological Science, Port Harcourt Polytechnic, Rumuola
27	ABS:04:09B-17 The Role of Library Extension Services for the Achievement of Sustainable Information Societies in Nigeria	Hadiza Umar	Bayero University Kano
28	ABS:32:09A-18 Motivation And Staff Productivity in the Federal Ministry of Education, Abuja	Anne Chioma Chima	Department of Public Administration, University of Abuja
29	ABS:10:15A-18 Renewable Energy Management Using Micro-Controller Based Power Metering and Automatic Switching	¹ Frank Onaifo, ² Rotimi Ojo & ³ Alao Peter Olufemi	^{1,2&3} Department of Elect/Elect Engineering, Olabisi Onabanjo University, Ogun State, Nigeria

30	ABS: 09:08C-18 Evaluation of Social Status of Women in the Society: An Aberration from the Nigeria Declaration of Equality of Men and Women	¹ Monica Emmanuel Alaku, ² Allahnana, Kwanza Maikudi, ³ Alaku E. Attah & ⁴ Akande Martina Taiwo	¹ Department of English Language, Faculty of Arts, Nasarawa State University, Keffi ^{2&4} Department of Educational Foundations, Faculty of Education, Measurement and Evaluation Unit, Nasarawa State University, Keffi ³ Department of Business Administration, Faculty of Administration, Nasarawa State University, Keffi
31	ABS:18:05A-18 Nigeria's Economic Recovery & Growth Plan: Risk Optimization for Maximization of the Plan Objectives	¹ Richard Ngusha Kyarem & ² Abdulsalam S. Ademola	^{&2} Department of Economics, Federal University, Dutsinma, Katsina State

Session 3, Chairman: Dr. Bassey Anam & Dr. Maryam Tijjani Abbah

Plenary Session 3

- 3:00pm – 5:00pm

32	ABS:19:05B-18 Colophobia: Hindrance to Nigeria's Industrialization and Economic Diversification	Yekeen O. Abdul-Maliq	Department of Banking and Finance, University of Abuja
33	Abstract ID: ABS:34:10B-18 Employee-Employer Relations and Effects on Organizational Performance at Nigeria Institute of Leather and Science Technology, (NILEST) Zaria, Nigeria	¹ Olatunji, Tunde Ezekiel, ² Palu, Z.B. & ³ Dauda A. Abubakar	Directorate of Academic Planning, Nigeria Institute of Leather and Science Technology, Zaria
34	Abstract ID: ABS:33:10A-18 Political Participation and Social Media (Facebook) Influences on Youth and Information Dissemination in Nigeria	¹ Shamsu Dauda Abdu, ² Murtala Mohammed Alamai, ³ Aliyu Musa & ⁴ Bello Ibrahim Halilu	^{1&4} Department of Mass Communication, The Federal Polytechnic Bauchi ² Leisure and Tourism Management Department, Federal Polytechnic Bauchi ³ Department of Library and Information Science, The Federal Polytechnic Bauchi

35	Abstract ID: ABS:35:10C-18 Appraisal of Equipment Maintenance Management in the Laboratory: a Case Study of Nigerian Institute of Leather and Science Technology, Samaru, Zaria	¹ H, Nwokeocha, ² Shadrach, A., ³ Arowosere, F.O., ⁴ Jakheng, W. O., ⁵ Akawu, P. I., ⁶ Jonah, A. G. & ⁷ Akintade, S. A.	Department of Science Technology/Nigerian Institute of Leather and Science Technology
36	Abstract ID: ABS:36:11A-18 University-Industry Linkage: the New Role of Technology Business Incubators	¹ Dr. Abdulmalik Ndagi, PhD, M.Sc. MBA, B.Sc. FNIM, FIMC, FIICA & ² Engr. Mike Amony	¹ Department of Business Administration, Faculty of Management and Social Sciences, Ibrahim Badamasi Babangida University, Lapai; Niger State, Nigeria ² National Board for Technology Incubation No. 10 Zambezi Crescent, WAEC Building, Beside INEC Headquarters, Maitama, Abuja
37	Abstract ID: ABS:37:11B-18 An Overview of the Nigerian Health Care Delivery System: Successes and Failures	Oguchi, Chinweuba Benjamin	Department of Economics Veritas University, Abuja.
38	Abstract ID: ABS:38:11C-18 Harnessing the Potentials of Human Capital for Sustainable Development in Nigeria	Oguchi, Chinweuba Benjamin	Department of Economics Veritas University, Abuja.
39	Abstract ID: ABS:39:11D-18 Foreign Direct Investments: a Periscopic View of Nigeria's International Economic Relations	Oguchi, Chinweuba Benjamin	Department of Economics Veritas University, Abuja.
40	Abstract ID: ABS:40:11E-18 Urbanization and Job Creation: an Assessment of the Effect of Urbanization on Poverty Alleviation	Oguchi, Chinweuba Benjamin	Department of Economics Veritas University, Abuja.
41	Abstract ID: ABS:41:11F-18 Agriculture and Food Security as Vital Components of Sustainable Development in Nigeria	Oguchi, Chinweuba Benjamin	Department of Economics Veritas University, Abuja.

42	Abstract ID: ABS:42:11G-18 Tourism Potentials and Sustainable Development: an Overview of the Role of the Federal Government of Nigeria	Jooji, Innocent Tyomlia	Department of Political Science and Diplomacy Veritas University, Abuja
43	Abstract ID: ABS:43:11H-18 Good Governance as an Innovation Trigger: an Assessment of Nigerian Entrepreneurship	Jooji, Innocent Tyomlia	Department of Political Science and Diplomacy Veritas University, Abuja
44	Abstract ID: ABS:44:11I-18 Nigerian Security Architecture and the Challenge of Open Grazing	Jooji, Innocent Tyomlia	Department of Political Science and Diplomacy Veritas University, Abuja
45	Abstract ID: ABS:45:11J-18 The Anti-Corruption Crusade and the Fight against Insurgency in Nigeria	Jooji, Innocent Tyomlia	Department of Political Science and Diplomacy Veritas University, Abuja
46	Abstract ID: ABS:46:11K-18 Local Government System in Nigeria and the Quest for Sustainable Development	Jooji, Innocent Tyomlia	Department of Political Science and Diplomacy Veritas University, Abuja
47	Abstract ID: ABS:47:13A-18 Legislative and Executive Roles in Public Budgeting: Leadership Transformation through Constitutional Adherence	¹Adamu Buba, ²Ja'afar Ibrahim Dass & ³Hussaini Adamu Hussaini	^{1&3} Department of General Studies, Federal Polytechnic, Bauchi ² Department of Public Administration, Federal Polytechnic, bauchi
48	Abstract ID: ABS:48:13B-18 Fredrick Taylor's Scientific Management Theory: a Review of Unprecedented Contribution to Public and Private Leadership Transformation	¹Adamu Buba, ²Usman Yusuf Dutse & ³Hussaini Adamu Hussaini	^{1&3} Department of General Studies, Federal Polytechnic, Bauchi ² Department of Business Administration and Management, Federal Polytechnic, Bauchi



INTERNATIONAL INSTITUTE FOR POLICY REVIEW & DEVELOPMENT STRATEGIES

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6. Provides professional technical and operational support for research in Africa
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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.

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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.

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Professor Nathaniel Ozigbo
Dept. of Business Administration
University of Abuja, Nigeria

ED. Jonah Ulebor
Lextra Education Ltd
Leeds, LS11 7HL, UK

PT. Hussein Botchway
University of Energy and Natural Resources
Sunyani, Ghana

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

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

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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.
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The reference style should be APA format.

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A Historical Discourse on Problems Affecting Sugar Production in Nigeria: A Case Study of Savannah Sugar Company Limited, 1981-2017

Aminu Bakari Buba

*Department of History and Diplomatic Studies,
Federal University, Kashere, P.M.B 0182, Gombe State*

Abstract

The Federal Government of Nigeria since independence have rolled out targets in its development plans on how to be self-sufficient in the production of sugar for domestic consumption and export. These ambitious plans led to the establishment of four integrated sugar companies, the largest of it is the Savannah Sugar Company Limited. Despite this giant sugar industrial stride, the realisation is proving difficult as a result of the capital intensive nature of the sector, repatriation of profit is a long term phenomena thus discouraging foreign investors. This paper has identified some major issues in the case study area. The major findings of this study is capacity under-utilisation as a result of some teething problems such as inadequate funding, poor government policies, inability of the company to explore other sugar derivatives, overdependence on imported agricultural inputs and machinery, lack of spare parts, heavy import of sugar into the economy by marketers. Some of the vital solutions are also stated for scholars, policy makers and government to aid in repositioning the sector.

Keywords: *Sugar, Backward integration, Agro- allied industry, Sugar derivatives, Diversification.*

Investment in Research and Development and Firms' Productivity: an Investigation into Manufacturing SMEs, Southwest Nigeria

Ilori David Babafemi

Federal University of Technology, Akure

Department of Entrepreneurship

Abstract

The study investigated the relationship between investment in research and development (R&D) and SMEs' performance. The study concentrated on the activities of SMEs in the manufacturing industry, Southwest Nigeria. Data were collected from both primary and secondary sources. Secondary data were obtained from annual reports/publications with relevant information on R&D in SMEs. Primary data were collected through the use of questionnaire. A sample size of 365 SMEs across the six states of the geo-political zone was used while a total of 208 sets of questionnaire were returned. Using the survey design method, the multi-staged sampling technique was employed to select respondents from the study. Both descriptive and analytical techniques were used to analysis the results. The analytical technique employed was basically multivariate regression analysis with dummy variables using the Ordinary Least Square (OLS) approach. The results showed that external support for SMEs investment in R&D remains a challenge. The outcome of R&D and innovativeness in manufacturing SMEs showed that at least one to two (1-2) products or innovative ideas were added to firms under investigation. Hypothesis was formulated. The regression model showed that SMEs which invested in R&D have four points (4.095) higher on productivity scales compared to those which did not and the relationship is statistically significant with $pvalue\ 0.000 < 0.05$. The study, therefore, concluded that investment in R&D has positive significant relationship with SMEs' productivity. The study recommended that government and other stakeholders should extend the research-industry-extension services to the SMEs. In this case, research grants to R&D inclined SMEs like the manufacturing industry would be most appropriate.

Keywords: *Research and development, Innovation, Small and Medium Scale Enterprises, Productivity*

The Effects of Government Policies on the Nigerian Manufacturing Sector

Okpe Isa J. PhD

*Department of Economics,
Benue State University, Makurdi*

Abstract

This paper examines the effects of government policies on the manufacturing sector in Nigeria. The study used stationarity test using the Augmented Dickey fuller test and Johanson cointegration test. The ADF test shows that the variables are stationary at levels while the Johanson cointegration test shows that all the independent variables exhibit long run equilibrium relationship with the manufacturing sector output. The result shows that recurrent expenditure, subsidy and petroleum profit tax have negative and significant effect on manufacturing output while capital expenditure has significant and positive effect on the manufacturing output. From the monetary side credit to the manufacturing sector, lending have negative but significant effect on the manufacturing output while exchange rate and money supply have positive and significant effect on the manufacturing sector output in Nigeria. The study therefore recommends that there should be a synergy between government expenditure and money supply so that the flow of money supply would impact directly on capital expenditure in the area of provision of infrastructure and help to create an enabling environment for the interaction of monetary and fiscal policy to achieve the objective of economic growth.

Keywords: *Government policies, Manufacturing sector, Capital expenditure, Infrastructure*



The Agricultural Industry and Sustainable Development in Nigeria 1995 - 2015

Rose Mbatomon Ako

*Department of Economics,
Nasarawa State University Keffi, Nigeria*

Abstract

The paper employs analytical procedures including Robust Least Squares (RLS) estimation; unrestricted Vector Autoregression (VAR), Variance Decomposition (VD) and causality tests to explore the dynamics between unemployment (UNE), sectoral real gross domestic product (RGDP) for agriculture (ARG) and sustainable agricultural development (PAR) in Nigeria based on annual data from 1991–2015. Results indicate that rising unemployment will have un-salutary effects on sustainable agricultural development in Nigeria and the un-salutary effects of rising unemployment are further indicated in the negative relationship between it and sectoral RGDP for agriculture. Results further indicate unidirectional causation from both unemployment and sectoral RGDP for agriculture to sustainable agricultural development as well as one-way causality from unemployment to sectoral RGDP for agriculture. Moreover, since the variable engaged by the study is unemployment, - the antithesis of employment, - the lack of causation where it is endogenous indicates it must be exogenous and could be a support for our adaptation of Wagner's Law. Results also indicate about 58.9% explanation for sustainable agricultural development by selected variables. Empirical estimates indicate that improving sustainable agricultural development will directly reduce unemployment in Nigeria by about 11% of such proportional improvements. Additionally, as time passes, unemployment explains more and more of the shocks in sustainable agricultural development. The paper therefore recommends adequate attention be given to the menace of chronic unemployment to ensure not just its significant reduction but also to enhance sustainable agricultural development as this will vastly boost sustainable economic development in Nigeria.

Keywords: *Sustainable agricultural development, Unemployment, Sustainable economic development*

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

¹Suleiman, Umar Gunu & ²Mohammed Ari Abdullahi

^{1&2}Department of Business Administration and Management,
Federal Polytechnic, Nasarawa, Nasarawa State

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*

Perception of the Girl-Child Education by the Parents: a Study of Bayara Community in Bauchi State-Nigeria

Diqson Yunana Bishugad

Department of Sociology, Bauchi State University, Gadau-Nigeria

P.M.B. 65, Gadau L. G. A, Bauchi State

Abstract

This study aims at examining parents' perception of the girl-child education in Bayara Community in Bauchi Local Government Area of Bauchi State, Nigeria. Data on parents' perception of the girl-child education were gathered from the field survey for this purpose. Information gathered reveals that 80.8 per cent of the parents in Bayara Community see the education of the girl-child as necessary. The study also reveals that 66.7 per cent of parents in Bayara preferred to train their female children to tertiary level of educations. Furthermore, 62.5 per cent of parents disagreed to the fact that male-child education is more important than the girl-child education. The paper concluded based on the data gathered from the field that parents in Bayara community have positive attitude toward the education of the girl-child as against the popular believe that most parents in northern Nigeria have negative attitude toward the girl-child education.

Keywords: *Perception, Education, Girl-Child, Attitude, Parent.*



Diversification of the Nigerian Economy: towards a Sustainable Economic Growth and Development

Maryam Tijjani Abbah

Department of Marketing

Federal Polytechnic Bauchi, PMB 0231, Bauchi-Nigeria

Abstract

Nigerian economy is mono-cultural, depending on a single commodity—oil. Other sectors of the economy have been relegated to the background, while the management of oil revenues has proven inefficacious in driving the economy to bring about the needed level of development. This scenario has serious negative implications on the nation's development calculus, as after five decades of exploration activities, a good percentage of Nigerians live in abject poverty, unemployment is double-digit and productivity is at its lowest ebb. Given this scenario, the study seeks possible ways of diversifying the productive base of the Nigerian economy. Using descriptive method of analysis, it is revealed that considering Nigeria's peculiar circumstances and the successes recorded before the advent of oil, for Nigeria to break loose from the problems inherent in a monotype-economy, especially one largely dominated by oil, which is subject to depletion, international price shocks and unfavourable quota arrangement, there is need for diversification. Two sectors—agricultural and tourism—are suggested as possible options for diversifying the Nigerian economy. Drawing from the implications of the study, certain recommendations, which include among others, improvement of hybrid species (both plant and animal), provision of complementary inputs, and direct involvement of government in the business of agriculture—for agriculture; and scaling up funds voted for tourism, relaxing the stiff conditionality associated with acquisition of tourism visa, and using state-of-the-art facilities at all tourism sites—for tourism, are put forth for policy.

Keywords: *Agriculture, Diversification, Nigeria, Oil, Tourism.*

Training and Development: a Panacea for Employee Retention in Bauchi State Metropolis Banks

Maryam Tijjani Abbah

Department of Marketing

Federal Polytechnic Bauchi, PMB 0231, Bauchi-Nigeria

Abstract

The study examined the relationship between training and development and employee retention in some selected banks within Bauchi metropolis. Banks in Nigeria are faced with myriad of problems related to training and development and employee retention. For instance, ninety-seven percent of banks in the country do not allow employees to have required external training or developmental training. In fact, if an employee develops a personal ambition for further training or self-development; the banks would rather he/she tendered a resignation before he or she embarks on such developmental studies. In a style of a qualitative research, descriptive-casual survey method was adopted. Data were collected from the administration of questionnaire and were analyzed using multiple regression analysis. The findings shows that training and development has a positive relationship with employee retention. This means that a positive relationship exists between training & development and employees' retention. It implies that the more the training and development of the bank employees, the higher the chances of the employees' being retained. As part of the conclusion, the research result revealed that the p-value of training and development is less than 0.05 level of significance. This implies that training and development has significant effect on employee retention. The research recommends that banks in Nigeria and Bauchi in particular should provide adequate training and development for staff to achieve adequate productivity. However, successful banking operation is predicated on employee's that are motivated, energetic and focused. A dissatisfied employee cannot work effectively to achieve the organizational goals. Therefore, banks should value their employees as assets and not liabilities. Again, they should discourage outsourcing in their system. This is because the contract or outsourced staff provide cheap labour which will affect the level of trust and trust when undermined could create room for dishonest practices and fraud which inevitably leads to bank collapse.

Keywords: *Employee, Employee Motivation, Employee Retention, Training and development.*

Managing External Debt Burden in the Third World: Cross Country Analysis of Nigeria and Liberia

Umar Elems Mahmud, PhD

Department of Public Administration,

Faculty of Administration, Nasarawa State University, Keffi, Nigeria

Abstract

The pervasive external debt crises among the emergent Third World countries, including Nigeria and Liberia, emanating from their unsustainable debt burden, ravaged their economies and stunted their development process and debt relief management. This post independence experience of the Third World, and the implications for survival and growth, form the core of this study. From the content analysis, and employing descriptive approach, it can be argued that poor debt management is one of the major problems that exacerbated the economic crises of the emergent countries. Thus, improving the management of Third World economies, particularly external debt management, remains critical. To strengthen the debt management capacity of these countries therefore, it is imperative that the emergent countries should continually and diligently conduct a holistic reassessment of the existing institutional framework, traversing the structure, organization, function, human resource, laws and strategy for debt sustainability.

Keywords: *External debt crisis, Debt burden, Debt management, Debt sustainability*



On the Stability of 2-Point Diagonally Implicit Super Class of Block Backward Differentiation Formula

¹Babangida Bature & ²Hamisu Musa


^{1&2}*Department of Mathematics and Computer Sciences,*

Faculty of Natural and Applied Sciences, Umaru Musa Yar'adua University Katsina, Nigeria

Abstract

The main purpose of this paper is to obtain the stability region of diagonally implicit 2-point super class of block backward differentiation formula and demonstrate its suitability for solving stiff differential equations. The stability region obtained indicates that the method is A-stable and is suitable for integrating stiff IVPs. Furthermore, the method is found to be zero stable.

Keywords: *Implicit block method, A-stability Zero stability, Stability region, stiff initial value problems.*



The Need for ICT in Adult Education for Socio-Economic Development in Maiduguri, Borno State

¹Andrew Itodo & ²Ojo Oluwasesan

^{1,2}Department of Computer Science

Umar Ibn Elkanemi College of Education Science and Technology, Bama, Borno State

Abstract

The thrust of the study was to examine the need of ICT in Adult Education for socio-economic development in Maiduguri, Borno state. In this light, the study adopted questionnaire and survey method for data collection, simple frequency distribution and percentage rate were used to analyse the collected data from schools. The study investigated the level of introduction of ICT in Adult education and its benefits to individuals and societies for socio-economic development. The study revealed that the use and introduction of ICT in adult education is less but it was ascertained that ICT contributes a lot in human endeavors. The study suggested that there is need for adult educators and special education specialists to collaborate to develop ICT literacy primers, e-learning and distance education programmes, assistive technology and therapy services for adults within the community. This will enable learning take place in the life of these individuals, ICT integration to adult education should be emphasised, fully recognized and have affordable physical structures, facilities and resource materials readily available to most adult education centres in Maiduguri, the adults should be sensitized on the need of adult education for socio-economic development and not just to promote their salary scheme in their place of work as this study revealed and finally, there is need for an uninterrupted electricity / power supply situation in Nigeria so that there will be opportunities for significant improvements and increase in ICT awareness among the rural and urban dwellers.

Keywords: *ICT, Adult, Education, Socio-Economic, Development*



Rural-Urban Migration and Unemployment in Katsina State

¹Saifullahi Lawal & ²Ibrahim Iiyasu

^{1&2}*School of Management,
Katsina State Institute of Technology and Management,
Katsina State*

Abstract

This study examines the impact of rural-urban migration on unemployment in Katsina State: Unemployment is both an economic and social problem in the sense that it presents waste of a valuable resource and causes enormous suffering as unemployed workers struggle with reduced incomes more particularly in the less developed countries like Nigeria. Many people migrate from rural areas to urban centers haphazardly searching for job opportunities. This is due to the inability of the rural centers to provide a wage beyond the subsistence level. Inadequacy of factors, such as social amenities, infrastructural facilities, agricultural funding and irrigational implements are the major determinants of rural-urban migration. Chi-square technique was adopted for the analysis. All the factors were statistically significant in yarning unemployment. Conscious efforts should be made by the stakeholders to adequately provide these factors in order to curtail rural-urban migration.

Keywords: *Unemployment, Migration, Development, Rural, Urban*



Impact of Board Attributes on Voluntary Disclosure of Listed Financial Service Firms in Nigeria

Mohammed Mamuda Ibrahim, CAN

*Nigerian Television Authority,
Hadejia, Jigawa, Nigeria*

Abstract

This study examines the impact of Board Attributes on Voluntary Disclosure of listed financial service firms in Nigeria over the period 2006-2015. A sample of twenty-eight out of the fifty-seven financial service firms listed on the floor of the Nigerian Stock Exchange was studied. The study used data generated from the Annual Reports and Accounts of the sampled firms. The data was analyzed by means of descriptive statistics, Pearson correlation and regression analysis. It reveals that board size and board independence have a negative insignificant association with the voluntary disclosure of the sample firms, while CEO duality shows a significant negative association with voluntary disclosure. The control variables (Size and Age) show a significant positive relationship with voluntary disclosure. Based on the findings, the study recommends, among others, that Companies that do not separate the roles of chairman and of chief executive officer should do so. In addition, the board size plays a prominent role in reducing uncertainty and information asymmetries and in monitoring and evaluating management to disclosure of more information voluntarily. Users, therefore, should invest in a company where the size of the board is high to enjoy accessibility and transparency in information disclosure.

Keywords: *Board Size, Board Independence, CEO duality and Financial Service Firms.*



Impact of Board Attributes and Ownership Structure on Voluntary Disclosure of Listed Financial Service Firms in Nigeria

¹Sadiq Abdullahi Rabi, PhD & ²Mohammed Mamuda Ibrahim, CNA

¹Department of Accounting, Bayero University, Kano, Nigeria

²Nigerian Television Authority, Hadejia, Jigawa, Nigeria

Abstract

This study examines the impact of Board Attributes and Ownership Structure on Voluntary Disclosure of listed financial service firms in Nigeria over the period 2006-2015. A sample of twenty-eight out of the fifty-seven financial service firms listed on the floor of the Nigerian Stock Exchange was studied. The study used data generated from the Annual Reports and Accounts of the sampled firms. The data was analyzed by means of descriptive statistics, Pearson correlation and regression analysis. It reveals that board size and board independence have a negative insignificant association with the voluntary disclosure of the sample firms, while CEO duality shows a significant negative association with voluntary disclosure. However, managerial ownership shows an insignificant positive effect on voluntary disclosure. The control variables (Size and Age) show a significant positive relationship with voluntary disclosure. Based on the findings, the study recommends, among others, that Companies that do not separate the roles of chairman and of chief executive officer should do so. In addition, the directors on the board of financial service firms in Nigeria should be encouraged to have more shares in the firms they manage in order to be more efficient and discourage managerial self-interest.

Keywords: *Board size, Board Independence, CEO duality and Managerial Ownership, Financial Service Firms.*

Assessment of Gender Interaction and Interest in Mathematics Achievement in Keffi Local Government Area of Nasarawa State-Nigeria

¹Allahnana, Kwanza Maikudi, ²Akande Martina Taiwo, ³Vintseh, Iliya Monday Usman & ⁴Olorundaisi Tayo Funke
^{1,2,3&4}Faculty of Education, Department of Educational Foundations, Measurement and Evaluation Unit, Nasarawa State University, Keffi-Nigeria

Abstract

This paper investigated assessment of gender interaction and interest in mathematics achievement in Keffi Local Government Area of Nasarawa state. The purpose of this study is to: determine the significant difference between mean achievement of male and female students' interaction in Mathematics and establish significance difference between interest of male and female students in mathematics. The study adopted ex-post facto research design. The target population consists of 7,324 students which comprise of 4020 male and 3304 female within 7 senior secondary schools. Simple random sampling strategy was adopted to select 182 male and 176 female respondents within 7 schools that will be responding to questionnaire designed by the researcher. The researchers developed a single proforma as an instrument for data collection from students' senior certificate examination conducted by WAEC. It was found that male students excel in mathematics more than their female counterparts. It was tested ($\alpha=0.05$: when (t.cal. 2.35 > 1.796 tab value) and male students have interest in mathematics than female students i.e. to say, there was significance difference between male and female interaction and interest in mathematics. The study recommended that teachers should make use of alternative teaching methods like the use of games and simulations to motivate students' interest (male and female) in the learning of Mathematics.

Keywords: *Gender interaction, Interest, Mathematics, Achievement.*



Assessment of Ecotourism Potentials of Nasarawa State, Nigeria as a Tool for Sustainable Development

Umar Osu Ujih

Department of Environmental Sciences, Faculty of Science,
Federal University, P.M.B. 7156 Dutse, Jigawa State-Nigeria

Abstract

This research assessed ecotourism potentials of Nasarawa State, Nigeria as a tool for sustainable development. The objectives of this study were to: identify and map potential tourist sites in Nasarawa state; assess community views of tourism potential for sustainable development of Nasarawa State and determine factors that constrain tourism development in Nasarawa State. Five hundred (500) copies of questionnaires were administered to members of the communities orally. The study targeted mostly opinion of people of productive age (14-64). Purposive and accidental sampling method was used to select samples. Firstly, purposive sample was used to select four (4) Local Government Areas. Data collected were analyzed using descriptive statistics and inferential statistics student t test was used to test for significant difference between those that had positive view(x) and those that had negative view (y) on tourism potential for: (i) economic, (ii) social and (iii) environmental sustainability. The results show that Nasarawa State offers a wide variety of potential tourism sites which include Farin Ruwa Waterfall, Hunki Lake and others. Community views of tourism potential of Nasarawa State were assessed under the three major sectors of sustainable development namely economic, social and environmental. Firstly, for economic and social sustainability potential of tourism development in Nasarawa State, it was found that most respondents (> 90%) had a positive view on both economic and social sustainability from potential tourism in Nasarawa State and majority (>60%) had a positive view on the potential of tourism in enhancing environmental sustainability. The results were statistically significant for economic and social sustainability but not significant for environmental sustainability as follows: (i) community view of economic sustainability via tourism development (cal t 2.61 > critical t 0.89). So, H_0 is rejected. Then, there is a significant difference between those that had positive view on tourism potential for economic sustainability and those that had negative view at 95 % significant level. Then because those that had positive view have higher mean (436.67) than those that had negative view (32.67). It can be deduced that majority of the community have positive view. (ii)) community view of social sustainability via tourism development (cal t 2.85 > critical t 0.67). So, H_0 is rejected. Then, there is a significant difference between those that had positive view on tourism potential for social sustainability and those that had negative view at 95 % significant level. Then because those that had positive view have higher mean (438.25) than those that had negative view (28.75). It can be deduced that majority of the community have positive view on tourism potential for social sustainability. (iii)) community view of environmental sustainability via tourism development (cal t 0.85 critical t 0.89). Then, H_0 is accepted. So, there is no significant difference between those that had positive view on tourism potential for environmental sustainability and those that had negative view at 95 % significant level. This suggests that local communities in Nasarawa State believed that tourism could enhance and also hinder environmental sustainability. Inadequate community participation was the most recognized constrain to tourism development (86.5%) and that tourism development is capital intensive is the least recognized factor (49.5%). It was concluded that Nasarawa State offers a wide variety of potential tourism sites which the community believed these sites could be a sustainable development tool if well planned, implemented and managed in participatory manner. It was recommended among other things that tourism development should be encouraged and supported via participatory approach to achieve sustainable development.

Keywords: *Gender interaction, Interest, Mathematics, Achievement.*

Falling Standard of Education in Public Senior Secondary Schools in Maiduguri, Borno State

Baba Gana Alhhaji Musti

Department of Education,

Ramat Polytechnic Maiduguri, Borno State

Abstract

Over the years, Maiduguri Metropolitan has witnessed constant fall in the general performance of student who sat for SSCE/NECO Examinations. This study therefore, looks into the reasons for the falling standard of education the State Capital. The study utilised both primary and secondary source(s) of data. The primary data was generated through the administering of questionnaire and interview. Five Senior Secondary Schools were sampled using random sampling method. The analysis of data is done using simple percentage and descriptive method. Findings reveals that general apathy towards western education, wrong religion injunction, interpretation and poverty are some of the factors led to low performance in schools. It is therefore recommended that government should step up the poverty alleviation programme as well as in cooperating the Ulamas in the fight against apathy towards western education,

Keywords: *Education, Falling standard, Secondary school, Western education and performance*

Biomass as an Alternative Renewable Energy

¹P.O. Alao, ²Frank Onaifo, ³O.G. Olasunkanmi & ⁴Martins Osifeko

^{1,2,3&4}Department of Elect / Elect Engineering,
Olabisi Onabanjo University, Ogun State

Abstract

This paper presents biomass as another source of reliable renewable energy. Biomass simply means gathering large quantity of vegetation to serve as a source of energy and power. The paper investigates anaerobic method of producing biogas from agricultural and food waste, especially food crops. Biogas is produced by means of controlled anaerobic digester treatment of organic materials by bacteria. The control mechanism of this method is discussed taking cognisance of its advantages and drawbacks when compared with other renewable energy system. However, the harvest and discharge techniques of the biogas using separator, gas holder and bag gasholder were investigated. The biogas is similar to natural gas, hence, serves as a good source of energy. In addition, co-generation system (electricity and heat), is achievable with biomass (biogas) on the basis of reciprocating engine. The sustainability of biomass always generate hot debate but practices like short rotation harvesting and re-planting are already designed to make it sustainable. This report discussed the negative impact of burning biomass on the ecosystems and the atmosphere. The carbon footprint of biomass is discovered to be a great task to calculate compare to calculating the carbon footprint of other renewable energy sources e.g solar, wind, turbine etc. However, replenishment of biomass and re-absorption of carbon dioxide, CO_2 , by the replenished biomass is an area of concern in this study.

Keywords: *Biomass, Biogas, Anaerobic, Co-generation, Carbon footprint, Ecosystems*

Gender Equality and Women Empowerment: a Foundation for Sustainable Peace in Nigeria

Mohammed, Lawan

School of Preliminary Studies,

Sule Lamido University, Kafin-Hausa, Jigawa State

Abstract

Women marginalization undermines efforts to resolve conflict and build peace that is sustainable. Since women represent greater percentage of the World population, failing to capitalize on the skills and views of the majority is simply poor practice and bad policy for sustainable peace. Although there are wealth of United Nations resolutions recognizing women's right and role in peace-building and the need to include them in conflict management, such recognition is less. Women are still vastly under-represented in peace making fora. Despite their importance in community reconciliation by helping former combatants and victims of conflicts to successfully re-integrate into peaceful society, they represent less than five percent signatories to peace accords. Through the application of feminist peace and conflict theory as an explanatory tool, and systematic qualitative content analysis, the paper concludes that gender equality and women empowerment will have a catalytic effect on the achievement of sustainable peace in Nigeria. Sustainable peace will not be achieved unless there is focus on the needs and usefulness of women. The study therefore, recommends that Nigeria need to capitalize on women skills and propensity to tackle the challenges of insecurity facing the country. The presence of women in governance and their roles as mothers will also make peace more sustainable and restore citizens' confidence in the system.

Keywords: *Gender Equality, Women Empowerment, Sustainable Peace*

Combating Corruption in Nigeria: the Nigerian Economic and Financial Crimes Commission (EFCC)

¹Inienger, Chia Christopher, ²Orban Terkula Damian & ³Emem Udoh

^{1&2}*Department of Political Science, University of Abuja*

³*Department Public Administration, University of Abuja*

Abstract

Corruption is a persistent cancerous phenomenon which bedevils Nigeria. Misappropriation, bribery, embezzlement, nepotism, and money laundering by public officials have permeated the fabric of the society. The office seekers of major political parties top the list of unfit or corrupt officials. Elected officials in high echelons of power and public officers use their positions to engage in corrupt activities. It is estimated that corruption accounts for 20 percent of the GDP of Nigeria. For several years, Nigeria has been at the bottom of Transparency International's (TI) Corrupt Perception Index (CPI) ranking. In 2002, the Nigerian government created the Economic and Financial Crimes Commission (EFCC) to investigate and prosecute cases of corruption and financial crimes. This paper reviews the scope of corruption and the efforts by the Nigerian government to combat it by examining the various perspectives for understanding the causes of corruption. The study while recognizing the importance of the various perspectives, notes that both the rent-seeking and institutional theories offer deeper insights into the systemic nature of Nigerian corruption. Finally, the article examines the activities of the EFCC and notes that it faces serious challenges as the configurations of the Nigerian political landscape are uncertain.

Keywords: *Corruption, Economic and Financial Crime Commission (EFCC)*

Corruption in Nigeria: a Challenge to Sustainable Development

Emem Udoh

*Department Public Administration,
University of Abuja*

Abstract

This paper gives an overview of the Nigeria's recent experience on corruption in the context of economic development. It discusses the possible causes and effects of corruption, which are seen to be rooted in socio-cultural practices and the political and economic situation of the country. Data were drawn chiefly from news stories and interviews of Nigerians with relevant information. The results of the study show that there have been significant reductions in the level of corruption in the country through the introduction of government anti-corruption instruments. In addition, this study found a negative correlation between levels of corruption and economic growth thereby making it difficult for Nigeria to develop fast. In Nigeria, corruptions stifle economic growth; reduce economic efficiency and development despite the enormous resources in the country. Corruption creates negative national image and loss of much needed revenue. It devalues the quality of human life, robs schools, agricultural sectors, hospital and welfare services of funds. The biggest challenge for the country therefore is not just to punish corrupt behaviour or go into bargaining plea. The country must reverse the prevailing culture in which corruption is viewed as permissible. People should be educated on the dangers of excessive materialism and the culture of 'get rich quick'. There is also the need for more job creation with better remuneration.

Keywords: *Corruption, Sustainable Development, Economic Development.*

Role of Public Library in Community Development in Nigeria

Emem Bassey Umoh CLN

University Library

Bayero University, Kano

Abstract

The purpose of this study is to examine the roles of public library in community development in Nigeria. The development of a country depends greatly on how much information its citizenry are exposed to. Information is so crucial that it has been recognized as the fifth factor of production. Information has no substitute when it comes to the national development because it has been identified as the driver of economic growth and productivity. Public libraries as reservoirs of information provide such access through their various services and resources, keeping the people well informed of developments and ensuring its sustainability. The roles of public library in community development is inevitable and indispensable, hence the need for effective and efficient public library services for the development of the community. Information needed to actualize this paper was gathered from secondary sources of data which were obtained from textbooks, journal articles, conference papers, online sources and so on. This involves reading meaning into materials consulted for purpose of achieving a reliable conclusion. This paper aims at examining the concept of community development, public library as agent of community development. It also examines the qualities of a public librarian, roles played by public library in community development and problems militating against public library in community development in Nigeria. Recommendations were made on how to address the challenges.

Keywords: *Community development, Public library, Roles of public library, Nigerian community*

Industrialization Policy and Poverty Reduction in ECOWAS Sub-Region

¹Okeyika, K.O, ²Maduka Olise, D. & ³Kalu, Chris U. PhD

^{1,2&3}Department of Economics,
Nnamdi Azikiwe University, Awka, Nigeria

Abstract

Abject poverty remains one of the most significant problems of the 21st century. While estimates vary, all agreed that the number of abjectly poor people in the world mostly ECOWAS sub-region staggers. Paradoxically, several countries have emerged from poverty and developed their industrial bases to take place among the developing countries, all with limited use of foreign aid, microfinance, social entrepreneurship, etc. However, industrialization is common among the newly developed or developing economies. The panel results from the relationship between industrialization policy and poverty showed that there is a weak positive relationship between industrialization and the level of economic development as measured by the per capita income. The emphasis on rural-based policies towards industrialization will reduce poverty more rapidly.

Keywords: *Industrialization policy, poverty reduction, panel data, rural-based policy, ECOWAS sub-region.*

Poverty and Environmental Degradation Linkages in Sub-Saharan Africa: Nigerian Experience

Kalu, Chris U. PhD

Economics Department,

Nnamdi Azikiwe University, Awka, Nigeria

Abstract

Over the years, average living standards have risen and the gap between the very rich and the very poor has broadened. Poverty and environmental issues are interrelated. Poverty among people puts stress on the environment whereas environmental problems cause severe suffering to the poor. All economic activities are directly, indirectly or remotely based on natural resources and any pressure on natural resources can cause environmental stress. The paper examined the linkages between poverty and environmental degradation in sub-Saharan Africa, using Nigerian experience. The variables of the study are poverty and environmental correlates, using data sourced from World Bank Development Indicator (2017) and employing the vector autogression approach (VAR). The study revealed that soil erosion, land degradation, deforestation and carbon emission and gas flaring leads to decline in food production with shortage of wood for fuel contributes to inflation which in turn heightens poverty. The study recommended among others the need for Governmental efforts at reducing poverty and enhances environmental regeneration strategies.

Keywords: *Poverty, Environmental degradation, VAR, Poverty reduction, Environmental regeneration.*

Urbanization, Urban Demand and Consumption Pattern in Africa: Nigerian and Ghanaian Experiences

¹Kalu, Chris U. PhD, ²Eze, A. Eze PhD & ³Nzeribe, G. PhD

^{1,2&3}*Economics Department,*

Nnamdi Azikiwe University, Awka, Nigeria

Abstract

Despite population growth and urbanization, Africa has seen no radical transformation in industrialization, agricultural productivity and consumption pattern. The study assessed the influence of rapid urbanization on urban demand and consumption pattern in Africa, cases of Nigeria and Ghana. The consumption pattern indicated that yam, cassava, rice, beans and maize are among the foods gaining importance in urban households' diets in the reviewing countries. The expenditure share also showed that food constitutes 74.6% of urban budgets in Nigeria and Ghana. The study therefore recommended policies towards alternative livelihood activities in urban areas of Africa in order to increase household income and increase access to food consumption.

Keywords: *Urbanization, urban demand, consumption pattern, household budget, agricultural productivity.*

Nigerian Agriculture and Food Security Challenges: the Way Forward

¹Oguzor, A. Innocent, ²Amugo, Nina & ³Odinwa, A. Benjamin

^{1&3}*Department of Agricultural Education,*

Federal College of Education (Technical), Omoku, Rivers State

²*Department of Agriculture Technology, School of Biological Science, Port Harcourt Polytechnic, Rumuola*

Abstract

Food security is indispensable prerequisite for the survival of mankind and his economic activities including food production. Food is different from other commodities because of its inevitability for survival and existence. Food is different from other commodities because everybody needs it for survival, and it is an indispensable factor in nation's quest for economic growth and development. Unfortunately, most of the food need in Nigeria is produced by peasant farmers who lack capital, skills, energy and other viable ingredients to produce on large quantity that will meet the requirement of the growing population. One of the goals of Nigeria's agricultural development policy is to ensure that the nation produces enough food and less dependent on importation so as to ensure adequate and affordable food for all. The paper shows that there is a shortfall in domestically produced food in Nigeria because the growth in the population of Nigeria is at the rate of 3.2% while the growth in food production has been less than one. This shows that demand for food (population) is greater than the supply (agricultural production) because of factors such as inconsistent government policies, environmental degradation and non-sustainable agricultural production. Worst of all is the constant clashes between herdsmen and farmers across the country; one cannot but foresee an impending food shortage crisis waiting to happen. The paper also shows that Nigeria depends so much on food importation. To achieve sustainable agriculture and food security in Nigeria, the paper recommends an improvement in environmental management in order to increase agricultural productivity as well as provide a lasting solution to the herdsmen/farmers clashes

Keywords: *Agriculture, Food security, Food productivity, Climate change*

The Role of Library Extension Services for the Achievement of Sustainable Information Societies in Nigeria

Hadiza Umar

Bayero University Kano

Abstract

Information is regarded as the life wire and intellectual heart of every society. However, there has been a general feeling among Nigerians that information poverty has been as a result of missing link between the vast information services provided by libraries and the inadequate awareness of such services by the Nigerian communities. This inadequate awareness of the services provide by libraries allows the library potential users to misuse their time which is supposed to be utilized for satisfying their information need. For instance, students reading time in Nigeria, has now been taking over by watching home videos, browsing internet for games, social interaction with foreign friends and less beneficial indulgences (Ogwu, 2010). The existence of this gap usually become worrisome for development and possess serious problem in the country as it will lead to continuous high rates of information poverty, high rate of illiteracy, production of unskilled man power for the country, frustration and lose of self esteem. However, with the library extension services, users are helped to redefine their information needs and are encouraged to focus on analyzing information and sharpen their critical thinking skills. This paper therefore, seeks to identify areas where library extension services can support the development of Sustainable Information Societies and suggest ways by which these services can be strengthened in Nigeria.

Keywords: *Library Extension Services, Information Societies, Nigeria*



Motivation and Staff Productivity in the Federal Ministry of Education, Abuja

Anne Chioma Chima

*Department of Public Administration,
University of Abuja*

Abstract

Employees are an organization's livelihood. How they feel about the work they are doing and the results received from that work directly impact an organization's performance and, ultimately, its stability. An unstable organization ultimately underperforms. The study had the following objectives: to establish the relationship between motivation and higher productivity among workers, to find out any relationship between motivational factors and work of staff and to determine how incentives influence workers' approach to work and their performance. To achieve these goals, a questionnaire was designed based on the objectives. The completed questionnaires were processed and analyzed using the Simple Percentage and Chi-Square. The findings of this study revealed that alongside monetary incentives, another key factor in motivating employees is to involve them in the process aimed at attaining organizational effectiveness because without their co-operation and support a great deal of managerial energy may be wasted. The study concluded that efforts should be aimed at motivating staff of all levels in order to increase productivity for higher returns. The research made extensive use of both primary and secondary data. Primary data was obtained by administering a well-structured questionnaire to respondents in the selected departments. Interviews were also conducted from the FME to access the information on incentive package by the FME. FME monthly reports, the Internet, magazines, trade journals, were collected for the study. This study revealed that the workers' motivational processes in the federal ministry of education, Abuja (FME) have undergone tremendous change since the organization was established.

Keywords: *Motivation, Productivity, Federal Ministry of Education (FME)*

Renewable Energy Management Using Micro-Controller Based Power Metering and Automatic Switching

¹Frank Onaifo, ²Rotimi Ojo & ³Alao Peter Olufemi

^{1,2&3}Department of Elect / Elect Engineering,
Olabisi Onabanjo University, Ogun State, Nigeria

Abstract

This paper explores energy management of renewable energy sources using a Micro-controller based Power metering and automatic switching. The fluctuating nature of renewable energies due majorly to natural factors makes uninterrupted power from renewable sources difficult. The use of Micro-controller to monitor voltages levels and energy demand is examined. Switching from one energy source to another occurs if voltage levels are stable and within tolerance band and also depend on load consumption pattern. Here each renewable energy sources is connected to a given battery source. In this paper, energy from wind and solar energy can be totally manage directly connected to individual homes and industrial complexes.. Electricity is generated from wind turbine which converts kinetic energy in the wind into mechanical power. This mechanical power is converted by a generator into Electricity where it can be used directly to power appliances in homes or connected to battery where it is later converted to A.C using an inverter. Solar energy produced from solar cells have to be converted to A.C using inverting circuit and boosting up with a transformer. The total energy generated is being sent for onward distribution to consumers. The Earth receives 174 Peta Watts (PW) of incoming solar radiation (isolation) at the upper atmosphere. Approximately 30% is reflected back to space while the rest is absorbed by clouds, oceans and landmasses. Micro-controller design power meter determines the energy consumption pattern of the household, and PIC (Peripheral Interface Controller) is being used to determine the energy levels of the wind and solar which initiate necessary switching to the renewable energy that is best able to provide the energy needs at the particular time.

Keywords: *Renewable energy, Micro-controller, Voltage levels, Energy demand, Switching*

Evaluation of Social Status of Women in the Society: an Aberration from the Nigeria Declaration of Equality of Men and Women

¹Monica Emmanuel Alaku, ²Allahnana, Kwanza Maikudi, ³Alaku E. Attah & ⁴Akande Martina Taiwo

¹*Department of English Language, Faculty of Arts, Nasarawa State University, Keffi*

^{2&4}*Department of Educational Foundations, Faculty of Education, Measurement and Evaluation Unit, Nasarawa State University, Keffi*

³*Department of Business Administration, Faculty of Administration, Nasarawa State University, Keffi*

Abstract

The paper examines the social status of women in selected country of the world. In doing this, the authors brought into limelight the secondary position occupied by women from ancient societies to the present day. The caustic experience of women in terms of differential training given to the girl-child, the differences in inheritance practice in many societies, the overriding power of men over women, the discriminatory burdens placed on women, and the role played by male writers have made women to seemingly accept the status given to them by men dominated society. All the constitutions of the world give inalienable rights to women. The writers therefore conclude if the right of equality to opportunity in all facets of life must be realized, all hands must be on deck themselves as capable of changing themselves and the world they live in irrespective of the constitution aberration.

Keywords: *Social status, women equality, society and declaration.*

Nigeria's Economic Recovery & Growth Plan: Risk Optimization for Maximization of the Plan Objectives


¹Richard Ngusha Kyarem & ²Abdulsalam S. Ademola

^{1,2}*Department of Economics,
Federal University, Dutsinma, Katsina State*

Abstract

Nigerian economy entered into a recession by 2016 with all the major macroeconomic indices turning negative. This necessitated the launching of a medium term development plan called Economic Recovery & Growth Plan (ERGP). The ERGP is meant to pull the economy out of recession and stimulate sustained economic growth and development. The problem however is the danger of likely failure of the plan due to the existence of downside risks which receives little attention from the Plan. Using introspective research design in an inductive and deductive pattern, the research stipulated how to optimize the risks – minimize the downside risks and maximize the upside risks for attainment of the plan objectives. Among the downside risks are the potential of communal militancy and political campaigns in 2019 to divert policy attention away from the objectives of the Plan. There exist however some upsides risk like improvement in the international price of oil and a more peaceful disposition of the restive tribes in Nigeria. The suggestions emanating from the study are that the restructuring of the economy should be carried to reduce overreliance on the oil sector, monetary and fiscal policy sustainability must prevail and the legislature should legalize economic policies and programmes. This would ensure risks like electioneering does not distract policy away from the goals of ERGP.

Keywords: *Economic recovery, Growth plan, Risk, Plan objectives, Optimization and Maximization*



Colophobia: Hindrance to Nigeria's Industrialization and Economic Diversification


Yekeen O. Abdul-Maliq

*Department of Banking and Finance,
University of Abuja*

Abstract

This paper submits that the single most detrimental issue in the management of the Nigerian economy is anti-foreign investment frame of mind of many policy makers. Even after the abrogation of the obnoxious Nigerian Enterprises Promotion Decree, Nigerian policy makers have insisted, and often admit this publicly, on preventing foreign influence in some 'endangered sectors' of the economy. Telecommunication was one, refinery, rail development, aviation are a few still in the protected sectors. The paper uses fifty-eight year data, (1961-2018) of private foreign capital inflows, in addition to nine other growth variables to investigate the behaviors, trends and impacts of these variables on Nigeria's economic development across the four different economic management styles under which the Nigerian economy has been managed since independence. Based on (a) ordinary least square regression (OLS) analysis and (b) auto-regressive distributed lag (ARDL) model, results show that foreign private capital impacted the Nigerian economy better in the periods pre-indigenization as well as under structural adjustment than during foreign capital restriction. Results also show that foreign debts had ambiguous impacts on Nigeria's economy in the periods. The paper therefore recommends open-mindedness towards private foreign capital as experiences of the newly developed countries have shown. The paper however does not fail to recognize the need for cautions and care in encouraging inward foreign capital flows and the sectors to which they are channeled, but that the present postures of and utterances from some policy-makers are not foreign investment friendly.

Keywords: *Colophobia, Diversification, Eclectic Theory, Indigenization, Industrialization, Monopolies.*



Employee-Employer Relations and Effects on Organizational Performance at Nigeria Institute of Leather and Science Technology, (NILEST) Zaria, Nigeria

¹Olatunji, Tunde Ezekiel, ²Palu, Z.B. & ³Dauda A.Abubakar
*Directorate of Academic Planning,
Nigeria Institute of Leather and Science Technology, Zaria*

Abstract

This study assessed the “Employee/Employer Relations and its Effects on Organizational Performance at Nigeria Institute of Leather and Science Technology, Zaria, Nigeria. The descriptive survey research design was adopted for this study and the instrument used in conducting this research was the primary source of data collection with a well-structured questionnaire using the mean distribution to analyse the data. The Findings from this study reveals that employees' relation practices between the employee and the management have effects on productivity at the Nigeria Institute of Leather and Science Technology, Zaria, likewise employees' challenges at the work place also have effects on organization productivity and performance at this study area while employees' productivity measures and controls does not totally promotes healthy relationship in the study area. The management is not very committed to employee relationship and working condition, however, there exist a good interpersonal communication and relationship development between the subordinates and superiors in the organization. Therefore, for organizations to have the best employee-employer relationship there must be effective communication, empathy and emotional intelligence between employees and employers in the organization.

Keywords: *Employee, Employer, Emotional Intelligence, Relations, Organizational Performance*

Political Participation and Social Media (Facebook) Influences on Youth and Information Dissemination in Nigeria

¹Shamsu Dauda Abdu, ²Murtala Mohammed Alamai, ³Aliyu Musa & ⁴Bello Ibrahim Halilu

^{1&4}*Department of Mass Communication, The Federal Polytechnic Bauchi*

²*Leisure and Tourism Management Department, Federal Polytechnic Bauchi*

³*Department of Library and Information Science, The Federal Polytechnic Bauchi*

Abstract

The use of social media has grown in recent elections, particularly among youth. Of significance for this age group is the rise in the use of social media and mobile devices for obtaining political information, creating user-generated political content, and expressing political views and opinions. Recently, a growing body of research has charted a decline in formal political participation among youth especially voting and party allegiance due to the rising youth involvement in activities such as protest and demonstrations. However, majority of previous research suggests there are significant relationships between social media use and online political participation among youth. Most studies have relied on college students as samples and have not used youth with vast knowledge and experience in politics as population of the study. Also, few studies have attempted to uncover tendencies of youth participating in formal political activities such as voting and party allegiance using Facebook. Therefore, in what ways do social media foster offline political participation among youth? To address this issue, the study employ multiple regression analysis to examine the relationship between Facebook use, interactivity with political figures, perceived Facebook information quality, political interest and offline political participation among Nigerian youth (n=372). The results of this study indicate that Facebook use, interactivity with political figures, perceived Facebook information quality and political interest significantly correlates with youth offline political participation. Given that new technologies have facilitated alternative forms of opinion expression and information consumption, more research is needed into the ways in which these technologies promote young adults' political participation. The study's overall goal is to advance our understanding of how political expression enabled by social media contributes to the democratic process.

Keywords: *Political Participation, Social Media, Youth.*

Appraisal of Equipment Maintenance Management in the Laboratory: a Case Study of Nigerian Institute of Leather and Science Technology, Samaru, Zaria

¹H, Nwokeocha, ²Shadrach, A., ³Arowosere, F.O., ⁴Jakheng, W. E.,
⁵Akawu, P. I., ⁶Jonah, A. G. & ⁷Akintade, S. A.

Department of Science Technology / Nigerian Institute of Leather and Science Technology

Abstract

This research is aimed at appraising of equipment maintenance management in the laboratories under the Directorate of Science Technology NILEST Zaria with a view in suggesting a better maintenance management practice in line with international standard. A total number of 25 questionnaires were distributed to laboratory staffs for assessment. The result shows that there are no maintenance programs available in the laboratories. It was also observed that there are no maintenance man power, adequate fund and accountability. The effects of these are bad equipment in the laboratories. It is recommended that the institute should adopt a standard laboratory manual for each laboratory in line with international standard.

Keywords: *Maintenance, Equipment, Program and Laboratory*

University-Industry Linkage: the New Role of Technology Business Incubators

¹Dr. Abdulmalik Ndagi, PhD, M.Sc. MBA, B.Sc. FNIM, FIMC, FIICA &

²Engr. Mike Amony

¹*Department of Business Administration, Faculty of Management and Social Sciences, Ibrahim Badamasi Babangida University, Lapai; Niger State, Nigeria*

²*National Board for Technology Incubation*

No. 10 Zambezi Crescent, WAEC Building, Beside INEC Headquarters, Maitama, Abuja

Abstract

Life is propelled and satisfied through financial and alternative gains and profits accruing from the various economic engagements that result in the production of needed goods and services. Gross Domestic Product (GDP) is a country's valuable productivity index indicating the standard of living and economic health of the people. The arena of productivity in the mining, agriculture, commerce, health and indeed every sector of human profession is referred to as the industry. Operations in the various industries which directly and indirectly lead to the production of goods and services are executed via firm knowledge leading to the equitable processing and applications that promote productivity. Knowledge acquisition and production, upgrading and updating is the core mandate and activity of higher institutions with the University playing the leading role of the final authority, producer, negotiator and conferrer of knowledge of the most lucrative nature and in the best applicable manner to benefit economic activities in all sectors. Lots of inventions and innovations leading to Startup and Spin off companies are generated from within the university walls. Technology business incubator (TBI) is a broad based supportive outfit which assist technology-oriented entrepreneurs in the startup and early development stage of their firms by providing workspace (on preferential and flexible terms), shared facilities and a range of business support services. The targets of the TBI are usually the Startup and Spin off companies which are supported with administrative, financial and technological inputs till they become free standing concerns. Just as life is dynamic, the system of things and the things as well as their economic and productive processes of creation are also dynamic. This dynamism in any healthy economy is fostered by new knowledge propelling growth in all ramifications. It is envisaged that the economic movement of optimum growth when canvassed through a new strategy wherefore the University-Industry Linkage is enabled by the supportive platform of the Technology business incubator to drive the country's industrial growth and economic stardom. This paper advocates for University-industry linkage involving Technology Business Incubators for optimum industrial and economic growth of the country.

Keywords: *University, Industry, Business, Incubator, Economy, Growth.*

An Overview of the Nigerian Health Care Delivery System: Successes and Failures

Oguchi, Chinweuba Benjamin

Department of Economics, Veritas University, Abuja.

Abstract

A healthy nation is a wealthy nation. This is the basis for the evolution of health economics as a later-day development in the general economics curriculum. This paper carried out an overview of the Nigerian health care delivery system. Specifically, the paper outlined the successes, failures, challenges and prospects of the Nigerian health care delivery system. Data was obtained from secondary sources such as books, journals, periodicals, newspapers, the internet etc. The theory of Health care Delivery by Wilber (2000) was adopted as the theoretical framework just as content analysis constituted the mode of analysis. The analyses revealed that Nigeria's healthcare delivery system depended largely on foreign donors who withdraw funding at the inception of any political upheaval. This led to a lot of failures and challenges and vulnerability of the sector to external shocks/influences. Against this backdrop, the paper recommended that government must learn to take full responsibility for the health and longevity of its citizens and avoid mortgaging such sensitive welfare issues to foreign interests.

Keywords: *Health economics, Mortgage, Success, Failures, Challenges.*

Harnessing the Potentials of Human Capital for Sustainable Development in Nigeria


Oguchi, Chinweuba Benjamin

Department of Economics, Veritas University, Abuja.

Abstract

Technology and the development of robots are yet to rule out the need for human capital development in the course of economic growth and development. This study assessed the efforts of the federal government in Nigeria in harnessing the potentials of human capital to enhance the nation's quest for sustainable development. Data was obtained from secondary sources such as books, journals, periodicals, newspapers, the internet etc. The human capital theory by Romer (1986) was adopted as the theoretical framework while the mode of analysis is content analysis. The analyses revealed that the federal government has not been sincere and serious in harnessing the potentials of human capital for sustainable development in Nigeria. Rather, government has politicized the issue in favor of the North. The result is that not much progress has been recorded in the quest for sustainable development in the country.

Keywords: *Harness, Potentials, Human capital, Sustainable development, Politicize.*



Foreign Direct Investments: a Periscopic View of Nigeria's International Economic Relations

Oguchi, Chinweuba Benjamin

Department of Economics, Veritas University, Abuja.

Abstract

A country's relations with other economies can be assessed through the confidence of the international community she enjoys such and the quantum of Foreign Direct investments in such a country. This paper assessed the extent and rate of Foreign Direct investments in Nigeria. Specifically, the paper focused on foreign direct investments in the areas of agriculture and transport. Data was obtained from secondary sources such as books, journals, periodicals, newspapers, and the internet etc. Content analysis constituted its mode of analysis while the customs theory by Tinbergen (1984) was adopted as the theoretical framework. The analyses showed that foreign direct investments are flowing into the country in the areas of agriculture and aviation but at a low and slow pace. The paper recommended that government should do what it takes to improve on the confidence it earns from the international community.

Keywords: *International economic relations, FDI, Customs theory, Periscopic view, Confidence*

Urbanization and Job Creation: an Assessment of the Effect of Urbanization on Poverty Alleviation


Oguchi, Chinweuba Benjamin

Department of Economics, Veritas University, Abuja.

Abstract

Globally, the general trend is for people to migrate to urban centers for the reason that such centers are dotted with various economic activities—firms, vehicles, factories, machineries which require labour to function. Hence, urbanization has often been seen as synonymous with job creation and employment. This paper carried out an assessment of the effect of urbanization on poverty alleviation through job creation. Data was obtained from secondary sources such as books, journals, periodicals, newspapers, the internet, etc. Content analysis was adopted as the mode of analysis while the theory of job creation (Mortensen, 1994) constituted the theoretical framework. The analyses revealed that while the urban centers in Nigeria can boast of economic establishment which provide some jobs to immigrants from other parts of the country, the truth remains that the rate of immigration far exceeds that of job creation. The tendency therefore, is that urbanization attracts much more immigrants than it can cater for in terms of jobs, social amenities, etc.

Keywords: *Urbanization, Immigration, Job creation, Poverty alleviation, Synonymous.*



Agriculture and Food Security as Vital Components of Sustainable Development in Nigeria

Oguchi, Chinweuba Benjamin

Department of Economics, Veritas University, Abuja.

Abstract

Man's physiological needs are fundamental to his existence, growth and development in any society he finds himself. This is why agriculture and food security are considered vital components for sustainable development in any society. This study examined the contributions of agriculture and food security to Nigeria's striving towards sustainable development. Data was obtained from secondary sources such as books, journals, periodicals, magazines, and the internet etc. Analysis was done by content analysis while the neo-classical theory (Pearce 1972) of a linear closed system was adopted as the theoretical framework. The results of the analyses revealed that agriculture and food security are the very initial steps to the attainment of sustainable development in Nigeria as this sector provides the raw materials needed for other sectors to be productive. The paper recommended that government in Nigeria should redouble efforts to boost agriculture and food security.

Keywords: *Agriculture, Food security, Sustainable development, Physiological needs, Fundamental*

Tourism Potentials and Sustainable Development: an Overview of the Role of the Federal Government of Nigeria

Jooji, Innocent Tyomlia

Department of Political Science and Diplomacy, Veritas University, Abuja

Abstract

Countries like Kenya (in Africa), have developed the tourism potentials to a point where the sector has turned a key driver of growth and development of their economies. This paper presents an overview of the efforts of the federal government of Nigeria in harnessing the potentials of this sector of the nation's economy in the quest for sustainable development. Secondary sources such as books, journals, periodicals, and the internet, etc., provided the source of data while the neo-classical (Pearce 1972) theory of the closed linear system was adopted as the theoretical framework. The mode of data analysis was content analysis. The results revealed the existence of great potentials for tourism in the country which government has failed to take advantage of. The paper recommended that government begins to view the sector with every sense of seriousness and determination to enable it drive the nation's growth and development.

Keywords: *Tourism potentials, Sustainable development, Rural development, Economic growth, Economic development.*

Good Governance as an Innovation Trigger: an Assessment of Nigerian Entrepreneurship


Jooji, Innocent Tyomlia

Department of Political Science and Diplomacy, Veritas University, Abuja

Abstract

Human potentials may manifest by way of natural talents. However, they require the best environments to unlock. This is where good governance becomes inevitable. This paper examined the extent to which the governance offered in the Nigerian system, has encouraged innovation and entrepreneurship among the citizens of this most populous black nation on the globe. Data was obtained from secondary materials-books, periodicals, journals, the internet etc. was analyzed using content analysis. The theory of entrepreneur by Chandeller (1958) was adopted as the theoretical framework while adopting the analytical mode of content analysis. Results from the analyses revealed that government has not lived up to its responsibility of providing the necessary environment conducive for innovation and entrepreneurship. The paper recommends major reforms in the public sector to enhance innovation.

Keywords: *Governance, Good governance, Innovation, Entrepreneurship, Conducive environment.*



Nigerian Security Architecture and the Challenge of Open Grazing

Jooji, Innocent Tyomla

Department of Political Science and Diplomacy, Veritas University, Abuja

Abstract

In most parts of Africa and beyond, open grazing has constituted a major source of threat to the peace and stability of nations. This study conducted an assessment of the challenge of open grazing in Nigeria and how much the security architecture has shown proof of its ability to contain such challenges in recent times. Data is obtained from secondary sources which include books, Journals, periodicals, magazines, newspapers, the internet, etc. The theory of national security by Bartholomees (2008) was adopted as the theoretical framework while the mode of analysis is content analysis. Results showed that the security outfit has not been able to contain the challenges arising from open grazing which is widely referred to as the farmer/herdsmen clash. This is evidenced in the spate of such challenges which have almost consumed the entire country particularly states like--- Benue, Tarraba, Zamfara, Enugu, Plateau, etc. The paper recommended that government should show more sincerity, seriousness and determination to resolve the issue.

Keywords: *Nigeria, Security architecture, Open grazing, Sincerity, Seriousness.*

The Anti-Corruption Crusade and the Fight against Insurgency in Nigeria

Jooji, Innocent Tyomlia

Department of Political Science and Diplomacy, Veritas University, Abuja

Abstract

In Nigeria, the apparent success so far recorded in the fight against insurgency may be attributable to the anti-corruption crusade embarked upon by the current federal government. This paper examined the effect of the anti-corruption crusade on the fight against insurgency in Nigeria. Data was obtained from secondary materials which include--- books, journals, periodicals, the internet, etc. The theory of anti-corruption by Bo Rothstein (2007) was adopted as the theoretical framework while the analysis of data was done by content analysis. The investigation revealed that in the past, corruption led to a situation where soldiers were not adequately equipped to tackle the scourge. It also revealed that the situation changed as the anti-corruption war paved the way to proper equipment/arming of soldiers which is now paying off as the heat has now been turned on the insurgents. This paper recommended the sustenance of the tempo of the war against corruptions and that of insurgency.

Keywords: *Corruption, Anti-corruption, War, Insurgency, Equipment*



Local Government System in Nigeria and the Quest for Sustainable Development


Jooji, Innocent Tyomlia

Department of Political Science and Diplomacy, Veritas University, Abuja

Abstract

Essentially, the local government administration is designed to bring governance close to the doorsteps of the citizenry. This paper examined the extent to which governance at this level has enhanced the mobilization of its citizens for purposes of sustainable development. Data obtained from secondary materials--- magazines, books, periodicals, newspapers, the internet, etc., were analyzed using content analysis. The neo-classical theory of (Pearce 1972) closed linear system was adopted as the theoretical framework. The results of the investigation showed that the local government administration in Nigeria has not lived up to the expectation of being an effective mobilizer of the masses for sustainable development. The study recommended reforms in the system to reposition the local government administration for greater effectiveness and efficiency to enhance sustainable development in the country.

Keywords: *Local government administration, Sustainable development, Mass mobilization, Local government reforms, Effectiveness*



Legislative and Executive Roles in Public Budgeting: Leadership Transformation through Constitutional Adherence

¹Adamu Buba, ²Ja'afar Ibrahim Dass & ³Hussaini Adamu Hussaini

^{1&3}Department of General Studies, Federal Polytechnic, Bauchi

²Department of Public Administration, Federal Polytechnic, bauchi

Abstract

The legislative and the executive arms of government are constitutionally charged with the responsibility of making and executing policies in the business of governance in most democracies. Nigeria is not an exception. Budget and budgeting is one of the life wires of every nation and as such needed to be taken with all seriousness. Experience has shown that most countries, Nigeria inclusive have strictly adhered to norms and practice in budget and budgeting procedures and not the sacred constitutions where laid down rules, procedures and guidance on how budget and budgeting are constitutionally performed hence, the need for this writ up. The paper seeks to educate particularly students of government and politics and the general public the basic tenets of and the constitutional provision for budget and budgeting as it affects the legislative and the executive arms. Mainly secondary data was used in the course of this piece.

Keywords: *Legislative, Executive, Budget, Leadership and Constitution*



Fredrick Taylor's Scientific Management Theory: a Review of Unprecedented Contribution to Public and Private Leadership Transformation

¹Adamu Buba, ²Usman Yusuf Dutse & ³Hussaini Adamu Hussaini

^{1&3}Department of General Studies, Federal Polytechnic, Bauchi

²Department of Business Administration and Management, Federal Polytechnic, Bauchi

Abstract

Public Administration is a composite of isolated however interrelated controls. It was a vital piece of an assortment of different trains previously until when it became an independent field in the 1980s with its very own character. Today it incorporates real components of political science, law, management sciences, financial aspects, business administration, sociology, psychology etc. Its customary roots were in political science and logical administration, where it spoke to change and a clear with emphasis and focus around administrative proficiency and responsibility. Step by step, the field of public administration started to draw increasingly from the behavioral sciences, at that point a push to comprehend the complexities of human behaviour and what inspires individuals combined and fused the mental measurement of the social sciences. Of late, the attention has been on the part of public administration in leadership and governance. Various theories have been propounded in and for public administration, one of which is the Frederick Taylor's Scientific Theory of Management. This model must have taken the bull by the horn to address administrative inefficiencies and loopholes, though not without some criticisms from both management and workers of an organization. Based on the forgoing, this review will highlight the background of the author, basic components of scientific management, how administration is viewed by him and some criticisms of the approach. It will conclude with a summary and recommendations. Secondary data was primarily used.

Keywords: *Scientific Management, Theory, Contribution, Public & Private, Leadership*

Issues, Challenges and Solutions to Entrepreneurship Education Development on Selected Nigerian Federal Polytechnics

¹Osunkunle Abdulmageed, ²Nazif Yakubu Barau, ³Kabiru Zakari & ⁴Shuaibu Nuru Mamman

^{1,2&3}Department of Architectural Technology, Federal Polytechnic, Bauchi

⁴Department of Building, Federal Polytechnic, Bauchi

Abstract

Introduction of Entrepreneurship Education Development (EED) in the tertiary schools' curriculum have led to a revival on the rate of unemployed youths and also a means of funding. In response to many challenges of National Development, the government established National Programmes such as National Directorate of Employment (NDE), Technology Incubation Programme (TIP), New Partnership For African Development (NEPAD), National Poverty Eradication Programme (NAPEP), Millennium Development Goals (MDG), and EED, e.t.c. which have their comparative advantages. This work therefore exhibits the role of EED in some selected Federal Polytechnics as a source of Internally Generated Revenue and job security among others. In conclusion, a detailed relevant analysis was then recommended among others that at all levels, government, stakeholders should provide enabling environment to allow for the injection of funds into the education sector which will in turn provide adequate job security and sustainable development.

Keywords: *EED, Entrepreneurship, Sustainability and Technology*

Espousing Artistic Techniques to Complement Scientific Ideas for Industrial Development in Nigeria

Yusuf, A. Abdul Rasaq

*Department of Fine and Applied Arts
Federal College of Education, Zaria*

Abstract

The world is on a fast lane of becoming more and more a diminutive community laden with the networking of ideas for a common collective goal. In whatever field of human endeavours like with Science or Art, it is obvious now that the Nigerian landscape is replete with a condition of unsynchronized structure of professional collaboration. As one can explicitly begin to isolate how traditional methods of operations from the distance past have given way to non-communal ways of making products at modern time, this paper, therefore looked into how the concept of synergy has dwindled in the area of combining science and art for industrial growth, this paper also highlighted some situations where art and science have been adopted for optimal growth during the Renaissance especially when little was known about modern day concept of specialisation of duties. The paper went further to insinuate the need for a synthesis of exploration between Artists and scientists amidst the prevailing conditions of the yearnings for industrial growth. There was also a hub on the benefits that may accrue from the intertwining of Scientific and artistic ideas both in terms of proficiency and what may be produced, especially for industrial growth. The paper concluded by highlighting that the incidence of contemporary time beacons onto various forms of professionals to crave for a common front in their quest to surmount prevailing problems.

Keywords: *Networking, Synthesis, Incidence of modern time*



